

FUTURE FELLOWS

December 2022, Volume 28, No. 4

Interview with CAS President, Roosevelt Mosley

By Claire DiOrio, CAWG Candidate Representative

I was fortunate enough to sit down with Roosevelt Mosley, the current CAS president, this month and ask him a few questions about his career path and goals as CAS president.

Claire DiOrio: What has been your career path as an actuary?

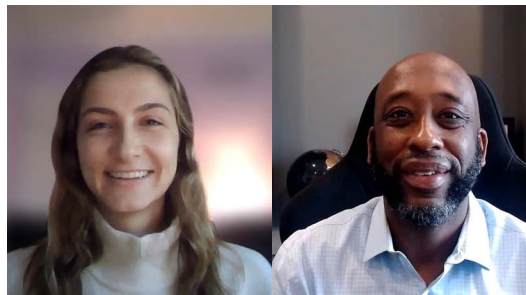
Roosevelt Mosley: What initially drew me to the profession is the ability to take math and use it to solve practical business problems. After graduating from the University of Michigan, I worked for two primary insurance companies for six years doing a lot of traditional actuarial work. I have been in consulting for the last 23 years, where I've been able to work with predictive analytics and be a part of how that field has grown in the insurance space. I received my Fellowship in 1999 and started volunteering for the CAS before finishing my last exam. For most of my career now, I've been involved in some kind of CAS volunteering service.

CD: What do you find most rewarding about being an actuary?

RM: One of the most rewarding parts of being an actuary is providing a sense of financial peace. We have the ability to be involved and provide financial security for some of the largest investments or assets that people have. We're almost like superheroes that live in the shadows who assist in allowing life to function without chaos.

Another rewarding piece is the ability to apply our skillset to new and evolving problems. There's always something new that's happening in the P&C industry – cyberrisk, catastrophes, environmental change – and we as a profession are able to apply our skills to all these new and different problems.

Lastly, the people I've been able to meet along the way because of this career path are



another reward. The career path has allowed me to collaborate with many amazing people both in my profession and in the CAS.

CD: What inspired your interest to serve as CAS president?

RM: This profession has given so much to me, and the opportunity to give back is an honor to me. It's been my passion to serve the profession. While serving on the CAS Board in the mid-2000s, I was talking to a former CAS president who asked me, "When are you going to be CAS president?" I hadn't thought about being president, but that stuck in the back of my mind. Over the years, I'd been asked that question a few more times. Ultimately, I decided to serve because I believe we have an opportunity to take a significant step forward as a profession as we continue to move towards our envisioned future and because of the support of my family.

CD: You have noted that the CAS has the opportunity to establish itself as a trailblazer in analytics. How do you believe the CAS can do this and why should that be a priority?

RM: Analytics is in our DNA. The CAS has a history of using data and analyzing that data to help our ultimate stakeholders make better decisions. The world is headed to a place where we are able to handle much more data and ana-

Calendar of Events

Ratemaking, Product and Modeling Seminar & Workshops
March 13–15, 2023
San Diego, California

CAS Spring Meeting
May 7–10, 2023
Boston, Massachusetts

Seminar on Reinsurance
June 5–6, 2023
Philadelphia, Pennsylvania

Casualty Loss Reserve Seminar & Workshops
September 11–13, 2023
Orlando, Florida

Learn More
and Register at
casact.org/calendar

CAWG: Year in Review

By Laura Hemmer, FCAS, CAWG Volunteer Chair and Stephanie Litrenta, CAE, CAWG Staff Chair

That's a wrap on our first year under our new name, Candidate Advocate Working Group! In November of 2021, the Candidate Liaison Committee (CLC) became the Candidate Advocate Working Group (CAWG) and officially moved under the Marketing and Communications umbrella of the CAS. The CLC had been previously under Admissions as exams have always been top of mind for candidates. While we have kept our strong ties to Admissions, this transition has brought in new opportunities to better connect and network with candidates. With 2022 coming to a close, we are looking back at that last year to share some of our top highlights and accomplishments.

The March issue of *Future Fellows* included an article on successful exam study after college graduation. This article was the inspiration behind the Spring CAS Student Central Webinar. The author of the article, Othon Hamill, was one of the presenters and shared study strategies, tips and guidance on taking actuarial exams while in college and after graduation. One goal of ours this year was to bridge the gap between students and candidates, and this is a great example of how we've worked towards this goal.

Finding new ways to engage with candidates has been a focus of ours this year. We developed a welcome letter and video to send to first-time CAS exam takers that introduced the CAWG and shared ways to get in touch with us. What ideas do you have for how we can engage with you? We would love to hear from you and invite you to email us your ideas at CAWG@casact.org.

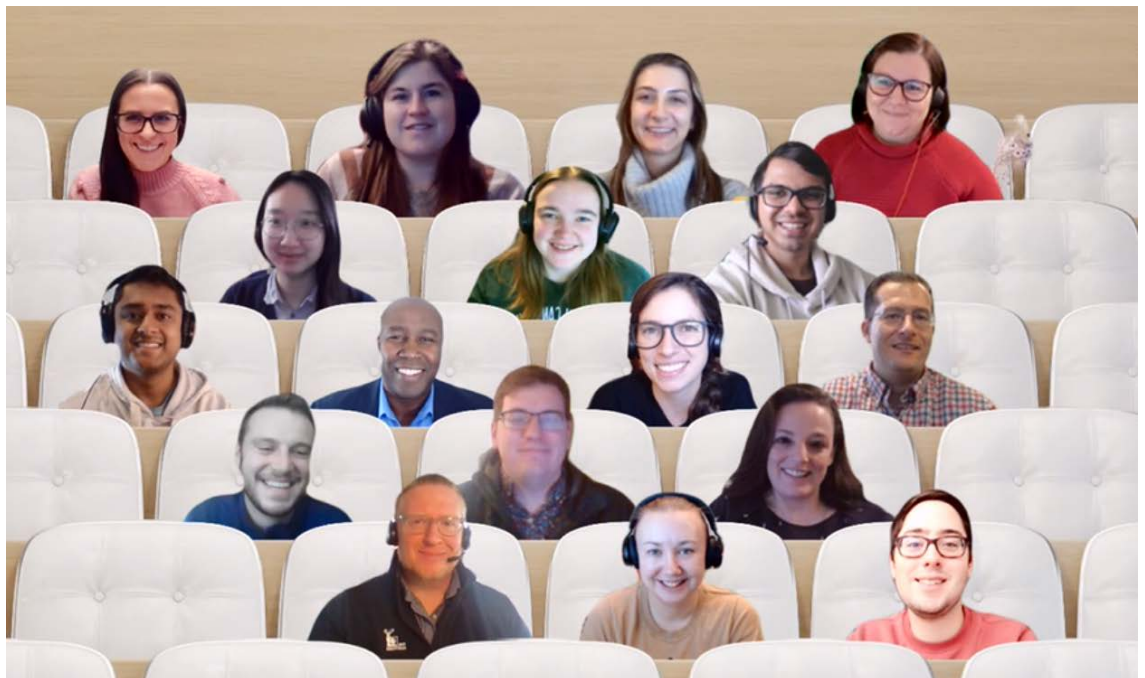
Each CAWG member plays a vital role in being the voice of the candidates, bringing ideas and feedback to the team on behalf of candidates at large. We know that exam results can produce some nervous energy and waiting for results on release day can be distracting. The idea to move the release time to earlier in the day,

even by a couple hours, was brought forward, and we were able to make that happen for the spring sitting!

We've even had connections made within the CAWG that have lead to job opportunities for our members. Volunteering is a great way to give back to the profession while also building your professional network.

The move to Marketing and Communications has opened up new opportunities to engage with other teams like the Public Relations Advisory Working Group, Social Media Team, Research and, as always, Exams. This has given us a chance to broaden our reach and give the candidate voice to other projects and initiatives. A highlight was that members from the CAWG got to share directly with the vice president of research what future CAS research topics would be valuable to them as a candidate and on the job.

Before closing, we would like to thank all of our CAWG members and the guests who joined us at group meetings throughout the year. We look forward to officially welcoming our new members and candidate representatives at our annual December day-long meeting. We are excited to see what we accomplish together in 2023! **ff**



In order from left to right —
Row 1: Dan Watt, FCAS; Laura Hemmer, FCAS; Jack Richards.
Row 2: Dallin Biorn, Othon Hamill, Tamar Gertner.
Row 3: Rehan Siddique, FCAS; Dr. Victor Carter-Bey; Bailey Hescoock, ACAS; John Varnas.
Row 4: Liya Zhang; Mindy Moss, FCAS; Nitai Patel, ACAS.
Row 5: Stephanie Litrenta, CAE; Shannon Osterfeld; Claire DiOrio; Ildiko Ban, ACAS.

Mental Health Check-In: Adult ADHD

By Holley Rouse, CAWG Candidate Representative

I have always known my brain worked differently than most people's. I did well managing my quirks throughout childhood and in college due to coping skills – some healthy and some not as healthy – and what I now know was masking. *Masking* is presenting yourself in a way that seems like you aren't dealing with attention deficit hyperactivity disorder (ADHD) behaviors in order to fit in. It's often unintentional. Several people in my family used similar skills to navigate life, so it didn't seem unusual to any of us.

But the pandemic changed everything. The daily structure I had was gone and many of my coping mechanisms were no longer possibilities or were drastically different. I slowly felt myself turning into someone I didn't recognize. The anxiety I had struggled with for years got worse. Even simple tasks seemed impossible, yet I wasn't depressed. I was either hyper-focused or constantly self-monitoring to bring my focus back to the task at hand. It was mentally exhausting. As you can imagine, studying was incredibly difficult unless I was hyper-focused, which caused me to forget to eat, drink and use the restroom, which is not healthy nor sustainable long-term.

Thankfully, I started seeing an amazing therapist in January 2021 who happened to have ADHD. She immediately asked me when I had been diagnosed with ADHD and was shocked to find out that I hadn't been! After about a year of working with her, it was time to get an official diagnosis and medication to continue making progress.

The diagnostic process itself wasn't difficult; however, the wait was excruciating. Altogether, the time from calling to schedule testing to seeing a psychiatrist for medication was eight months. The initial screening involved a lot of paperwork and a telehealth interview followed by in-person testing. I hated the actual testing. It was tedious and boring, and I could not sit still. It was worth it with ADHD and anxiety. I knew about the latter from prior therapy experiences, but it was validating to see it on paper.

I feel very fortunate to have access to medical professionals who listened to me, but that is not the case for many people. The diagnostic criteria for ADHD are based on symptoms prevalent in people assigned male at birth, particularly in childhood. People assigned female at birth often are undiagnosed as children, struggle greatly and seek help only after a major event (like a pandemic or childbirth). Many of us are just now getting diagnosed and realizing that lifelong struggles are in fact ADHD symptoms. The other issue with obtaining an ADHD diagnosis is that the symptoms have to be negatively affecting your life most of the time. Therefore, if your coping skills and masking are decent, you may not realize you have ADHD and that there are treatments that can improve your quality of life.

Adult ADHD symptoms include:

- Executive functioning challenges (prioritization of tasks, planning and execution).
- Problems focusing or directing attention.
- Chronic stress and overwhelm.
- Excessive activity or restlessness when seated.
- Anxiety.



- Problems remembering information.
- Poor working memory (like losing your coffee or rereading the same page over and over again).
- Procrastination, lack of motivation or an inability to initiate tasks.
- Boredom.
- Hyper-focus.
- Negative self-image due to other symptoms.
- Impulsivity (can lead to overspending).
- Making careless mistakes or not giving close attention to details.
- Fatigue, especially after long periods of hyper-focus.
- Racing thoughts, often intrusive.
- Depression or apathy.
- Learning disabilities (commonly dyslexia and dyscalculia).
- Indecision that you cannot move past.
- Disorganization (especially with bills).
- Non-linear thinking and fantastic creativity.

Symptoms vary based on type of ADHD, but they can also change based on age, stress levels and hormonal swings, which is particularly challenging for people with uteruses. It's also important to note that every person with ADHD is not a monolith. Knowing one person with ADHD means you know one person with ADHD. Someone else with ADHD may have completely different symptoms and coping skills.

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Interview with CAS President, Roosevelt Mosley

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lyze it in a much more sophisticated way, so we need to move in that direction as a profession. Being able to analyze and make good decisions from data is going to be valuable anywhere. Building on our history of doing this, we can continue to be a leader in this space.

CD: Another opportunity you've noted is to increase diversity, equity and inclusion within the CAS. What are the current DE&I initiatives of the CAS and what do you believe should be future DE&I goals of the CAS?

RM: One initiative is to eliminate the barriers to entry for the actuarial profession as a whole. We are attempting to raise the awareness of the profession within diverse communities. There are a number of activities we are involved in to do so: co-sponsoring Be An Actuary days; working in collaboration with and in support of The Actuarial Foundation, which works to increase math literacy; and working in our existing CAS committees or working groups, such as the university liaisons where we ensure that we have liaisons at many universities, not just the traditional universities we've always been a part of.

After raising awareness of the profession, we need to make

sure there aren't unnecessary barriers to be a part of the profession. In addition, once someone is a part of the profession, we need to ensure that they feel that they belong here. There are many initiatives of the CAS that contribute to these goals.

CD: Lastly, what advice do you have for current candidates?

RM: Be diligent and persevere through the process. I know the exam process can be challenging. There are so many opportunities that are available to you as a credentialed actuary, so there is significant value at the end of the process.

Take the time and opportunity where you can to begin building your community. You can begin to get a sense of what the community in the CAS is like and the value we all derive from being connected to each other.

Last, think about where you can begin to make an impact on this profession. You may not be able to do it right away, but you have great ideas, great insights and you're the future leaders of this profession. You're going to be the ones sitting in the chairs that we are in now. When you get there, all the great ideas you have now will start to come to fruition. **f**

Mental Health Check-In: Adult ADHD

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If someone is intelligent, they may be very adept at masking ADHD symptoms but may seem to never fully live up to their potential. ADHD can also lead to substance-abuse, eating disorders and other mental health disorders like anxiety in the ADHD brain's search for stimuli. Dr. Hallowell and Dr. Ratey, leading experts on the disorder and authors of [ADHD 2.0](#), refer to people with ADHD as having "a race car for a brain, but with bicycle brakes." The race car is constantly looking for gas as it's speeding down the road, even if it just filled up and needs to stop to get directions. After starting medication, my anxiety is almost completely gone. Turns out my brain was using anxiety as a source of stimulation! My psychiatrist indicated that is the case for many people with ADHD, which is why she starts people on ADHD meds before antianxiety meds or antidepressants. Often, once the ADHD is treated, the co-occurring mental health disorder "disappears."

ADHD isn't all negative though! There are advantages to having a neurodiverse brain. These include an insatiable appetite to learn, endless creativity, non-linear thinking, ability to stay calm in an emergency, empathy and many others. Finding your strengths and capi-

talizing on them is incredibly important for people with ADHD. Two of the reasons I am drawn to the actuarial field are its emphasis on education and constant evolving of the industry, both of which appeal to my unique brain.

Medication, therapy, regular exercise, other ADHD-focused lifestyle changes and accommodations can help manage symptoms. However, half of the battle is knowing that there isn't anything wrong with you! You aren't lazy, stupid or inadequate. Getting diagnosed with ADHD has helped me harness my strengths and find creative solutions for my challenges. For example, I keep snacks in a lazy susan on my kitchen table to grab when I leave the house because seeing them helps me remember I will need one later.

It is important to note that ADHD is considered a disability under the ADA. This gives people with *diagnosed* ADHD access to testing and work accommodations to better accommodate their neurodiverse brains. The CAS Exam Registration page has a [Helpful Information section](#) with details on "Special Arrangements for Candidates with a Disability" for more information. **f**

Telematics: Improve your driving and lower your premium!

By Celeste Bremen, ACAS, and Rajwayne Neufville, CAWG Candidate Representative

Are you preparing for Exam 5 and want to learn more about telematics? Or do you just want to learn more about this popular trend in the auto insurance industry? Read below for more information!

Telematics for Auto Insurance: What is it?

You might have heard about usage-based insurance (UBI) from commercials or online ads – maybe you’ve seen an ad that tells you if you install a device in your car or download an app, you can be rewarded for safe driving in the form of premium discounts. Using data captured from this device, an insurer can collect information about driving behaviors such as braking, mileage, location and even the time of day that you are driving. But how does this work, and what are the incentives for insurers and drivers?

What can we do with driving data?

If we already have rating factors, why do we need driving data? In many ways, rating factors can be thought of as proxies for driving behavior. For example, let’s look at driver age. It’s a much-known fact that younger drivers (especially teenagers and those in their early 20s) are often charged a higher premium for their car insurance because they are seen as riskier. This may seem like an obvious question, but why? What is it that makes younger drivers riskier? It is not their age alone but also the driving behaviors that might be more commonly associated with their young age and less driving experience – perhaps younger drivers tend to brake more harshly and more frequently, for example. With telematics we can take out this guess work and use actual driving behaviors to assess a driver’s level of risk. In this example, telematics allows us to observe how younger people drive – all else being equal, those that drive more safely might be eligible to receive a lower premium than their riskier counterparts.

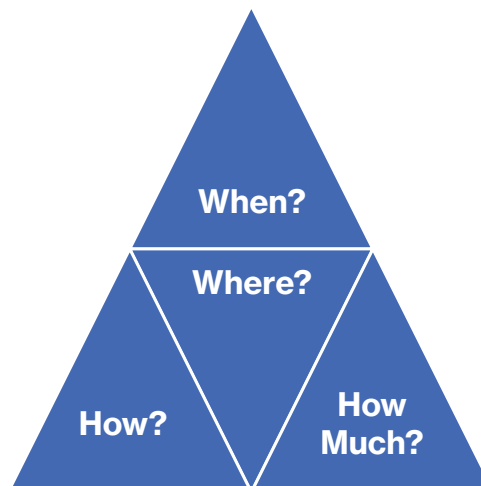
What does this mean for insurers?

Insurers can create models to tie this driving behavior back to actual insurance losses and see what behaviors are associated

with losses. This enables an insurer to offer discounts and premiums that better reflect a driver’s true level of risk. This can help insurers retain less risky drivers and improve their profitability. Because many telematics programs also offer some sort of driver feedback (such as encouraging a driver to brake less harshly), an insurer might also see fewer losses coming in.

Telematics also allow insurers to offer more products and choices to their insureds. Many insurers offer traditional policies in addition to telematics programs, so the choice to sign up for such a program is often that – a choice, not a requirement. Some insurers also offer pay-per-mile programs where an insured pays for each mile they drive (as tracked by the telematics device). These programs are often popular with drivers who have low annual mileage.

Telematics can tell us...



Someone is driving!

What does this mean for drivers?

While some drivers may be reluctant to allow their driving to be monitored, the goal of telematics is fairness in pricing – telematics allows an insurer to observe individual driver behavior and price accordingly. As mentioned above, rating factors are often proxies for actual driving behavior. With this more granular information, the goal is that an insured can receive a premium that is more commensurate with their true level of risk. Since many telematics apps also show a score and

information about driving behaviors, an insured can also see what they can do to improve their score and become a better driver. This adds an element of transparency and controllability to the telematics program.

Telematics: Is it the future of auto insurance?

Telematics programs are certainly increasing in popularity with both insurers and drivers, but only time will tell if they eventually become the industry norm. For now, a telematics program can be a great choice for an insurer who is looking to add some breadth to their product offering (and possibly improve their loss ratio) or for a driver who wants to save some money and maybe even learn to drive more safely. **f**

The Global Reach of the Actuarial Profession

By Wes Griffiths, FCAS

Did you know that there are over 80,000 actuaries worldwide from over 115 different countries and that actuaries from many of the different countries come together as a part of the International Association of Actuaries (IAA)?

So, what in the world is the IAA?

The IAA is a worldwide association of professional actuarial associations (that's a mouthful). Nearly all actuarial associations worldwide are members of the IAA with the largest associations (SOA, IFOA in the U.K., CAS, CIA in Canada and the DAV in Germany) representing almost two-thirds of all actuaries worldwide. To be a member of the IAA, an association must have a code of professional conduct, a formal discipline process, standards of practice requirements and meet the educational syllabus set forth by the IAA. I like to think of the IAA as the United Nations of actuarial associations – that place where we all come together for the good of the profession.

Why does the IAA exist?

The IAA exists to encourage the development of education and professionalism for the global actuarial profession. The organization connects industry decision makers and ensures that actuaries are recognized as leading experts in risk and financial security and continue to make a positive impact on society. IAA is the face of the global profession that aims to build public respect and confidence and advance the profession's competency.

On a more micro level, the IAA aims to ensure that every actuary has access to a local association and that every actuary practices under professional standards.

How does the IAA work towards their goals?

Much like how the CAS operates, the IAA has a committee structure to tackle its strategic priorities leveraging volunteer representatives from the various country associations. There exist specific committees focused on key areas such as international standards of actuarial practice, encouraging and promoting standards in actuarial education, representing the actuarial viewpoint in discussions of proposed international financial reporting standards (IAC) and international regulatory standards (IRC), insurance regulation aimed at promoting the role of actuaries and encouraging and promoting the development, maintenance and enhancement of professional actuarial practice.

Because actuaries are located across all parts of the globe, finding a convenient time for a standing conference call is a challenge. While they do meet periodically by phone and now by Zoom, the IAA does hold periodic in-person meetings where

leadership and committees meet in a central location to further the work and for fellowship. In 2022 meetings were held in Brussels in the spring and Montréal in the fall with Australia on tap for spring 2023.

Why is the CAS a member of the IAA?

As the only actuarial organization exclusively focused on P&C exposures, we have an opportunity and an important professional obligation to influence and evolve the profession by promoting education, research and P&C practices worldwide. Our active involvement in the IAA provides direct and convenient access to international standard and policy-setting organizations and positions us to support the development of the actuarial profession broadly where it is currently nonexistent or emerging. The IAA creates a vibrant ecosystem for sharing information and ideas and has helped the CAS to explore, create and maintain significant partnerships with different organizations all around the globe in an effective and efficient manner. CAS would struggle to maintain its visibility, stature, relationships and progress outside of North America without the IAA.

What is the IAA focused on lately?

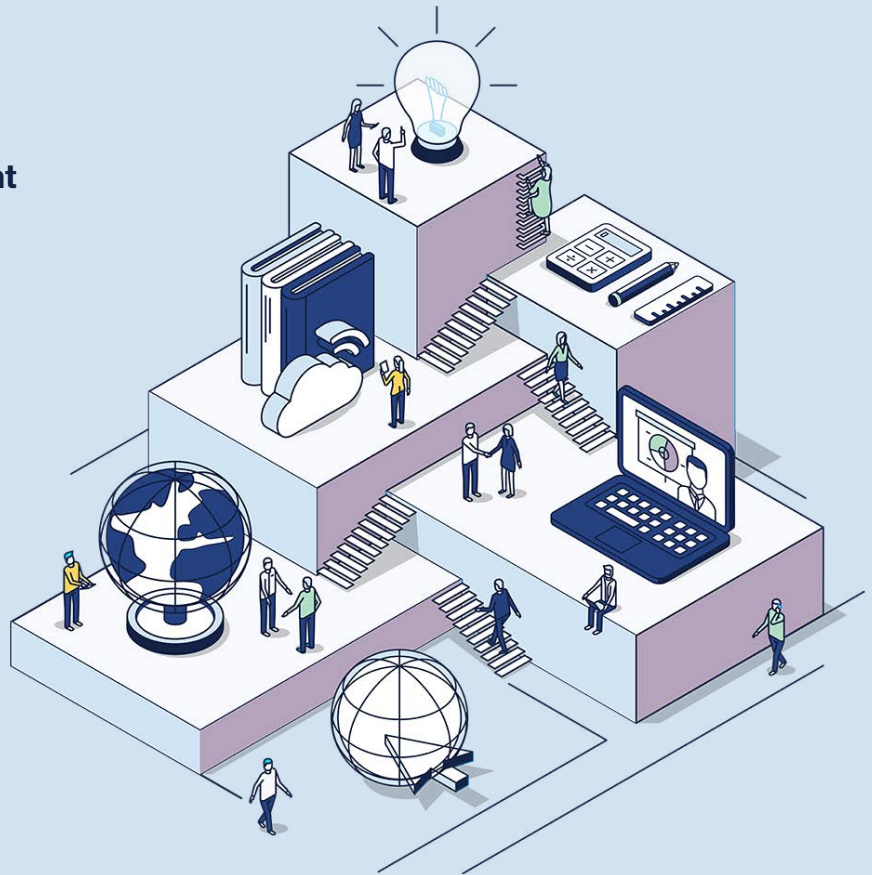
The IAA continues to have proactive involvement with key supranational audiences providing actuarial input to improve the soundness of decisions being made on important issues with a global impact. In recent years, several of the IAA's partners include the International Association of Insurance Supervisors (IAIS), International Accounting Standards Board (IASB) and Organization for Economic Co-operation and Development (OECD). Topics of mutual interest ranged from the impact of COVID-19 on the industry and our products, climate risk/sustainability, microinsurance and the ever-popular IFRS 17.

Engaging the next generation of actuaries is also currently a focus of the IAA. In 2022 the IAA sponsored a new global competition titled "The Young Actuaries World Cup" that was aimed at engaging young actuaries on topical issues, providing an opportunity for young actuaries to showcase their skills and ensuring that younger generations see themselves represented within the IAA and its member associations. Actuaries entering the competition made videos describing their interpretation of the theme of the 2023 International Congress of Actuaries (ICA) Meeting dubbed "Bridge to Tomorrow." The top four submissions will win a trip to Sydney, Australia, in May 2023 to attend ICA 2023 and compete for the final prize. To follow along with the competition and to check out the submissions, go to https://www.actuaries.org/IAA/Diversity_Inclusion/YAWC.aspx.

To learn more, visit the IAA website at <https://www.actuaries.org/iaa/>. 

Catch up on the recent Admissions Transformation Plan news by visiting www.casact.org/atp. Recent announcements include:

- Domain Changes to CAS Exams MAS-I, MAS-II and 5.
- New Content Outlines for CAS Exams MAS-I, MAS-II and 5.



The Candidate Advocate Working Group Mission

The Candidate Advocate Working Group (CAWG) focuses on issues of importance to candidates who are pursuing CAS designations. It serves as a direct point of contact for candidates to engage with the CAS and admissions working groups by sharing their thoughts and feedback. The CAWG also supports candidates' career advancement by advising candidates of resources available to them. The working group utilizes various communications tools, such as the quarterly *Future Fellows* newsletter and the *Future Fellows* Hot Topics blog, to engage candidates and provide information on topics of importance. Candidates may contact the Candidate Advocate Working Group at CAWG@casact.org. The Casualty Actuarial Society is not responsible for statements or opinions expressed in articles, discussions or letters printed in *Future Fellows*.

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Information on study aids and seminars is provided only as a convenience to CAS candidates. The CAS takes no responsibility for the accuracy or quality of the study aids and seminar announcements attached to this notice.

Please note that the Syllabus and Examination Working Group expects candidates to read the material cited in the *Syllabus* and to use other material as a complement to the primary sources rather than a substitution for them. [f](#)

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