A Call to Serve

by John Robinson, FSA, MAAA

When I was first approached about becoming the President of the IABA, I was a bit reluctant. I wasn’t sure why, but after much consideration, I determined that the issue was how I would answer the following question:

As President, what are you going to do?

It is a great privilege to lead the IABA, and it is also an opportunity to put my ideas into real actions, perhaps to be “transformative.” After much deliberation on this question, I have come up with the following agenda:

1) The IABA’s mission is to promote the actuarial profession among black kids, high school students and collegians, and to provide professional growth for practitioners of all levels of experience. This mission must be carried out by each and every member. The primary means for most members to express their membership is through the affiliates. Therefore, the affiliates must be working and thriving for the organization’s mission to be fulfilled. This leads naturally to my first priority: strengthen the affiliates’ leadership and their ability to carry out the IABA’s mission.

2) While we strengthen the affiliates, we must also continue to build on our successful Annual Meeting. All of the actuarial leaders who have been our guests (for example, presidents of SOA and CAS) have been impressed by what they have seen. We have a high-quality education component that can be “sold” to all actuaries in search of CE (Continuing Education) credit.

3) We must continue to increase awareness of our existence at home and abroad. In March of 2010, on the eve of the International Congress of Actuaries 2010 (ICA 2010) in Cape Town, South Africa, IABA will join the actuarial leaders of the Caribbean, Ghana, Nigeria, South Africa’s ASABA and SAADP, Kenya, Tanzania, Cameroon, Benin, Côte d’Ivoire and Zimbabwe at a Conference To Promote Diversity in the Actuarial Profession Worldwide. The goal will be to explore ways in which we can help each other, bilaterally or multilaterally, in our respective missions. Success will be achieved only if every organization leaves the conference with a To Do list of projects or tasks to move the profession forward among our peoples.

There you have it. Our cause is noble and our message is only positive. There is valuable work to be done and a lot of fun to be had doing it! I am happy to be surrounded by leaders and members who put the organization first and I am proud to be associated with all of you. Thank you for your continued support.
Throughout the years, the International Association of Black Actuaries (IABA) has been blessed with a membership base willing and able to participate in running the affairs of the organization. Volunteerism is what binds us and is what has kept us afloat since our inception many years ago. Despite this fact, as the size and scope of the organization grew, there became a need for us to seek professional help in the form of an Executive Director. After an extensive search, our first Executive Director, Troy Riddle, was hired.

Troy hit the ground running and signified somewhat of a new age for the organization as we stopped crawling and began walking. Troy helped establish many of our current initiatives and was pivotal in guiding the organization through a very important period that saw the birth of our Corporate Advisory Council and the official election of a Board and Officers. He was also instrumental in providing support and services for the IABA Foundation, which was also a new IABA initiative that needed nurturing. Needless to say, when we learned that Troy would be leaving us in 2009, we were saddened and unsure of whether we would be able to find a replacement that would provide the same level of dedication and service to the organization.

Our search began with the Board establishing strict parameters for the selection of our new Executive Director. After careful deliberation, we settled on Kate Weaver and it did not take long for Kate to make her mark. Kate’s first few days saw her thrown right into action as she was asked to help in the hotel selection process for the biggest event on our calendar year, the Annual Meeting. In the months to follow, Kate became an essential cog on the Annual Meeting Planning Committee and helped to ensure that we had yet another successful Annual Meeting in 2009.

Kate’s work did not stop there. She helped to successfully plan our subsequent Leadership Retreat which received rave reviews from all the leaders in attendance. The Retreat was a tremendous success due in no small part to Kate’s knack for planning and organization. In a relatively short space of time Kate has established herself as an excellent asset to IABA.

Please join me in officially welcoming Kate to the IABA family. She has blessed us with her thought-provoking ideas and pragmatic problem-solving ability and we hope that she can continue to help us for many years to come.

Biography

Kate Weaver brings to IABA over 10 years of project management and marketing experience. Kate graduated with a double major in Marketing and Management from Fairfield University in Connecticut. Upon exiting a career in Sports Marketing and Event Management, Kate returned to school to receive her Master's in Education. She taught Marketing and Career Training in Connecticut public high schools for 5 years and is excited to assist the IABA in outreach, education and development initiatives.

Mission of IABA

The International Association of Black Actuaries is a professional and student member organization whose mission is to contribute to an increase in the number of black actuaries and to influence the successful career development, civic growth and achievement of black actuaries.

Vision of IABA

To be the world’s leading actuarial organization dedicated to influencing diversity by developing and recognizing the achievement of black actuaries.

Core Values of IABA

Service * Professionalism * Excellence * Integrity * Commitment * Empowerment * Passion * Teamwork
The IABA Annual Meeting is about education, interaction, celebration and inspiration. All of these elements were present at this year’s renewal in Philadelphia. I like to think that the quality of the meeting improved in all four areas. However, I must admit that as the chairperson of the Annual Meeting Planning Committee, I am a little biased.

So, what were the highlights from my perspective? I will choose three. If you have your own highlights, let the debate begin.

I
As one who has planned several family reunions, I know that many times it is the unplanned event that makes a gathering most interesting and unique. We had no idea that President Jeff Johnson would share a photograph from his archives. It depicted the group of actuaries and actuarial students who gathered in 1992 and made public their intent to form NABA (National Association of Black Actuaries). This photograph added a wonderful sense of history to the meeting and it became a key part of the story of the 2009 Annual Meeting.

II
The first ever session on Volunteerism added a new dimension to the IABA, and may turn out to have started a new chapter in the growth of the organization. The simple act of opening up opportunities for members to volunteer has led to greater member participation, better staffing of existing committees, the creation of exciting new committees and strengthening of our affiliate leadership corps. We are always in search of new leaders, and it has been gratifying to see members take up the challenge with enthusiasm.

III
My final highlight was the contribution of our Keynote Speaker, Dr. Therman Evans. He reminded us that while actuaries have achieved much intellectually and economically, full self-actualization requires us to fulfill our “promise” by making a way for others.

The IABA has had a long-standing tradition: the Vice President’s main role is to plan the Annual Meeting. So I have handed the reins of the Annual Meeting Planning Committee to our Vice President-elect, Monique Hacker. I know she and the new Planning Committee will surpass the high standards that we have set for ourselves as a premier organization.
Dr. Therman Evans left the audience with a burst of motivation and a new mindset for the definition of going above and beyond. He encouraged attendees to lead a promise driven life by being an inspiration to others, not only by challenging yourself, but by challenging the world. At the foundation of a promise driven life, there is the desire to make a positive difference for others through passion and daily practice.

What is the role of a promise driven person? They are here to challenge the climate and alter the environment they find themselves in. They set new and higher standards; they shift old and create new paradigms. Promise driven people continuously develop themselves to become the change agents that they seek for the world. They recognize that life’s higher agenda is composed of helping others develop into the people they were born to be. Promise driven people do not back away from trial by fire and they understand that the achievement of big promises and dreams requires commitment and total dedication.

Fact: So you’ve found your purpose: Being a well paid actuary, knowing why you’re here on earth. But are you living your promise? Knowing what is possible BECAUSE you are here on earth. Is your satisfaction only from getting a well paid job, fine education, and being comfortable at work or will you do something above and beyond because you appreciate the blessing that allowed you to pursue the actuarial career path?

So don’t stop in your tracks. Go out there and make a difference. In the words of Dr. Evans, “Be that person to reshape and impact the world. Live a promise driven life.”

The rousing applause that followed this great presentation summed it all up. Dr. Evans took time to sign copies of his book “From Purpose to Promise Driven Life” for members present.

Biography

Dr. Therman Evans is the founder and CEO of Whole Life Associates, Inc., and is the Pastor of Morning Star Community Christian Center, Inc. in Linden, NJ. His corporate background experience includes serving as the former Vice President and Corporate Medical Director of CIGNA Corporation, one of the largest healthcare companies in America.

Dr. Evans is the recipient of several honors, recognitions, and awards, including three honorary doctorate degrees from Rust College in Mississippi, Bethune Cookman College in Florida, and Meharry Medical College in Tennessee. In 2003, he was appointed to the faculty of Howard University College of Medicine. He also received the Distinguished Service Award as the Outstanding Alumnus of the Year for 2003 by Howard University College of Medicine and the 2003 Living Legend Award from the Louisiana Chapter of the National Medical Society. He has been recognized by several cities with keys and/or days named in his honor. Likewise, he was nominated by his alma mater, Howard University, to receive the Year 2000 Distinguished Alumni Citation, an honor bestowed on only 200 of the one million graduates of historically black colleges and universities.

Dr. Evans is married to the lovely Bernetta Jones, a graduate of New Hampshire College. They have two sons, Therman Jr., a graduate of Howard University Law School, and Clayton Ennis, who attended Howard University and is a graduate of CHI Institute. He also has one daughter-in-law, Monica, and two grandchildren, Taylor and Mitchell.
Top Five Places To Visit in New York

5
Carnegie Hall

4
Central Park

3
Broadway

2
Times Square

2010 IABA Annual Meeting

Save the Date
IABA Annual Meeting 2010: August 5-8, New York City!
Congratulations to the Hartford Affiliate and its leader Matthew Duke for successfully winning the first Affiliate of the Year Award. Some of their events included 1) Dancing with the Hartford Affiliate 2) The Actuarial Rap Session 3) An Intern Welcome Dinner 4) A Speaker Series 5) UFC Night and 6) A Game Night. The Hartford affiliate continues to shine brightly and has established itself as an example for other IABA affiliates to follow.

IABA recently opened a new affiliate in Tampa, Florida. Our first affiliate in the state of Florida will be lead by the current IABA Vice President, Monique Hacker. Through her leadership we expect great things. In other affiliate news, the former Virginia/North Carolina affiliate has been split into two separate entities. The new Virginia affiliate will be co-lead by Adrian Cox and Kalimah Vereen and the new North Carolina affiliate will be led by Tyler Lester. Join us in congratulating all of our new leaders.

Expanding the reach of our affiliates is one of the key initiatives of the new IABA President, John Robinson. Through the continued efforts of all of our affiliates spread across the country, we hope to greatly expand the reach of the organization and increase our presence in as many cities as possible. If you would like to be involved in this exciting time for IABA, please contact your local affiliate leader.

We have lost an amazing and talented young, black Actuary, Georgia Nelson Newman, of Oliver Wyman’s New York office, was taken off life support on Tuesday, September 22nd, after suffering a brain aneurism while driving home in Stamford, CT on Tuesday, September 15th. While the staff at Stamford Hospital and the New York Presbyterian Weill-Cornell Medical Center did everything they could for Georgia, she had sustained significant injuries to her major organs from the aneurism and the resulting car accident.

Georgia was a fighter...she had survived the attacks on the World Trade Center on September 11, 2001, safely making her way out of the second tower; she was also winning her ongoing fight with systemic lupus - a disease she was diagnosed with shortly after the WTC attacks. She leaves behind a son, Aiden, who is 17 months old; and is mourned by her husband, Sean; her parents, Basil & Pam; brother, Julian; and many more friends and family across the globe.

There was a memorial service for Georgia on Thursday, September 24th, at St. John's Episcopal Church in Stamford, CT, and her body was to be flown home to Jamaica for the final farewell service on October 10th. Please keep her family and close friends in your prayers as they bravely celebrate her life during this difficult time.

Donations in her memory can be made to one of the following organizations:

* The Georgia A. Nelson Lupus Foundation at New York-Presbyterian Hospital (c/o Dr. Jessica Berman)
* St. John’s Episcopal Church, Main Street, Stamford CT
* St. Margaret’s Anglican Church, Kingston, Jamaica

A Tribute to Ms. Georgia Nelson Newman

by Michelle Thompson
It is extremely gratifying for us to be able to highlight our college scholarship recipients in the same breadth as our new Fellows. This signifies what IABA is all about. We seek to encourage young, black scholars to enter the actuarial profession and subsequently provide support on their journeys to becoming actuaries. These two groups represent the start and the end of that journey and provide proof that the organization is making an impact. Congratulations to all our scholarship recipients and to all our new Fellows!

2009 College Scholarship Recipients
Kwabena Kesse, Ball State University
Steven Jones, University of Kentucky
Stephen Nyamapfumba, University of Texas at Austin
Chisomo Sakala, Truman State
Theo Trotman, Texas Christian University
Sydeaka Watson, Baylor University

New Fellows of the Casualty Actuarial Society and the Society of Actuaries
Nadege Bernard-Ahrendts, FCAS
Ishmealine Merley Boye, FCAS
Jarrett Durand Cabell, FCAS
Edmund Daniel Douglas, FCAS
Fritzner Mozou, FCAS
Nana Prempeh, FSA
Renee Smith, FSA
Stokely Smart, FSA

E-Career Fair 2009

ABA held its second annual e-Career Fair at the end of the year. Below are some statistical details of the event.

Corporate Advisory Council Company Participants:
Aetna; Allstate; CNA; DW Simpson; Ernst & Young; Genworth; Hewitt; ING; Mercer; NC Mutual; The Hartford; Towers Perrin; Travelers; Watson Wyatt.

Other Company Participants:
American General Life Companies; AXA Equitable; CIGNA; Gabriel, Roeder, Smith & Co.; Liberty Mutual; Lincoln Financial Group; Mass Mutual; Nationwide; New York Life; Northwestern Mutual; Prudential; The Segal Co.; Transamerica Reinsurance.

Funds Raised:
Corporate Advisory Council companies participated free of charge. Two companies participated at the reduced rate of $200 due to their sponsorship levels. Eleven companies participated at the full rate of $300. Total funds raised: $3,700.

Resume Uploads:
181 resumes uploaded. 76 participants were seeking internships, 97 were seeking entry level positions and 8 were seeking experienced-level positions.

Company Survey Results:
Satisfaction with number of participants: 75% were very or somewhat satisfied. Satisfaction with quality of participants: 50% were somewhat satisfied, 50% were neutral. Will they contact any participants about open positions?: 38% definitely, 25% probably, 38% maybe. Overall satisfaction with e-career fair: 38% very satisfied, 62% somewhat satisfied.

Participate in future: 100% said “yes”

Participant Survey Results:
Percentage that reviewed the resume workshop: 65%
Percentage that adjusted resume after viewing workshop: 86%
Overall satisfaction: 21% very satisfied, 32% somewhat satisfied, 44% neutral

Participate in future: 100% said “yes”

Next E-Career Fair:
The 2010 Spring Actuarial E-Career Fair will be held from February 8th to February 19th. Please visit our website at www.blackactuaries.org for further details closer to the event.
Becoming a member of IABA is just a mouse-click away. New member, collegian member and renewing (current) member forms are available at [www.blackactuaries.org](http://www.blackactuaries.org). Sign up now so you can enjoy the benefits that IABA members enjoy.

The new Membership Prospectus is ready!!! The brochure describes the benefits of being a member of IABA, and how you can help the organization achieve its mission to contribute to an increase in the number of black actuaries and to influence the successful career development, civic growth and achievement of black actuaries. Attendees at the 2009 Annual Meeting received a copy of the prospectus. If you would like a copy, please contact us at [iaba@blackactuaries.org](mailto:iaba@blackactuaries.org).

The Actuarial Bookstore offers IABA members a 5% discount on exam materials ordered from the Actuarial Bookstore, for Exam P and Exam FM. This discount is available to IABA members only, and the discount code must not be shared. Members who do not have credit for these exams, and would like to get the discount code, should let us know by sending an e-mail to [iaba@blackactuaries.org](mailto:iaba@blackactuaries.org).

IABA members receive discounts on Dell Computer products and services. As a member you can receive:
1) Up to a 12% discount on Dimension and Inspiron Home & Home Office products
2) Discounted 3-5 business day ground shipping
3) Dell’s award-winning 24-hour online and telephone technical support
4) Frequent special values and promotions in addition to your standard discounts.

Did you know? As a full, associate or student member of IABA, you are eligible for access to the members only section of the website. If you are not sure that you have access, or if you have forgotten your username and password, you can now sign-up on-line. Kindly note that access is not immediate, but as soon as your membership is confirmed, your username and password will be authorized.

### IABA Board of Directors

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<th>Name</th>
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<tr>
<td>Sharon K. Robinson, FCAS MAAA</td>
<td>Director</td>
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<td>Linda Shepherd, FCAS, MAAA</td>
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<td>Ollie Sherman, FCAS, MAAA</td>
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<td>Stafford L. Thompson, Jr., FSA, MAAA</td>
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<td>Jeffrey L. Johnson, FSA, MAAA</td>
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<td>John W. Robinson, FSA, MAAA</td>
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<td>Jamala Murray, FSA, MAAA</td>
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<td>Acheampong Boamah, ASA, MAAA</td>
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<td>Monique Hacker, FSA, MAAA</td>
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### IABA Leadership

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<td>John W. Robinson, FSA, MAAA</td>
<td>President</td>
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<td>Monique Hacker, FSA, MAAA</td>
<td>Vice President</td>
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<td>Jamala S. Murray, FSA, MAAA</td>
<td>Treasurer</td>
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<td>Gerik Whittington</td>
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<td>Khadine Adams</td>
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<td>Kate Weaver</td>
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### Committee Chairs

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<td>Michelle A. Thompson, ASA, MAAA</td>
<td>Membership</td>
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<td>Kevin Blackman, ASA and Lucretia Hydell</td>
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<td>Technology</td>
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<td>Monique Hacker, FSA, MAAA</td>
<td>Annual Meeting</td>
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<td>Veronica Fontama</td>
<td>Scholarship</td>
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<td>Linda Shepherd, FCAS, MAAA</td>
<td>Finance</td>
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<td>Ollie Sherman, FSA, MAAA</td>
<td>Human Resources</td>
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<td>Nicassia Williams</td>
<td>Education</td>
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<td>Ernest Ofori</td>
<td>Newsletter</td>
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<td>Nana Prempeh, FSA, MAAA</td>
<td>Fund Development</td>
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<td>Corporate Solicitation</td>
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### IABA Foundation

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<td>Nana Prempeh, FSA, MAAA</td>
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<td>Gerik Whittington</td>
<td>Secretary</td>
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Special Acknowledgement goes to the Members of the Corporate Advisory Council

Actuarial Foundation - Eileen Streu
Aetna - Michael Fedyna, FSA, MAAA
Allstate - Shantelle A. Thomas, FCAS, MAAA
Casualty Actuarial Society - John Kollar, FCAS, MAAA
D.W. Simpson - David Benton
Ernst & Young - Douglas A. French, FSA, FIAA, FCAS, MAAA
Genworth Financial - Stephen Marco, ASA, CERA, MAAA, CLU, FLMI
The Hartford - To be determined
Hewitt - Anne Crumlish, FSA, MAAA
ING - Laurin Cathey
Liberty Mutual - Neeza Thandi, FCAS, MAAA
Mercer - Jennifer Pickett-Frasier
North Carolina Mutual - Stafford Thompson Jr., FSA, MAAA
Society of Actuaries - Tom Terry, FSA, FCAS, MAAA
Towers Watson - Barry McKeown, ASA, EA
Towers Watson - Jeanette Walton, MBA, SPHR
Travelers - Smitesh Davé, FCAS, MAAA
University of Connecticut - James Trimble, FSA, CERA, MAAA

Contact Information

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Newsletter Committee
Ernest Ofori (Chair), Olayinka Rufai, Kamal Harris and Gerik Whittington