GSS/SSS JULY 2005 NEWSLETTER Government Statistics and Social Statistics Sections American Statistical Association

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Government Statistics Section

Mission Statement

The mission of the Government Statistics Section (GSS) is to promote the use of sound statistical theory and methods in the production of data at all levels of government – be it Federal, State, local, or international; assist in the broad dissemination of those data; and encourage good statistical practice by all users. Areas of interest for the Section include all that involve the production, dissemination, and application of governmental statistics, including concern with statistical policy issues, quality and usefulness of governmental data products, special problems of State and local data, comparability of data among different countries, and the role of professional statisticians in the public sector.

Social Statistics Section

Mission Statement

The Social Statistics Section seeks to advance research in social statistics, both in areas which involve the use of methods of statistical inquiry, and in those which involve the use of statistical data and the development of statistical measurement. This section will also plan for active participation in the affairs of the American Statistical Association by those interested in these matters and for representation of activities in this major field in the program of the ASA.

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Government Statistics Section

JSM ACTIVITIES SPONSORED BY GSS

In last month's issue, Brian Harris-Kojetin, GSS Program Chair, wrote an article on the GSS-sponsored activities at the 2005 Joint Statistical Meetings in Minneapolis (see http://www.amstat.org/sections/sgovt/news0605.pdf). For more detailed and up-to-the-minute information, we also thought you'd be interested in the link to the JSM activities sponsored by the Government Statistics Section as provided in the **JSM 2005 Online Program**. It is a preliminary program and currently includes the "technical" program, schedule of invited, topic contributed, regular contributed and poster sessions; Continuing Education courses; and Committee and Business Meetings. It will be updated frequently to reflect the most current revisions. You may choose to view all activities of the program or just parts or it at any one time. All activities are arranged by date and time. The link to this site may be found by going to the GSS web site at http://www.amstat.org/sections/sgovt/. Under "Conferences," click on "2005 JSM Prelim Program of the **Government Statistics Section**."

Also, don't forget **The Government Statistics Section Business Meeting** - Please join us at the 2005 Joint Statistical Meetings in Minneapolis, Minnesota, for the annual Government Statistics Section Business Meeting on **Tuesday, August 9 from 5:30 PM to 7:00 PM in MCC-102F at the Minneapolis Convention Center**.

AND, LIKEWISE, FOR --

Social Statistics Section

JSM ACTIVITIES SPONSORED BY SSS

In last month's issue on page 3, Renee Miller, SSS Program Chair, wrote an article on the SSS-sponsored 2005 JSM activities in Minneapolis (see http://www.amstat.org/sections/sgovt/news0605.pdf). But as was provided above for GSS, to have more detailed and up-to-the-minute information, check out the **JSM 2005 Online**Program. The link is also on the GSS web site at http://www.amstat.org/sections/sgovt/. Under "Conferences," click on "2005 JSM Prelim Program of the **Social Statistics Section**."

Also, don't forget The Social Statistics Section Business Meeting and Mixer - Please join us at the 2005 Joint Statistical Meetings in Minneapolis on Monday, August 8 from 5:30 PM to 7:00 PM in the LaSalle Room at the Hilton Minneapolis Hotel.

You are strongly encouraged to join us for this annual event, which is your opportunity to meet the officers of the Social Statistics Executive Board and fellow SSS members. The Executive Board will be reporting on the year's activities and will be expecting to get feedback and suggestions from SSS members at the meeting. We want to talk about plans for the coming year and future years. We are also working on a strategic plan for the section.

GETTING THE MOST OUT OF YOUR JSM EXPERIENCE: SOCIAL STATISTICS SECTION'S CHECKLIST FOR JSM 2005

Beth Kilss, SSS Publications Officer

It's July already, and, as you know, the Joint Statistical Meetings are right around the corner. So, you've probably already made all your plans for your trip to Minneapolis except for packing your bags -- right? Well, not quite! If you're like a lot of us, you keep meaning to make your hotel reservations and check on flights, and, oh, yes, you

know you need to start working on your PowerPoint slides for your Sunday afternoon presentation. And the list goes on....

So, it's a good thing you're reading this article, because the Social Statistics Executive Board believes, and we think you'll agree, that your JSM experience should be an enjoyable, stimulating, but also stress-free one. So, to help you achieve this goal, we offer ten suggestions for getting the most out of your 2005 JSM experience:

- Prepare Ahead of Time -- For those who are session chairs, authors, discussants, or poster presenters, the American Statistical Association 's (ASA's) Web site offers excellent, useful guidelines for preparing for your role. Don't wait until the last minute, but, rather, take advantage of the material available to prepare yourself. Take a few minutes and check it out. The following link leads you to information that will help you prepare for any role you may have this year -http://www.amstat.org/meetings/jsm/2005/index.cfm?fuseaction=program
- 2. Be Informed -- Being a member of ASA and one or more sections will be a much more rewarding experience if you know what's going on. One way, of course, is to go to ASA's Web site at www.amstat.org. Another is to regularly read ASA's monthly membership magazine Amstat News -- see, for example, the May 2005 Amstat News, pages 18-21, to learn what ASA's Board of Directors has been doing this year; or check under the Section News each month for the Social Statistics Section article.
- 3. Plan Your Schedule for JSM 2005 in Advance -- Because the program for JSM is online, you don't have to wait until you get to Minneapolis to decide on which sessions you want to attend. There is so much to choose from and you may run into conflicts, but doing a careful review of the sessions, business meetings, luncheons, and special events you want to attend will allow you to maximize your participation. And it will help you prioritize the things you most want to attend. In fact, ASA offers a function online called "My Program" to help you create a virtual program of the things you want to attend. Check out -- http://www.amstat.org/meetings/jsm/2005/onlineprogram/index.cfm?fuseaction=my program help.
- 4. **Know Your Section's Sessions –** Social Statistics Section's Program Chairs for 2005 and 2006 have worked very hard to put together an exciting group of sessions, roundtables, and other activities for this year's program. In the Social Statistics columns of the April and June *Amstat News* issues, you will find details about SSS's invited sessions and its topic contributed and contributed sessions, respectively. And if you're looking for something a little different, consider signing up for SSS-sponsored Roundtable Luncheons, which are described in the March 2005 issue of *Amstat News* (page 51). These include:
 - a. **Human Welfare and Population Trends,** with Kelvin M. Pollard, Population Reference Bureau;
 - b. **Frontline View: The Increasing Challenges of Data Collection,** with Kathleen Ludgate, U.S. Census Bureau;
 - c. **A Multigenerational Conversation Among Statisticians,** Gladys Reynolds, Centers for Disease Control and Prevention.

We hope to see you there!

- 5. **Know Your Section's Activities --** Social Statistics has an annual Business Meeting and Mixer. This will be on **Monday, August 8, at 5:30 p.m**. in the LaSalle Room at the Hilton Minneapolis Hotel. At this session, you'll get a chance to meet your fellow section members and hear what's been going on over the past year, as well as look ahead at what's coming. And last, but not least, you'll be able to enjoy food and drink in a very relaxed atmosphere where we can all get to know each other a little better.
- 6. Meet the Section Officers -- If you come to number 5 above, you'll get to meet the current officers in person, as well as learn who our newly elected officers are. Current officers include: Jerry Gates, Chair, 2005; Colm O'Muircheartaigh, Chair, 2004; Susan Schechter, Chair, 2006; Renee Miller, Program Chair, 2005; Juanita Tamayo Lott, Program Chair, 2006; Susan Hinkins, Secretary/Treasurer, 2005; Trivellore Raghunathan, Council of Sections Rep, 2005; Beth Kilss, Publications Officer, 2005-06; Monica Clark, ASA Ex Officio. And Congratulations to our recently elected officers: Jennifer H.

Madans, Chair, 2007; Allen L. Schirm, Program Chair, 2007; and Dawn V. (Von Thurn) Nelson, Secretary/Treasurer, 2006.

- 7. **Express Your Opinion --** We welcome your thoughts and ideas about the Social Statistics sessions, activities, newsletter, *Amstat News* column in Section News, SSS portion of the ASA Web site, or anything else on your mind that relates to our organization. We want to better serve our membership well, but we need your input to help us do that. To contact the SSS officers, go to ASA's Web site at: http://www.amstat.org/sections/ssoc/ and click on "Officers." We're looking forward to hearing from you!
- 8. **Find Out What Your Association Is Doing --** Attend the ASA Open Meeting, the President's Address, and any other open meeting sponsored by a section you may be interested in joining. Check the online program for dates and times. http://www.amstat.org/meetings/jsm/2005/
- 9. **Do Something New –** If you're not a member of the Social Statistics Section and are interested in learning more, plan to attend the Business Meeting and Mixer to find out what we're all about. We welcome your attendance. Or just take a closer look at the program this year and plan on doing or attending something you've never done or attended before! Try it! You'll like it!

And last, but not least --

10. Make Your Travel Plans -- By now, you should at least have made your hotel reservations if you're planning to stay in the conference hotels, as they are the most convenient to the meetings. And don't wait till the last minute to make airline reservations, because August is a busy time for vacations and flights are often booked months in advance. Pick up the phone now!

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STATISTICS CANADA: SERVING ALL SECTORS OF CANADIAN SOCIETY

Robert Lussier and Robin Redmond, Statistics Canada

(GSS Publications Officer **Robert Lussier** has coauthored an article on Statistics Canada, which will appear in the July issue of Amstat News in the International Section. It is reprinted here and provides both historical and contemporary perspectives.)

Yesterday

Statistics and its history in Canada

In documenting the history of Canadian statistics, Jacob Ryten, a former Assistant Chief Statistician at Statistics Canada, wrote that "Statistics Canada is fortunate among national statistical offices in that it has an extraordinarily rich past." Although the official history of Canadian statistics dates back as far as the 1870s, the first census was conducted over 200 years earlier. A representative of the Finance Minister of France, Jean Talon, became the Intendant of Justice, Police and Finance upon his arrival in New France in 1665. One of his first administrative duties was an enumeration of the colony's settlers. In the winter of 1666, he went door-to-door collecting information regarding each citizen's name, age, occupation, marital status and relationship to the head of the family in which the citizen lived. As well, Talon's report measured the wealth of industry and agriculture in the new colony, the value of local timber and mineral resources, and the number of domestic livestock, estates, churches and government buildings that resided there.

The *British North America Act* was passed in 1867 and was the first piece of legislature to give the Canadian government the authority to collect social and economic statistics and conduct a census of population. These activities were quickly adopted by different departments and by the 1880s, collection activities in Canada were

already well underway: the Census of 1871 had just been successfully collected; the routine collection of crime statistics had begun as the result of the passing of an act in 1876; railways were recording transportation data; the Customs Department began collecting import and export data; and other statistical information such as bank statements and insurance records dating back as far back as 1815 were being amassed.

The *Census and Statistics Act* of 1905 introduced Canada to the modern age of statistics by creating a permanent Census and Statistics Office. Permanent staff were hired, but no attempt was made to collaborate with the units in the various departments that collected statistics.

In 1912, the Departmental Commission on Official Statistics of Canada reviewed the entire statistical situation. The Commission's report revealed that because statistics were still largely the responsibility of the various departments, the overall statistical situation proved to contain duplications, omissions, information gaps and unequal collection and analysis methods. To remedy the situation, the creation of a central statistical office was proposed, a central organization that would ensure that data collection was coordinated across the country, using the same techniques to serve the same purposes. In 1918, as the result of the *Statistics Act*, the Dominion Bureau of Statistics was founded, bringing together the different statistical activities that had been previously collected by individual government departments under a single institution.

The Dominion Bureau of Statistics

The Statistics Act mandated the Agency to "collect, compile, analyze, abstract, and publish information on the economic, social and general conditions of the country and its citizens." This mandate has given the Dominion Bureau of Statistics and later, Statistics Canada, the power and authority to collect and access information from various wide-ranging sources. The Act also provides Statistics Canada with access to all records held by governments, such as taxation, customs and court records. And, even though Statistics Canada has access to tax data, tax authorities do not have access to Statistics Canada's data. These are very strong legal provisions, which indicate the high importance that the Canadian government has placed on good statistical information.

With such power comes great responsibility. In order to counterbalance the Agency's power to compel and disseminate information, the Act includes a guarantee of confidentiality, preventing even courts from accessing individually identifiable statistical information without the respondent's explicit consent.

Throughout the course of its existence, the Dominion Bureau of Statistics has been very active in the international statistical community. For example, Robert H. Coats, the first Dominion Statistician was also the Chairman of the Committee of Statistical Experts of the League Nations, while the third Dominion Statistician, H. Marshall, led the United Nations Statistical Commission during its inception. And, according to Jacob Ryten, "at various junctures in the history of official statistics in the United States, congressional attention has turned to Canada—to Statistics Canada, that is—as an organizational model from which to learn and, if possible, to copy." This statement, in addition to the number of countries who have based their own statistical systems, legislature and activities on the Canadian *Statistics Act*, proves that Canada's contribution to the global statistical scene has been significant.

Over the years, Statistics Canada has received many awards, including awards for excellence in technical writing, graphic design and dissemination of information. Statistics Canada has also been noted for its continuing efforts in its education outreach programs, workplace wellness programs and community and charitable aid campaigns. As well, Statistics Canada has often been recognized as having the most reliable statistics in the international statistical community. For example, in 1993, *The Economist* stated that in terms of "reliability of figures, statistical methodology, and the relevance of published figures...Canada came [out on] top." The Agency was also honoured by the Public Policy Forum with the distinguished accolade of being the best statistical agency in the world.

TODAY

The Agency in the new millennium

It has been said that "official statistics are an indispensable element in the information system of a democratic society." Thus, Statistics Canada's purpose and role within the country continues to be as relevant and vital as its predecessors were when Confederation gave birth to Canada.



Photo and design: Loui Massicotte Statistics Canada

Although the *Statistics Act* establishes a mandate for the national statistical office, it does not specifically establish a centralized agency. Instead, it authorizes and requires Statistics Canada to co-ordinate the national statistical system with other agencies and departments. In order to accomplish this, the Agency has formed many partnerships with other organizations. The *Statistics Act* permits the Agency to enter into two types of joint collection and data-sharing agreements: the first agreement with other government departments (provided respondents are informed and do not raise any objections) and the second agreement with provincial statistical agencies (provided they adhere to confidentiality protection similar to that of Statistics Canada).

In addition to the *Statistics Act*, there are close to 40 federal acts that give the Chief Statistician or Statistics Canada the legal authority for the collection or provision of specific information.

The head of Statistics Canada is the Chief Statistician, presently Dr. Ivan P. Fellegi. Dr. Fellegi began his career in statistics at the earlier Dominion Bureau of Statistics as a junior employee and has been an employee of Statistics Canada for nearly 50 years. In September 1985, Dr. Fellegi was appointed the position of Chief Statistician, which in Canada has the rank of deputy minister, roughly translating to the position of Undersecretary in the American structure. Statistics Canada takes pride in the fact that the highest-ranking position within the national Canadian statistical system is, by tradition, a non-political position and therefore, free of political interference.

As a large, centralized organization Statistics Canada is organized into seven fields, each headed by an Assistant Chief Statistician. These fields include Social, Institutions and Labour Statistics; Business and Trade Statistics; National Accounts and Analytical Studies; Analysis and Development; Communications and Operations; Informatics and Methodology; and Management Services. These fields are broken down into 17 branches, which are further broken down into 67 divisions comprising all areas of data collection, analysis, dissemination, organizational operations and management.

Like most organizations in today's Internet age, the Statistics Canada website (www.statcan.ca) has become the Agency's principal dissemination vehicle. Each morning *The Daily*, the Agency's official release bulletin and the first line of communication between the national statistical office and the media and public, releases the latest information on current social and economic trends and announces new products in both official languages (English and French). In order to suit the needs of particular users, the Agency also releases its information in other formats and publications.

Until its official release in *The Daily*, information is protected and may not be disseminated outside the Agency with the exception of very few cases stipulated in the Agency's Policy on Dissemination, Communications and Marketing Services. Strict measures have been undertaken to ensure the confidentiality of the data and respondent information. Disclosing confidential information is a direct violation of the *Statistics Act* and is

considered a criminal offence. If an employee is found in violation of his or her sworn oath not to divulge confidential information, then the employee can be held personally liable and may be fined, serve six months in prison or face a combined penalty of both a fine and a prison sentence.

Challenges for the future

Statistics Canada has a wide array of challenges currently facing it. The Agency's flagship surveys include the Census of Population and the Census of Agriculture, conducted nationally every five years. The next censuses will take place in 2006 and the Agency will be offering Canadians the option to report the census online. Although electronic data reporting (EDR) has been featured in many other surveys—in fact, Statistics Canada has offered this option in 32 of its business and agriculture surveys—this will be the first time the Agency will promote electronic reporting to this extent. The Agency expects a fair percentage of respondents to use the EDR feature for the 2006 Census.

Over the past few years, Statistics Canada has been working hard at developing a comprehensive Aboriginal statistics program. The plans are currently well underway. When the program is fully implemented, it will provide sound statistical information on a range of socio-economic measures of First Nations peoples. The data provided will be used for both policy-developing purposes and the facilitation of Aboriginal self-government. The Agency remains enthusiastically committed to developing this important initiative.

Statistics Canada is also committed to reducing response burden and collection costs by making extensive use of administrative data whenever possible. In fact, the Agency has already made considerable progress in this area by using tax returns in the annual business surveys and the goods and services tax in the monthly business surveys. However, there are other ways to maximize the use of administrative data, and the Agency is determined to make use of these opportunities. For example, one way is to use the goods and services tax to help fill data gaps for sub-annual indicators of the services industries.

Statistics Canada has successfully carried out many longitudinal social surveys and, as a result, has accumulated a wealth of data. Another challenge facing the Agency is ensuring that these data are fully exploited. Turning data into useful information that will benefit Canadians requires extensive analytical capacity and innovative approaches to co-operating with researchers.

It is very difficult to do justice to the broad range and depth of challenges facing Statistics Canada by limiting the discussion to a few lines of text. In general, Statistics Canada must continue to make every effort to remain relevant, both in terms of the methods used to collect, analyze and disseminate information in the most efficient and least burdensome manner possible, as well as in the content measured by the Agency. Statistics Canada strives to not only illuminate today's issues, but also those of tomorrow.

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PEOPLE IN THE NEWS

Chet Bowie Retires

Chet Bowie, 2005 Chair of the Government Statistics Section, has retired from the Census Bureau after a distinguished career in the organization. After a week of retirement, he started a new career as Vice President of Government, Foundation and Academic Research, at Market Strategies, Inc. (MSI). MSI is a full service research and consulting company founded in 1989. Their business primarily consists of the collection and processing of quantitative and qualitative research information that is turned into knowledge through a series of value-added processes including statistical analysis, benchmarking, modeling, and the development of specific conclusions and recommendations. MSI's corporate headquarters is located in Livonia, Michigan. Chet is working out of their Alexandria, VA, office. Please join us in wishing Chet good luck in his new position and new endeavors.

ECONOMIC CONFERENCE – JULY 14, 2005

The U.S. Chamber of Commerce, the Bureau of Economic Analysis (BEA) and the Council of Professional Associations on Federal Statistics (COPAFS) are sponsoring a Conference to identify the nation's future statistical needs. The purpose of the conference is to examine the statistical information needs of American business and key users of economic data in order to help develop an agenda for the future direction of the Nation's economic accounts that are produced by BEA. The conference will be held at the **Chamber of Commerce in Washington**, **DC**, **on July 14**, **2005**. There's a special discount for COPAFS members.

For more information, go to the COPAFS Web site (www.copafs.org/) and go to "Upcoming Events/Conferences."

METHODOLOGY OF LONGITUDINAL SURVEYS CONFERENCE: CALL FOR CONTRIBUTED PAPERS

International Conference to be held at the University of Essex, Colchester UK, July 12-14, 2006

Conference website: http://www.iser.essex.ac.uk/ulsc/mols2006

Submissions are invited for contributed papers to be presented at the conference, Methodology of Longitudinal Surveys (MOLS 2006). The conference is sponsored by the International Association of Survey Statisticians (IASS) and the UK Economic and Social Research Council (ESRC). The contributed papers programme will complement the programme of approximately 20 monograph papers, which have already been chosen following an earlier call for submissions. Preliminary titles of monograph papers are listed on the conference website.

Contributed papers should address important methodological topics in the design, implementation or analysis of longitudinal surveys. The focus is primarily on surveys that involve collecting data from subjects on multiple occasions. The subjects could be individuals, households, businesses or other establishments. Note that the

conference is concerned with the methods used by such surveys, not with the substantive findings. Topics of interest include, but are not limited to, the following:

- Sampling for longitudinal surveys, including sample rotation, refreshment sampling and methods for dealing with population births and deaths;
- Sample management procedures and methods for tracing sample members over time and maintaining contact with sample members;
- Design methods for meeting dual requirements for longitudinal and cross-sectional estimates;
- Instrument design for longitudinal surveys, including the use of dependent interviewing;
- The effects of using different modes of data collection at different waves, multiple modes or changing modes;
- Issues in the collection of data from multiple members of a sampling unit (e.g. household, business), including the use of different respondents at different waves;
- Methods for minimizing sample attrition;
- Assessment of non-response bias (unit and item) on longitudinal surveys;
- Adjustment methods for non-response and attrition, including weighting;
- Imputation and other methods for dealing with item missing data, especially wave non-response;
- Respondent conditioning, seam effects and other measurement error issues specific to longitudinal surveys;
- Methods for estimating measurement error that are unique to panel data;
- Use of administrative data to enhance longitudinal surveys;
- Methods for disclosure avoidance and privacy protection in the release of longitudinal data files;
- Ethical issues on longitudinal surveys, including confidentiality and consent;
- Variance estimation for panels, rotating panels and other complex designs;
- Analysis methods specific to repeated measures or duration and event data;
- Analysis of longitudinal survey data under complex designs and informative sampling;
- Nonsampling and sampling errors in panel data analysis;
- Other issues in the analysis of longitudinal survey data.

Contributed papers may provide a review of research and practice in a particular methodological area or present the findings of new methodological research. Submissions will be screened by the MOLS 2006 scientific committee, which will select papers that address relevant topics and collectively provide a balanced programme. There is also an opportunity for suitable contributed papers to be considered for inclusion in a special issue of the *Journal of Official Statistics* (JOS). Details of the process for submission to JOS will be made available once the conference papers have been chosen.

Submissions should consist of an abstract of approximately 500 words, describing clearly the topic that will be addressed, the material that will be drawn upon and the key messages of the paper. Please include the names, affiliations and email addresses of all authors. Abstracts should be submitted to:

mols-abstracts@isermail.essex.ac.uk

by November 30, 2005, preferably as a Word document. Informal enquiries regarding possible submissions can be made to plynn@essex.ac.uk.

Authors will be informed whether or not their submission has been accepted by January 31, 2006. Authors of accepted contributed papers will be required to register for the conference and to present their paper orally.

For further details of the conference, see the website: http://www.iser.essex.ac.uk/ulsc/mols2006.

THIRD INTERNATIONAL CONFERENCE ON ESTABLISHMENT SURVEYS (ICES-III) Survey Methods for: Businesses, Farms, and Institutions June 18-21, 2007 Hyatt Regency Montréal – Montréal, Québec, Canada

In sponsorship with the American Statistical Association, the ASA Section on Survey Research Methods, the ASA Section on Government Statistics, the International Association Survey Statisticians, and the Statistical Society of Canada

The Third International Conference on Establishment Surveys (ICES-III) will be held in Montréal, Québec, Canada, June 18-21, 2007. ICES-III will explore the current state of the art. ICES-I in 1993 convened more than 400 experts in the area of surveys of businesses, farms, and institutions to formally set the stage for documenting the state of the art. ICES-II in 2000 took a forward look at survey methods.

December 1, 2005, is the deadline for proposals for organizing invited paper sessions. The conference will also include:

- Selection of contributed paper proposals,
- Three short courses on Monday, June 18,
- A keynote speaker and reception on Monday evening,
- Poster sessions, and software demonstrations.

Approximately 500 participants are expected. Following the conference, a CD ROM of conference papers will be sent to all participants.

All Conference activities will be held at the Hyatt Regency Montreal. The Hyatt Regency Montreal web site is: http://montreal.hyatt.com/. (Hotel reservations will open March 1, 2007.)

The invited program, the schedule of sessions (when available), as well as conference information, can be accessed on the internet at: http://www.amstat.org/meetings/ices/2007/.

For further information, please send an email message to ices3@census.gov. The official language of the conference is English. Translators will not be provided.

REQUEST FOR DATA

Looking for Suggestions ... Can you help? We're looking for a comparison group to use for analysis of morbidity in a group of nuclear industry workers. Data on the nuclear workers includes age, gender, illness or injury information, and year of occurrence (1995 forward). Ideally, we would like to use workers from the petroleum industry for the comparison, but we will consider an available file of similar data on illness and injury occurrences in another group of employees, preferably industrial workers. The file should be a public-use microdata file with no way of identifying the individual workers. If you have any leads on where to obtain a file of comparison data, please let me know, even if age and gender are not included. Thanks!

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