

July 10, 2009

MEMORANDUM

TO: Board of Directors  
Society for the Study of Social Problems

FROM: Susan M. Carlson, Chair  
Permanent Organization and Strategic Planning Committee

RE: Annual Report

At last year's annual meeting, the Permanent Organization and Strategic Planning Committee (POSP Committee) interviewed the two candidates for the executive officer position, Héctor Delgado from the University of La Verne, and Scott Frey from the University of Tennessee-Knoxville. During our subsequent deliberations it became clear that the location of one of the candidates at the University of Tennessee gave him an unfair advantage over the other candidate, and it would be impossible for the Committee to make a recommendation without first addressing this issue. The POSP Committee recommended that the Board request that Executive Officer, Tom Hood, explore the possibility of a longer-term relationship with the University of Tennessee as the home for our Administrative Office. The Board accepted the Committee's recommendation and requested that Tom Hood explore the possibility with the University of Tennessee.

The Board interviewed both executive officer candidates at the annual meeting and concluded that the time allotted for the interviews was insufficient to allow members to reach a final decision regarding the executive officer position, particularly with the issue of the location of the Administrative Office unresolved. As a result, the Board appointed an ad hoc committee, consisting of myself and board members Michelle Janning and Ray Michalowski, to conduct both site visits and more in-depth interviews with both candidates at their respective institutions.

Officials at the University of Tennessee enthusiastically supported continuing to house the Society's Administrative Office, and Tom Hood successfully negotiated a three-year contract with the university. As a result the POSP Committee revised, and the Board approved, changes in the administrative officer and executive officer position descriptions to reflect the new institutional arrangement with the University of Tennessee and additional duties of the Administrative Officer.

In September and October, the Ad Hoc Committee conducted the site visits and candidate interviews. We submitted a detailed report to the Board along with our recommendation that the Board offer the position of Executive Officer to Héctor Delgado. The Board followed our

recommendation, and members of the Ad Hoc Committee were delighted when Héctor accepted the position.

At this year's annual meeting the POSP Committee will be bringing suggested changes in the Society's Operations Manual to the Board for approval. These changes will make the manual consistent with the separation of the Administrative and Executive Offices of the Society and current operating practices. In addition, the Committee may be bringing recommendations concerning the biennial site visit/evaluation of the Administrative Office that is scheduled for spring 2010.