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#### **About the Author**

**Paul Allen Beck** is chair and professor of political science at The Ohio State University. He is author of works on voting behaviour, political socialization, and political participation.

# Report of the Executive Director

Catherine E. Rudder, American Political Science Association

#### **Highlights**

Few organizations are blessed with the quality of leadership and participation that APSA members willingly offer to this scholarly society. From the creativity of President Elinor Ostrom to the conscientiousness of an anonymous reviewer of an APSR or PS manuscript, members are served in thousands of ways each year by each other. Our job in the national office is to help orchestrate all the activities of this Association. We suggest, we facilitate, we represent, we implement, and we serve. Ultimately, the strength of our cooperative society rests on all of us who are improving existing programs and creating new ones.

Consider, for example, some of the achievements of this past year. Together, the Association's members, committees, officers, and staff have:

• Established a Civic Education Task Force, under President Ostrom's leadership, to address the need to

- teach students the theory and skills of civic involvement, and held a two-day retreat to plan the group's activities.
- Hosted delegations of Eastern European scholars and teachers from
  Russia, Latvia, Poland, Bosnia,
  Hungary, and the Czech Republic
  for programs at the national office
  on civic education.
- Extended the German participation in the Congressional Fellowship Program, thanks to a stellar review from and the generosity of the German Marshall Fund.
- Established a journal donation program for Sub-Saharan African universities upon the end of the AAAS-ACLS journals program, adding to our ongoing contributions to Eastern and Central Europe.
- Concluded an agreement with the Political Science Association of the United Kingdom to engage in joint projects, the first of which will be the inclusion of British institutions in next year's Guide to Graduate Faculty and Programs.

- Instituted the Frank J. Goodnow Award to recognize contributions to the discipline and Association.
- Conducted focus groups of APSA members on the planned Centennial Campaign to celebrate the discipline's first 100 years by investing in the next 100.
- Recruited the leadership for the Campaign, and organized the Executive Committee and President's Council of the Campaign.
- Expanded by one-third the Small Research Grants Program to include projects on the evolution of the discipline and profession.
- Established a Higher Education Advisory Group composed of senior academic administrators to advise APSA on higher education issues and to assist APSA in our representational activities.
- Created a pilot on-line archive of Annual Meeting papers.
- Expanded APSA's Web site to include a searchable index of APSR articles and the Annual Meeting Program; set up an interactive fea-

- ture so that members can renew membership and preregister for the Annual Meeting electronically; and explored other ways APSA can take advantage of the new digital environment.
- Prepared in-house and published several new publications, including the triennial Directory of Members, the newly revised Getting Published in Political Science Journals: A Guide for Authors, Editors and Librarians compiled by Fenton Martin and Robert Goehlert of Indiana University, the new Directory of Women of Color in Political Science, the annual Directory of Departments of Political Science, and, for the first time in 13 years, a Directory of Congressional Fellowship Alumni.
- Conducted six different surveys to produce data and reports for the Departmental Services Program, the placement report, the Committee on Professional Ethics, and the Minority Identification Project.
- Received three grants from the National Science Foundation to fund the Ralph Bunche Summer Institute for three years, to help scholars attend the World Congress of the International Political Science Association, and to conduct a survey on job placement among newly-minted Ph.D.s and ABDs in political science.
- Instituted a new spring round for the Minority Identification Project in order to encourage more students to enroll in doctoral programs and added an additional fellowship for Latinos to the APSA Graduate Fellowship Program.
- Broadened language on equal opportunity in the Professional Ethics Guide, which had referred exclusively to hiring practices, to include any conditions of employment and incorporated an explicit statement about discrimination on the basis of sexual orientation.
- Reviewed, cleaned out, and moved the APSA Archive to Mount Vernon College of George Washington University and dedicated the archive to Walter E. Beach.
- Made needed changes at APSA headquarters, including renovating APSA's building, networking its computers, and implementing AP-

- SA's strategic plans for programs and for digital processing.
- Revamped submission of Annual Meeting proposals and centralized the processing in the national office in order to lessen the load on the Program Committee and to rationalize the process for members.
- Assisted a record 50 international scholars and graduate students in attending the Annual Meeting, as well as an additional 24 travel grants for U.S. graduate and Ralph Bunche students.

All of these activities, which represent only a sampling of our accomplishments, were carried on in partnership between the national office and some segment of the Association-from the Committee on Professional Ethics to the Women's Caucus for Political Science—or between APSA and other institutions like the Harvard University Library (Annual Meeting Papers On-Line) and H-Net at Michigan State University. All have been led by dedicated APSA members, like William J. Ball of the College of New Jersey, Paula McClain of the University of Virginia, Sidney Verba of Harvard, and Kenneth Janda of Northwestern University. Literally hundreds of people have been involved in creating, overseeing, and carrying out these projects, as well as our myriad of other ongoing programs reported to you in the remainder of this report and in the pages of PS over the past year.

## **Annual Meeting**

Jennifer Hochschild of Princeton University and Ronald Rogowski of University of California–Los Angeles presided over our 92<sup>nd</sup> Annual Meeting with inordinate skill, leading a Program Committee of 46 division chairs who, with related groups, assembled a record 650 panels in San Francisco. Attendance also exceeded all previous APSA meetings with 6,055 registered scholars, exhibitors, and members of the press (Table 1).

The 1996 meeting, under the theme of "Inequality and Politics," was characterized by several successful innovations in programming in-

## TABLE 1 Annual Meeting Registration, 1968–96

1968	3723 (Washington, D.C.)
1969	4142 (New York)
1970	2397 (Los Angeles)
1971	2732 (Chicago)
1972	3380 (Washington, D.C.)
1973	2312 (New Orleans)
1974	2773 (Chicago)
1975	2478 (San Francisco)
1976	2295 (Chicago)
1977	2624 (Washington, D.C.)
1978	2373 (New York)
1979	2687 (Washington, D.C.)
1980	2745 (Washington, D.C.)
1981	2887 (New York)
1982	2205 (Denver)
1983	2859 (Chicago)
1984	3391 (Washington, D.C.)
1985	2842 (New Orleans)
1986	3602 (Washington, D.C.)
1987	3524 (Chicago)
1988	4161 (Washington, D.C.)
1989	3496 (Atlanta)
1990	4505 (San Francisco)
1991	5179 (Washington, D.C.)
1992	4998 (Chicago)
1993	5635 (Washington, D.C.)
1994	5902 (New York)
1995	5559 (Chicago)
1996	6055 (San Francisco)

Note: 1972–96 figures include exhibitors registered at the meeting, since their fee for booth rental includes the cost of their registration.

cluding breakfast roundtables, experimental panel formats, and a live broadcast of the Democratic National Convention. Hyde Park sessions, designed to broaden interaction between panel and audience, attracted considerable interest as well.

This year marked the first time that extensive poster sessions were included in the Annual Meeting and 290 posters were presented in three sessions. These sessions have expanded the number of people who can participate in the Annual Meeting and offer a format different from the usual panel presentations. We have learned that these sessions require more lighting than is normally available in hotels, though this problem may be beyond our control. In

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addition, there is an increasing demand for electronic equipment and electrical connections for poster presentations that we are struggling to meet. APSA's web site includes information on how to mount an effective poster presentation so that 1997 Annual Meeting participants can learn from the 1996 poster pioneers.

We also experimented with not reading the citations at the awards ceremony in order to have sufficient time for Arend Lijphart's Presidential Address. While most seasoned observers appreciated the effort to have the president speak at a reasonable hour, the consensus was that some short statement should be made about the reasons for granting each award, as the program chairs will do at the upcoming 1997 meeting in Washington, D.C. The recipients of all of the dissertation awards, except the Schattschneider, were likely pleased to see that, thanks to the generosity of APSA members and capital appreciation of our investments, the dissertation prizes had doubled to \$500.

Helping APSA make policy for its conference is the Annual Meeting Committee skillfully led by Mary Katzenstein. This newly created committee provides continuity and review of policies relating to the Annual Meeting, and it is this group that recommended APSA's successful foray into centralizing the processing of Annual Meeting proposals. Rather than sending multiple proposals to several of the 46 division chairs, members now submit their proposals, not to exceed two, to the national office. We sort through all 5,000 proposals, acknowledge them, distribute them to the appropriate members of the Program Committee, and let each division chair know what other division chair has received the same proposal. The process is thereby greatly rationalized and simplified both for proposers and committee members.

This new process facilitates more accurate record keeping concerning acceptance rates. What we discovered in our preliminary analysis this spring, for example, was that more people are being accommodated on the program than we had originally

thought with approximately 40% of the proposals and 60% of the people who apply finding a place on the Annual Meeting Program. It should be noted, however, that these rates vary considerably across divisions.

Despite a few concerns expressed by graduate students, this new process had no apparent impact on graduate student participation, approximately 600 graduate students serving on panels in the upcoming Washington meeting. Nevertheless, the Annual Meeting Committee is working to create a norm that graduate students who are nearing completion of their graduate programs are more appropriate candidates to deliver papers at the Annual Meeting than are their junior colleagues and that only in exceptional circumstances should graduate students serve as panel chairs or discussants.

Through the years APSA has strived to make the Annual Meeting a welcome place for graduate students with features like inexpensive preregistration for the meeting, almost-free child care services, a roommate matching service offered at no cost, a free placement service, a leading scholar workshop and breakfasts, a grand reception for graduate students hosted by the President and President-Elect, and dissertation awards for the best dissertations in eight broadly defined fields of political science.

# Committees on Departmental Services and on Education and Professional Development

We have also worked to encourage the participation of high school teachers and community college scholars with special rates at the meeting and with the Council's new policy of providing memberships for people in these categories at an inviting \$30. The current chair of the Departmental Services Committee (DSC), Tom Richards of Brookdale Community College in New Jersey, and the chair of the Committee on Education and Professional Development (CEPD), Richard Niemi of the University of Rochester, have effectively led the Association in these and other efforts to be more inclusive of colleagues from a broader range of institutions.

These committees have also overseen a number of successful APSA projects this year, including most of the directories and the surveys (DSC); newsletters and workshops for chairs of departments of political science (DSC); the Small Research Grant Program (CEPD in concert with the Research Support Advisory Board); departmental services for graduate, four-year, two-year, and high school programs (DSC); the monthly Personnel Service Newsletter (DSC); the programs on civic education for scholars and teachers from Eastern Europe and Russia (CEPD); recognition for political scientists who have won campus-wide teaching awards (CEPD); Annual Meeting panels and a special poster session on teaching (CEPD); and other activities.

# Research Support Advisory Board

In addition to assisting in the selection of the Small Research Grant recipients, the Research Support Advisory Board ably led by Herb Asher of Ohio State University, is settling into its new role established in APSA's reorganization last year of receiving information about APSA's representational activities. APSA joins with other organizations in this work, and we have met with success in this coalitional approach thus far. For example, APSA has been working through the Consortium of Social Science Associations and the Coalition for National Science Funding, both directed with considerable ability by political scientist Howard Silver, to increase the research funding for the National Science Foundation. While appropriations have not been completed yet, on July 16 the House approved a healthy 6.6% increase in spending for NSF. This result is especially remarkable in the wake of the balanced budget agreement that calls for large real decreases in the discretionary part of the federal budget where NSF resides. Unfortunately, \$174,000 was removed on the House floor to express members' distaste for a peer-

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reviewed, funded study by the political science program.

APSA has also been working through the National Humanities Alliance to support the National Endowment for the Humanities (NEH), again with success. After overwhelmingly defeating an amendment to eliminate funding for the agency, on July 15 the House passed the Interior appropriations bill which includes \$110 million in funding for NEH. This is a major victory for an organization slated for elimination two years ago.

NEH's sister agency, the National Endowment for the Arts, was provided no funding by the House, but is faring better in the Senate where the appropriations subcommittee for these agencies has approved \$100 million for NEA and \$110 for NEH. The same subcommittee also resussitated the Woodrow Wilson International Center for Scholars, which had been savaged by the House, by providing for funding at the same level as last year. How the House and Senate will resolve their differences on these matters is unclear as of this writing. Obviously, much more work needs to be done before Congress finishes working its will, but our efforts are paying off.

In a third area, that of the National Archives and Records Administration (NARA), APSA has been afforded savvy and energetic representation by Martha Kumar of Towson State University who simultaneously represents us on the Board of the National Coordinating Committee for the Promotion of History (NCC). She is protecting our scholarly interests on many fronts-from making available the electronic records of the Nixon Administration to ensuring that NARA funds documentary records projects. Elsewhere in this issue of PS you will find a summary of recommendations and findings of the Moynihan Commission on Protecting and Reducing Government Secrecy. Professor Kumar brought this report to the attention of APSA's Council who has recommended that APSA members review the recommendations and consider whether APSA should endorse this report.

## **Electronic Publishing**

APSA's collaborations with other organizations extend far beyond our representational activities, as is evident from the highlights I listed earlier in this report. One area where partnership has been especially helpful has been in the field of electronic publishing, both policy and projects, which are thoughtfully overseen by Walter Stone of the University of Colorado and his Committee on Publications. We have made great advances on our web site, created by APSA's Webmaster Sean Twombly and supported by H-Net at Michigan State University. I hope that you will take a look at http://www.apsanet.org.

This site is deep, with many links to locations of interest to the political science community. It includes, among many other things, the entire Annual Meeting Preliminary Program and a considerable amount of material on civic education, thanks to Director of Education and Professional Development Sheilah Mann's untiring efforts to promote teaching in the profession and to secure grants for the Association. We have also set up a series of new discussion lists for Organized Sections, related groups in political science, APSA committees, and other groups like the core graduate schools of the Minority Identification Project.

The Mellon Foundation's JSTOR is up and running with all past issues of the APSR available electronically up to the year 1994. A series of other social science associations are participating in this project so that all of our journals can be searched in tandem across the disciplines. Be sure to check out the site at http:// www.istor.org and then ask your library to join it if has not already done so. In a related vein, we have been investigating the best way to produce our journals from an electronic platform, both to take advantage of new technology and to start making current issues of our journals available on-line for APSA members.

Another place to look if you are interested in digital developments is in the "Profession" Section of this issue of *PS*. The document entitled "Basic Principles for Managing Intellectual Property in the Digital Envi-

# TABLE 2 Organized Section Members, 1997

	Organized Section	Number of Members*
1	Federalism and	370
	Intergovernmental	
	Relations	
2	Law and Courts	718
	Legislative Studies	555
	Public Policy	748
	Political Organizations and Parties	504
	Public Administration	590
7	Conflict Processes	269
8	Representation and Electoral Systems	307
9	Presidency Research	381
	Political Methodology	553
	Religion and Politics	387
	Urban Politics	394
5	Science, Technology,	315
	and Environmental Policy	
6	Women and Politics	526
7	Foundations of Political Theory	518
18	Computers and Multimedia	238
19	International Security and Arms Control	433
20	Comparative Politics	1389
21	Politics and Society in Western Europe	376
22	State Politics and Policy	352
23	Political Communication	376
24	Politics and History	560
	Political Economy	589
	Transformational Politics	249
	New Political Science	244
28	Political Psychology	286
29	Undergraduate Education	297
	Politics and Literature	258
31	Public Opinion and Foreign Policy	289
32	Elections, Public Opinion, and Voting Behavior	614
	Race, Ethnicity & Politics	418

ronment," prepared by the National Humanities Alliance and endorsed by APSA's Council, recognizes the need to balance the objectives of fair use and protection of intellectual

property rights for materials distrib-

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TABLE 3 APSA Members 1974–1996

Year*	Regular	Associate	Unemployed	Retired	Life	Family	Student	Total Individual	Total Institutiona
1974	7,793			217	101	137	4,006	12,254	3,504
1975	7,335			206	100	149	3,912	11,702	3,648
1976	7,428			245	96	134	3,603	11,506	3,588
1977	7,228			270	95	142	3,076	10,811	3,466
1978	7,094			301	97	154	2,655	10,301	3,338
1979	6,845			310	91	148	2,335	9,729	3,339
1980	6,592			344	91	135	2,159	9,321	3,337
1981	6,423			349	92	129	1,901	8,894	3,283
1982	5,838			388	97	134	1,984	8,441	3,156
1983	5,764			382	104	130	2,068	8,448	3,018
1984	5,891			378	111	151	2,511	9,042	3,059
1985	5,879	106		411	116	166	2,595	9,273	2,996
1986	6,009	145		432	117	173	2,589	9,465	3,046
1987	5,913	154		439	127	202	2,775	9,610	3,109
1988	6,171	173		450	129	186	2,728	9,837	2,975
1989	6,445	249		489	166	192	3,054	10,595	2,948
1990	6,708	258		488	163	180	3,436	11,233	3,004
1991	6,967	266		519	160	199	3,656	11,767	2,890
1992	7,046	279		557	159	182	3,740	11,963	3,057
1993	7,061	291		573	157	194	3,979	12,255	2,887
1994	7,505	343		593	159	195	4,121	12,916	2,908
1995	7,654	340		623	164	205	4,750	13,736	2,812
1996	7,349	323		596	168	210	4,618	13,264	2,841
1997	7,808	429	82	625	167	218	4,611	13,940	2,706

uted digitally. The ten principles explicated in the report are well worth reviewing and will set APSA's agenda in upcoming battles on Capitol Hill concerning intellectual property rights.

In concert with the Harvard University Library, we have been exploring the possibility of making Annual Meeting papers available on-line. Thanks to the prodigious efforts of William J. Ball, and the magnanimous spirit of Sidney Verba and his Harvard Library staff, a pilot project is underway to supply 300 papers electronically for the 1997 Annual Meeting. Program Chairs James Alt of Harvard University and Margaret Levi of the University of Washington have been especially supportive of these efforts led by Professor Ball.

#### **International Programs**

Of course, one of the advantages of electronic provision is that APSA can more easily make its materials available worldwide. Imagine if universities in the newly emerging democracies could, in one fell swoop, have access to the entire corpus of APSR. This possibility is quite plausible. In the meantime, APSA is donating current issues of APSR and PS to scores of universities in central and eastern Europe and in Sub-Saharan Africa. We are also encouraging scholars who are retiring and who would like to give away their collections of journals to work through the East and Central European Journal Donation Project, by contacting Claudia Bedrick at the New School for Social Research (212-229-5586), or through Bridge to Asia (http://www.bridge.com/books .html or 510-834-3082).

These donation programs are overseen by the Committee on International Programs whose vigorous new chair is Richard Merritt of the University of Illinois. Under Professor Merritt's leadership APSA has concluded an agreement with the

Political Studies Association of the United Kingdom to engage in collaborative activities, the first of which is the listing of British institutions in next year's Guide to Graduate Faculty and Programs, approved earlier by the Departmental Services Committee. This new arrangement follows on the heels of the successful exchange that APSA has had with the Japanese Political Science Association (JPSA) for the past seven years. In 1996, Herbert Weisberg of Ohio State University and Clyde Wilcox of Georgetown University represented APSA at the JPSA Annual Meeting in Sapporo. M. Kent Jennings of the University of California-Santa Barbara and Peter Katzenstein, Cornell University, will represent the Association at the 1997 JPSA meeting in Tokyo.

Another initiative of this committee is a developing program of cooperation with Ukranian political scientists. The first step will be a visit from a Ukranian political scientist

TABLE 4 Budget Summary, FY 1983–1997

Year	Income	Expenditures	Surplus
1982–83	\$1,202,078	\$1,094,415	\$107,653
1983-84	1,323,074	1,247,529	75,545
1984-85	1,415,077	1,353,334	54,738
1985-86	1,505,224	1,453,248	51,976
1986-87	1,585,000	1,500,000	85,307
1987-88	1,637,637	1,563,252	74,385
1988-89	1,847,151	1,731,248	115,903
1989-90	1,891,773	1,871,302	20,471
1990-91	2,158,118	2,133,524	24,594
1991-92	2,256,647	2,199,632	74,804
1992-93	2,290,313	2,202,419	87,894
1993-94	2,574,436	2,294,128	280,308
1994-95	2,734,375	2,524,663	209,712
1995-96	2,822,154	2,590,227	231,927
1996-97*	2,979,845	2,793,237	186,607

who, supported by funding from the American Association for the Advancement of Science, will visit APSA for several weeks in late—August and September to learn about the management of a scholarly society. This colleague will learn first-hand about how we organize our Annual Meeting, how APSA budgets its activities, and how we structure our governance.

The Association is, of course, actively involved in the work of the International Political Science Association (IPSA) where Theodore Lowi of Cornell University, Barbara Nelson of UCLA, and I represent APSA. I am happy to report that the National Science Foundation has granted APSA \$30,000 to facilitate attendance of political scientists, especially newer Ph.D.s who have never attended an IPSA meeting and who will present papers at the World Congress to be held August 17-21. In addition, Professor Lowi will have his name placed in nomination for President of IPSA at the meeting in Seoul, and I am most optimistic that he will be elected.

APSA has been asked to consider hosting the World Congress in 2003, the year of our Centennial. While the financial and organizational obstacles are formidable, this prospect is most inviting given APSA's commitment to the internationalization

of our Association and discipline. APSA staff will be working with the IPSA secretariat and the Committee on International Programs to think through this possibility.

## Centennial Campaign

It should be abundantly clear that APSA's committees and staff spend much time thinking ahead and planning for the future, not only for a future World Congress but also in a hundred other ways. This planning pays off for the profession, sometimes monetarily—like room rates in Boston of \$93 in 1998—but more often in less-tangible ways that benefit the profession. I think that the JSTOR project is a good example.

An emerging illustration is the coming Centennial Campaign which will be launched formally at the 1998 Annual Meeting but which is already well underway and destined to be very successful. I am especially sanguine about our prospects to raise \$1 million for future generations of political scientists because of the extraordinary leadership that has come forward to take up the challenge to make sure that the next century of political science is as productive as the last.

I am deeply gratified to announce the leaders of the Campaign. Dale

TABLE 5
Market Value of APSA
Funds, 1984–97

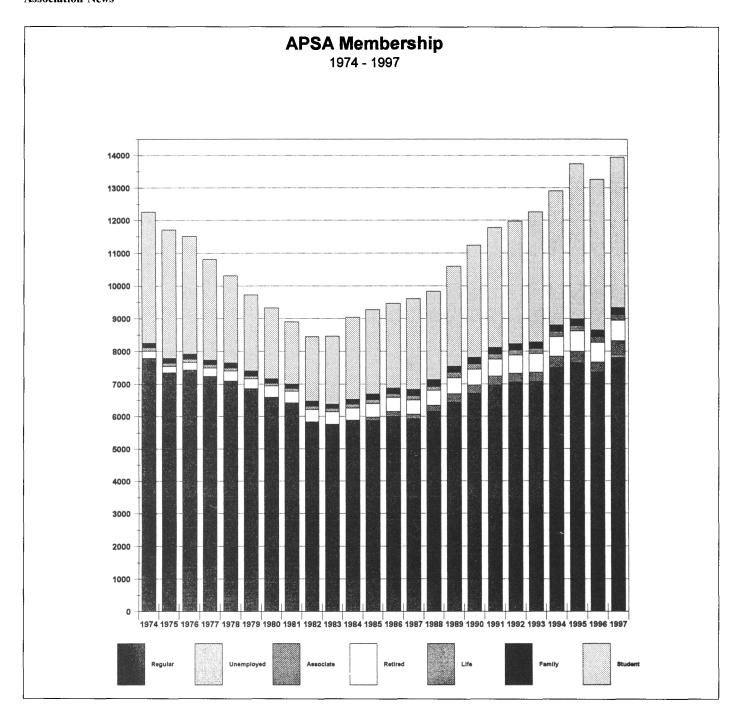
Year*	Trust and Development Fund	Endowed Programs Funds		
1984	1,001,775	225,580		
1985	1,450,032	264,149		
1986	1,677,365	304,105		
1987	1,811,794	362,174		
1988	1,685,345	382,268		
1989	1,643,552	394,837		
1990	1,630,718	419,021		
1991†	1,555,574	5,452,252		
1992	1,905,090	6,188,105		
1993	2,118,787	6,847,760		
1994	2,190,976	7,218,462		
1995	2,807,182	7,774,290		
1996	3,248,013	9,442,658		
1997	3,682,016	9,696,773		
(projected)				

<sup>\*</sup>June 30 of each year.

†Figures for 1991–1993 have been restated to reflect current accounting practice. The apparent drop in T & D market value in 1991 is due only to this reallocation across funds and does not represent a true decrease in value.

Rogers Marshall, President of Wheaton College in Massachusetts, and Jack Peltason, former President of the University of California, have gladly agreed to co-chair this effort. Co-chairing the Executive Committee are Frank Sorauf of the University of Minnesota and Roger Davidson of the University of Maryland. The Chairs of the Presidents Council are Lucius Barker of Stanford University and Elinor Ostrom of Indiana University. The Finance Co-chairs are Susan Bourque of Smith College and Loren Ross of Cedarpoint Capital Management of New York. These leaders are offering their judgment, energy, time, money, and leadership to the Campaign. They have recruited a stellar Executive Committee and Presidents Council, whose composition we will be announcing shortly, and all have agreed to become major contributors to the Campaign.

The Centennial Campaign gives all of us an opportunity to ensure



opportunities for those who come after us. We have been blessed with relative prosperity in recent generations, and we can endow opportunities for those who follow.

#### Vital Signs

As proof of our good fortune in this century, as an organization and as a discipline, the tables dotting this report should prove instructive. Organized Sections are thriving (Table 2),

membership is robust (Table 3 and Figure 1), our budget is in the black (Table 4), and our investments are growing (Table 5). The source of this good fortune stems from the support, work, and dedication of the members of this remarkable Association.

#### Denouement

For a full review of the activities reported here and others too numerous to include, see the articles in *PS* 

over the past year listed in the addendum. In addition to the Council, 19 substantive committees, two editorial boards, 21 award committees, and 11 representatives to other organizations with which we are affiliated carry out the work of APSA, only some of which I could highlight here.

Throughout my report I mention *APSR*, conscientiously and intelligently edited by Ada Finifter of Michigan State University, and *PS*:

Political Science and Politics, imaginatively edited by APSA Deputy Director Robert Hauck. These two publications represent two of the most important products of APSA. Like clockwork, every quarter you find these publications in shrinkwrap on your doorstep. It is easy

to take them for granted, but both of these publications are labors of love not only of the editors but of their staffs and reviewers. There is nothing new to say about either journal because of their consistency, but it is worth effecting on the fact that we have such superb resources at our fingertips.

You might also want to peruse the following list of Association leaders and staff who work vigorously for APSA and who are anxious to hear from you, as I am, as you have ideas for this Association.

		<del></del>
APSA Officers	Telephone Numbers	E-mail Addresses
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