

To: SSSP Board of Directors
From: John C. Alessio, POSPC Chair
Re: Annual Report
Date: 7/9/14

The Permanent Organization and Strategic Planning Committee (POSPC) met at the 2013 SSSP meeting and spent most of the meeting discussing the possible need for restructuring the divisions so that membership numbers within the divisions would be in compliance with SSSP by-laws (see submitted meeting minutes). As it turned out, the Council of Special Problems Divisions was working on the same issue and came up with a by-laws change that would place greater responsibility with the division chairs and give greater oversight authority to the Chairperson of the Council of Special Problems Divisions. The recommended by-laws change was passed by the board and approved by the membership. Division chairs must now take care to follow their responsibilities carefully or they could be replaced. If a division chair is not able to keep the division's membership and participation in compliance with the newly amended by-laws, the division can be recommended for elimination as well.

As a result of the action taken by the Council of Special Problems Divisions, The POSPC decided to discontinue its discussion of restructuring the divisions for the purpose of bringing divisions into compliance with the by-laws requirements regarding the number of members each division must maintain in order to continue as a division. There was, however, some interest in looking at the restructuring and renaming of the divisions independent of the division membership numbers. That may be an item for the 2014 POSPC meeting agenda.

The POSPC was charged by the Executive Officer, Dr. Héctor Delgado, to write a conflict of interest policy for the SSSP Operations Manual, and the committee accepted the charge. We started off with a very long sample policy from another organization, and some members of the POSPC thought it was too long. After emailing recommendations back and forth for a period of time, POSPC, with the help of Dr. Delgado, arrived at the following policy statement. It was submitted to the SSSP Board for approval and by way of an email vote, the policy was approved.

The Society of the Study of Social Problems (SSSP) seeks to protect the integrity of the SSSP, its Board of Directors ("Board"), staff, volunteers, and members. This requires that all staff, volunteers, and Board members avoid potential and actual conflicts of interest between the SSSP, on the one hand, and personal, professional, and business interests on the other. Accordingly, the Board adopts the following policy. The SSSP's staff, volunteers, and Board members must promptly and fully disclose to the Board, any interests, relationships, and holdings that create, or could potentially create, a conflict of interest, especially, but not solely, in the case of elections, hiring decisions or appointments, selection of vendors, and financial commitments or decisions, in which they, a member of their family and/or significant other, employer, associate, or friend will receive a benefit or gain. In order to protect all concerned, the Board reserves the right to require individuals to excuse themselves from a Board or committee meeting, or to abstain from voting on any issue where such conflict is disclosed or determined to exist by the Board. This policy is meant to supplement, not replace, good judgment.

The POSPC was recently charged by the Budget, Finance, and Audit Committee to revise the language in the Operations Manual to more accurately reflect the existing financial arrangements relative to the publication of *Social Problems*. That charge has been passed onto the POSPC by the Chair with a suggested language change in order to get the discussion started. If not completed by the time of the next POSPC meeting it will be included on that meeting's agenda.