Executive Director's Report, 2003, Part II

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This report is the second half of APSA's annual report for this past year, and completes an overview of APSA activities for the past year. Part I of this report, printed in the October 2003 issue of *PS,* reported on activities clustered around themes of scholarship, teaching and learning, and the public presence of political science. This part of the report discusses activities related to building the professional community of political science, supporting institutional components of the field including academic departments and research support, and furthering international linkages. It also refers to the operational dimensions of the association—how we are organized to manage meetings, provide adequate technology support, development, business services, and overall Association administration and governance.

Professional Community Cluster

Strengthening the professional community of political scientists is an important and instrumental goal of the Association and APSA approaches this goal in numerous ways. These include personnel services and job placement, outreach and recruiting to the discipline itself, support for APSA's status committees and the communities for which they speak, career materials for students considering entering the political science field and for political scientists assessing their opportunities, building directories of political scientists and compiling data about the field, and oversight of ethical standards and practices in the field. Such activities to improve the professional situation of political scientists are valuable to members in their own right, and are a means to meeting other key goals such as building scholarship or advancing teaching.

Personnel Services and Placement

The agreement among political science departments, codified in the APSA ethical standards, that all academic positions at the assistant and associate levels be listed in one commonly accessible site is a core building block of the political science community. APSA maintains this job listing site—and there have been major developments in its operation in the last year. Job listings are managed online, and are now accessible to all APSA members without any additional fees. Job listings are free for departments belonging to APSA's departmental services program, and are priced at market rates for others. Listings are also integrated with options for jobseekers to post resumes online, and in turn to arrange interview opportunities at the APSA Annual Meeting. For the first time this year, the job site can also be used to arrange interviews at other political science association meetings. Our goal is to make personnel services a fully collaborative process within the political science community.

Diversity

Perhaps one of the highest priorities we have in the profession is to assure that the community of political science scholars is as inclusive as possible. This goal applies to the composition of the professoriate, the graduate student classroom, and to the practicing world of political science, as well as to the content of scholarship and approaches taken by the discipline. In our effort to build a diverse community of scholars, APSA sponsors and partners support several initiatives to attract scholars from traditionally underrepresented communities. Some programs focus on recruitment into the profession, including: the Minority Identification Project to help doctoral programs make contact with the most promising minority undergraduate scholars and to help undergraduate faculty counsel the students on the merits of a political science career; the Ralph Bunche Summer Institute, hosted and administered through Duke University, which previews doctoral study for a select group of minority undergraduates; and the "Road Show" conceived and conducted by the Committee on the Status of Latinos y Latinas in the Profession, which travels to campuses with large numbers of Latino y Latina students to promote doctoral study.

The most significant recent step the Association has taken to support inclusion is to expand the minority fellowship program (MFP). The MFP recognizes distinguished African American, Latino/a, and American Indian students who have been accepted for doctoral study by providing APSA-funded fellowships. Funding for this program has been expanded in three significant ways: program rules have been modified to assure that APSA allocated funds are provided each year to identified students (in the past funds were only awarded if doctoral programs themselves did not provide significant support) the total budgeted amount has increased from $12,000 to $24,000, and student awards have been expanded to $2,000 stipends in each of two years per student. The award system has been modified to provide funding after completion of the first program year and in later years of doctoral study rather than up front—based on observations that retention funding is more important than start-up funding.

The APSA Council this year approved the formation of a new Committee on the Status of Asian Pacific Americans in the Profession, to work alongside existing Committees on the Status of Women, on African Americans, on Latinos y Latinas, and on Gays, Lesbians, Bisexuals, and the Transgendered, in the Profession. The Organized Sections on Race, Ethnicity and Politics and on Women and Politics, and the related group, the Native American Studies Association, also continue to play leading roles in advancing attention to scholarship in these areas, and in shaping the intellectual and professional community around them.

These are significant efforts, but we have much more to do in support of minority recruitment, including important efforts needed to support retention and professional advancement of underrepresented groups.

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One of our goals is to organize an in-depth program review for each of APSA's major program areas as time and resources allow; our programs to provide support for diversity in the profession are slated to receive such attention soon.

Professional Career Materials

There are a number of APSA efforts underway to address issues affecting the academic workplace for political scientists. APSA is a member of the Coalition on the Academic Workforce that addresses issues faced by part-time and adjunct faculty in the profession. We have participated in a forum on the subject at the AAC&U conference in Seattle for academic deans and faculty and have advised AAUP in the formulation of its new statement on this topic.

The APSA Council also has focused on questions of building family-friendly workplaces in the academy. Since formal work rules are issues that stretch well-beyond the academic department itself, we have concentrated in particular on ways that department chairs can provide leadership within existing academic work rules to recognize family issues in the workplace. The department chairs conference held at the annual meeting this year focused exclusively on this topic.

The Association has also continued to promote programs to identify "questions to ask" for students entering graduate school and for faculty seeking academic positions. These programs were originally named the registering and rostering initiatives and have been renamed for clarity. They call on academic departments to commit to answering sets of questions about their programs, and they encourage student and job applicants to ask probing questions that can help assure that future placement will be a good fit for candidate and institution.

The Task Force on Mentoring has begun to institute a formal mentoring program for graduate students and faculty that will allow for an online match of mentors and students or junior faculty. This service is being launched as this is written. It is part of a broad initiative by the Task Force to offer panels at the meeting and columns in *PS* on the topic. The Task Force is also seeking support from the NSF to look into issues facing the entrance and advancement of women in political science, results of which I'll report further on in the future.

Student Career Publications

APSA in recent years has published an array of career publications covering undergraduate study and job options and doctoral career development and paths. These are still an important part of our publications program. Much of this content has also started to migrate to the web site. The mix and content of many of these publications, however, have not had a review in some time; we plan a comprehensive assessment of, and a likely major overhaul to enlarge and strengthen, our publications agenda in the coming year.

Directories and Data Resources

The Association bears a responsibility to help members of the political science community find each other and make information about ourselves accessible to the public. For many years, APSA has published directories of members and directories of all political scientists. New technology has moved most of these resources to the Internet, and we have supplanted the periodic member directory with online access to member listings. The Centennial Biographical Directory of Members published in 2001 remains in print and continues to be a valuable resource regarding the interests and backgrounds of political scientists. And the Directory of Political Science Faculty, first published in 2002 as a comprehensive listing of all faculty in both undergraduate and graduate programs in the U.S. and in some international institutions, is also widely used.

The Internet has transformed how information about political science programs, enrollments, faculty characteristics, and numerous related informational questions is gathered and disseminated. The APSA Departmental Survey, the Graduate Placement Survey, the Enrollment Surveys, and related data surveys are now being moved to the web site for online data gathering and online access. We'll report on this ongoing project in the future.

Ethics

Perhaps one of the foundational activities of the Association in supporting the professional community is the articulation of statements of professional ethics for political scientists. The Committee on Professional Ethics, Rights, and Responsibilities stands ready to respond to grievances that fall within its jurisdiction, including helping protect the human rights of scholars in other countries. While legal and resource constraints often inhibit the Association's ability to investigate in depth or to apply public sanctions, the Committee can serve as a source of moral suasion, as a sounding board, and as a problem solver and we are committed to sustaining this role.

Institutional Components of Political Science

The enterprise of political science is built from more than individual and Association contributions. There are important institutional building blocks as well. APSA works in this vein directly with organized sections and related groups that operate within the associations, academic departments, and other institutions that supply, coordinate, or lobby for research support. This institutional base is, like all else, a moving target. One emerging area of particular interest is the growing role of centers and institutes on campuses, which challenge the centrality of the academic department. While such centers and institutes may greatly strengthen scholarship on topics that call for interdisciplinary approaches, they may in turn weaken traditional modes of providing professional review and development support to scholars. Universities and professional disciplinary societies need to communicate ways to keep partnerships effective.

Organized Sections and Related Groups

One of the most effective recent developments within the APSA community has been the growth of organized sections. Sections, established initially in 1981, assumed a major responsibility for organizing annual meeting panels in their areas

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in 1989. Recently, developments in the work of organized sections have focused less on questions about their relation to APSA as a whole and more on the advanced development of their own scholarly products, especially journals. In the last year, new section journals have emerged in public policy, state government, and women and politics. Sections also take the lead role in organizing short courses at the annual meeting. There were 14 short courses organized for the Wednesday before the 2003 Annual Meeting.

A new section on qualitative methods was also formed and approved in the last year. This process illustrates how sections both have allowed APSA to expand to address scholarly and methodological questions that have growing salience for members, and how sections can help to expand the edges of the Association to respond to challenges for change and inclusion.

Academic Departments

Early in its history in the United States, political science gravitated to the academy, and political science departments have served as the building blocks of the discipline since. Since 1972, APSA has operated a substantial institutional membership program of academic departments called the Departmental Services Program (DSP) to support these departments and to offer them a leadership role in the Association. The core of this program is its oversight of the employment placement service (and free listing access for DSP members), but there are a wide range of additional components—including materials departments can use to promote political science and recruit students, a chairs workshop, a chairs handbook that will function as an online community discussion forum for chairs on key academic, policy, and operational issues for department chairs, and a data gathering program to allow departments to benchmark themselves against a pool of similar-sized programs.

Research Support Groups

Another major institutional component of the political science community are organizations that fund research, set research support policy, or coordinate other organizations on research issues. A significant APSA role is to represent political science in many of these settings. We do this in several ways, including membership in consortia, such as COSSA and the National Humanities Alliance (NHA), and representation in leadership organizations such as the American Council of Learned Societies and the Social Science Research Council. Our involvement with COSSA and NHA is especially significant because their listing as 501 (c) 4 organizations under the tax code permits them to function actively as lobbyists.

The APSA Council last year reorganized the Research Support Committee to function as a research support board, and defined its membership as comprised of APSA's liaisons or counterparts on other key social science and humanities groups—the American Council of Learned Societies, the Social Science Research Council, the American Association for the Advancement of Science, the Consortium of Social Science Associations, and the Committee on Commission on Behavioral and Social Sciences and Education of the National Academy of Scientists among others. We ask these representatives to share information on key issues affecting the scholarly community, to carry news and issues from APSA to their organizations, and to advise the APSA Council when Association action is called for.

One example of the ways this group can be effective has been its dissemination of a research funding advisory adopted by the Council this year calling on organizations that fund area studies and related international work to provide some funding for short-term research visits, so as to accommodate scholars with family commitments who cannot travel for long periods of time. This concern has now been further conveyed to the other associations named above through the channels of our research support group.

Small Research Grants

One role for APSA in the midst of many other large research support institutions is to fill in gaps. APSA does this with its small research grant program. The program supports research in all fields of political science by political scientists who are not employed at Ph.D.-granting institutions. The concept is to help further the careers of the scholars at those institutions that typically have less access to other research support resources. The Association typically grants between 15 and 20 awards annually in a ranging from $1,500 to $2,500 each.

These awards are very popular with members and show evidence of being highly productive. Grant recipients in a recent five-year period have published over 11 books, 16 refereed articles, eight book chapters, many working papers, and a very large number of conference presentations, with more products in the works. Many recipients also report that their students benefit as co-authors, as research assistants, and in classroom use of their professor's research. Many recipients also use APSA money as seed money to obtain additional grant funding.

International Initiatives

An international initiative is an area of APSA programming in which members should expect significant future developments. The APSA International Committee is preparing a working paper now on ways to internationalize APSA across its membership, partnerships, and programming. This will form the basis of an Association-wide discussion of these new developments. I will defer much discussion of these topics for future reports.

Currently, APSA's international dimensions include a share of our active membership, efforts to partner or collaborate with political science associations in other countries and internationally, and specific exchanges with associations in Japan and the United Kingdom. Presently, about 12% of APSA membership resides in other countries (and about 11% of Annual Meeting attendees are not from the United States). About half of our international members come from Canada, the UK, and Japan. The rest reside in 83 different countries. The Association currently provides $6,000 in internal support for international travel grants to attend our meeting, and locating resources for increased travel support is a high priority in the emerging international planning. Much further discussion of the possibilities of a

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greater international presence will be published in future issues of *PS*.

Operational Components of APSA

The discussions here and in the October issue of *PS* have focused on APSA programs and activities. There is a major operational component to the Association to support this work. APSA has 23 full-time staff and a small number of student interns to manage and support our programs. These staff work in a range of cluster areas including overall association administration, meetings operations, development and sponsorships, services and technology, publications, and business operations. There have been significant developments in all of these areas in recent years—many related to the transfer of key operations from paper or internal processes to the web. APSA has led other scholarly associations in moving central areas of membership management, meeting development, journals and directories, job placements, and many other activities onto the web site.

This year the Council authorized a significant upgrade to overall web capabilities, allowing us to put a content management system in place that will broaden information management on the web, allowing other groups such as organized sections, caucuses, and related groups to manage components of the web site, and permit secure work areas for the Council and committees.

We are also working on plans for the transformation of APSA's development efforts, following the highly successful Centennial Campaign, into an annual fund that can reach out to foundations and other institutional donors as well as to members and APSA friends. We have designated APSA's publication programs as a priority area for future attention as well, to build it as a resource that can support scholarship and professional community as well as contribute more significantly to APSA revenues.

Finally, Association administration and governance has been a topic of major discussion throughout the year, culminating in APSA's first contested election in many years. With Council authorization, the election process was managed electronically, with significant cost savings and, we believe, enhanced participation. We welcome your comments on how the election was managed, as well as, of course, on the larger issues of whether or not to adopt changes in processes for selecting APSA leadership.

As always, we invite you to visit the APSA building in DuPont Circle in Washington, and we seek your suggestions and advice for APSA programs and active participation in section and Association governance.

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