



Consultation Paper – Review of Institutional Membership

Closing date for responses – Monday 23 September

1. Purpose of review

ALIA has undertaken a review of the institutional membership model to:

- identify improvements to enhance institutional benefits
- understand the interplay between institutional membership and personal membership
- make structural adjustments as required.

To assist with this review ALIA established a Working Group of 12 people representing university libraries, public libraries, school libraries, TAFE libraries, government libraries, special libraries and NSLA libraries. The Working Group has met twice, completed a survey and reviewed an Issues Paper.

2. Institutional membership – the facts and figures

There are 592 institutional members.

All institutional staff are eligible to access benefits from institutional membership.

Benefits for institutional staff include member discounts for conferences, events and training, member only resources, INCITE magazine, JALIA magazine.

Benefits not included for institutional staff and only available to personal members include CPD Digest, ALIA CPD scheme, eligible to be ALIA Director and ALIA Group office holder, eligible to be a mentee in ALIA mentoring scheme.

A comparison of member benefits is outlined in Appendix A. All institutional staff are eligible to access benefits from the institutional membership however they need to be individually registered with ALIA by the institution to have a member login to access the benefits.

3. Institutional staff benefits – spreading the word

There are estimated to be over 15,000 FTE institutional staff associated with institutional memberships; however, less than half (7,400) are currently registered with ALIA. This is consistent with feedback from our Working Group that institutional staff are often unaware of the institutional membership or the benefits they can receive.

To increase awareness of institutional membership and the benefits for institutional staff ALIA has recently listed institutional members on the website so individuals can check to see if their employer is a member.

Other initiatives ALIA is planning include:

- a. Sending a quarterly email to the institution to share with institutional staff outlining the latest benefits, training and webinars and how to register as an institutional staff member.

- b. Developing a network of institutional contacts as ALIA champions who can be briefed on ALIA matters and receive training on how to access institutional benefits.
- c. Developing an Institutional Member Handbook for how to get the most out of the institutional membership with ALIA.
- d. Exploring how the member website can recognise institutional staff as members without having to register individual institutional staff eg via a code or domain name.

Question: Do you have any tips on how ALIA can help make your staff aware of the ALIA institutional membership and associated benefits?

4. Institutional v personal membership

ALIA has 592 institutional members and 3,367 personal members (noting that many of these would also be eligible to access benefits from their employer's institutional membership). Institutional memberships have the potential to benefit 15,000 institutional staff yet the income received from institutional memberships is less than that received from personal memberships.

There is an overlap between institutional membership benefits for institutional staff and personal membership benefits. When an institutional staff member takes out personal membership, ALIA is effectively being paid twice for the overlapping benefits.

ALIA proposes some structural changes so the fees better reflect the benefits received. In the first instance ALIA proposes changing the fee and fee model for institutional members as explained below. If this is successfully implemented ALIA proposes exploring a reduced personal membership fee for members who are also covered by an institutional membership.

5. How will the fees change?

Currently, the calculation of institutional membership fees is based on annual non-salary budget and does not take into account the number of institutional staff who are eligible to benefit from the membership.

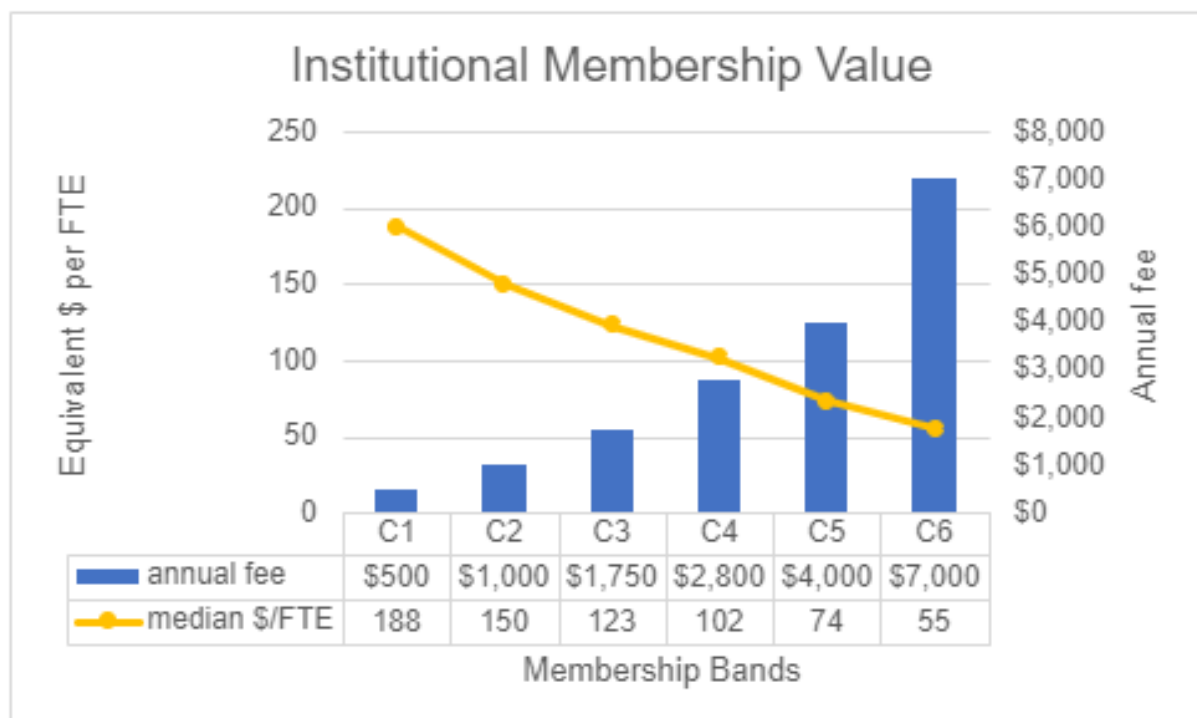
Current institutional membership fees are listed below:

Current institutional fees		
<i>Membership band</i>	<i>Annual non-salary budget</i>	<i>From July 2024</i>
C1	\$0 - \$100 000	\$615
C2	\$100 001 - \$250 000	\$775
C3	\$250 001 - \$750 000	\$1310
C4	\$750 001 - \$1 million	\$1730
C5	\$1 000 001 - \$3 million	\$2165
C6	Over \$3 million	\$4320

ALIA proposes to implement a new fee structure for institutions effective from 1 July 2025. The fee would be based on the number of full-time equivalent (FTE) staff (not including casuals). The six membership bands would be retained however the fees for each band would be adjusted.

Proposed institutional fees		
Membership Band	Number of FTE	From July 2025
C1	up to 4	\$500
C2	5-10	\$1000
C3	11-20	\$1750
C4	21-40	\$2800
C5	41-80	\$4000
C6	> 80	\$7000

The fee for C1 will be reduced to enable the smallest libraries to afford membership. The fees for the other bands will increase to better reflect the value those institutions receive from membership. As illustrated in the graph below, the cost per FTE decreases as the membership bands go higher and the number of FTE increases. This reflects the fact that as staff numbers increase it is likely that the percentage of staff who access the benefits will decrease as larger institutions may not rely on ALIA as much for CPD given workforce composition, internal resources and other memberships.



Question: What do you think about the proposed fee model for institutions based on FTE?

Strongly oppose/Oppose/Neutral/Support/Strongly support

Please provide reasons for your answer.

Question: The proposed fees represent a good value proposition for my institution?

Strongly disagree/Disagree/Neutral/Agree/Strongly agree

Please provide reasons for your answer?

6. How will the proposed new fee model impact institutions?

ALIA recently conducted a short survey of institutional members to find out the number of full-time equivalent staff. Ninety-four responses enabled the proposed new fee structure to be modelled. From those responses it was found that 30% would drop down a membership band, 45% would remain in the same band and 25% would go up a band.

The table in Appendix B demonstrate the results of the survey (institution names removed) including current band and current fee, the number of FTE reported and the resulting band and fee under the proposed new fee model for the 94 surveyed institutions. The total annual fees currently collected from these 94 institutions is \$130,985. Under the proposed new fee model it would be \$168,700. Given the results from the 94 surveyed institutions, ALIA is modelling the new fees on the broad assumption that the numbers of institutions in each band remains roughly the same. The tables below show the proposed new fees applied to the current numbers in each band.

Current			
Institutional	Fee	#	Membership income
C1	\$585	251	\$146,835
C2	\$740	103	\$76,220
C3	\$1,245	75	\$93,375
C4	\$1,646	48	\$79,008
C5	\$2,060	45	\$92,700
C6	\$4,115	41	\$168,715
Total institutional fees		563	\$656,853

Proposed				
Institutional	Staff	Fee	#	Membership income

C1	up to 4	\$500	251	\$125,500
C2	5 to 10	\$1,000	103	\$103,000
C3	11 to 20	\$1,750	75	\$131,250
C4	21 to 40	\$2,800	48	\$134,400
C5	41 to 80	\$4,000	45	\$180,000
C6	80+	\$7,000	41	\$287,000
Total institutional fees			563	\$961,150

As you can see this shows an estimated increase in institutional fees from \$656,853 to \$961,150.

The purpose of the proposed new fee model is not about ALIA making more money from the same number of members. Rather the purpose is to make the fees fairer and more reflective of the potential benefits received by institutions and their staff and personal members. To this end, ALIA proposes to monitor any increased revenue in the first twelve months of the new institutional fee model with the aim of using any increased revenue to reduce the personal membership fees of those members who are also institutional staff.

Appendix A

Membership Benefits Table

Membership Benefit	Personal member - Professional	Personal member - General/Student	Institutional member	Institutional staff
Free CPD and Member-only events	✓	✓	✓	✓
Member only resources and reports	✓	✓	✓	✓
Monthly CPD Digest, including free CPD opportunities	✓	✓		
ALIA CPD scheme	✓	✓		
ALIA mentoring scheme (nominal fee)	✓	✓		
Weekly RecruitLIS with latest job opportunities	✓	✓	✓	✓
Discounts for conferences, training, CPD and merchandise	✓	✓	✓	✓
Access to Taylor & Francis 30% discount on books	✓	✓	✓	✓
Access to specialist LIS ebooks	✓	✓	✓	✓
INCITE	✓	✓	✓	*
Subscription to JALIA			✓	
Join ALIA Regional Groups, Special Interest Groups and some Sector Committees**	✓	✓		✓
Serve on the Executive Committee of ALIA Regional Groups, Special Interest Groups and some Sector Committees	✓	✓	#	

APPENDIX B

Current Category	Current Fee	Number of FTE reported	Category with new model	Proposed Fee	Category - Higher, lower, same
C1	\$615	0.6	C1	\$500	same
C1	\$615	1	C1	\$500	same
C1	\$615	1	C1	\$500	same
C1	\$615	1	C1	\$500	same
C1	\$615	1	C1	\$500	same
C1	\$615	1	C1	\$500	same
C1	\$615	1	C1	\$500	same
C1	\$615	1	C1	\$500	same
C1	\$615	1	C1	\$500	same
C1	\$615	1	C1	\$500	same
C1	\$615	1	C1	\$500	same
C1	\$615	1	C1	\$500	same
C1	\$615	1.6	C1	\$500	same
C1	\$615	1.6	C1	\$500	same
C1	\$615	2	C1	\$500	same
C1	\$615	2	C1	\$500	same
C1	\$615	2	C1	\$500	same
C1	\$615	2.4	C1	\$500	same

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Current Category	Current Fee	Number of FTE reported	Category with new model	Proposed Fee	Category - Higher, lower, same
C1	\$615	2.6	C1	\$500	same
C1	\$615	2.8	C1	\$500	same
C1	\$615	3	C1	\$500	same
C1	\$615	3	C1	\$500	same
C1	\$615	3	C1	\$500	same
C1	\$615	4	C1	\$500	same
C1	\$615	4	C1	\$500	same
C1	\$615	4	C1	\$500	same
C1	\$615	4	C1	\$500	same
C1	\$615	4.3	C2	\$1,000	higher
C1	\$615	4.5	C2	\$1,000	higher
C1	\$615	4.8	C2	\$1,000	higher
C1	\$615	4.8	C2	\$1,000	higher
C1	\$615	5	C2	\$1,000	higher
C1	\$615	5	C2	\$1,000	higher
C1	\$615	5	C2	\$1,000	higher
C1	\$615	5.25	C2	\$1,000	higher
C1	\$615	5.3	C2	\$1,000	higher

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Current Category	Current Fee	Number of FTE reported	Category with new model	Proposed Fee	Category - Higher, lower, same
C1	\$615	6	C2	\$1,000	higher
C1	\$615	6.3	C2	\$1,000	higher
C1	\$615	6.6	C2	\$1,000	higher
C1	\$615	6.6	C2	\$1,000	higher
C1	\$615	7.8	C2	\$1,000	higher
C1	\$615	10	C2	\$1,000	higher
C2	\$775	0.4	C1	\$500	lower
C2	\$775	1	C1	\$500	lower
C2	\$775	1	C1	\$500	lower
C2	\$775	1.2	C1	\$500	lower
C2	\$775	2	C1	\$500	lower
C2	\$775	2.5	C1	\$500	lower
C2	\$775	3	C1	\$500	lower
C2	\$775	3	C1	\$500	lower
C2	\$775	3.5	C1	\$500	lower
C2	\$775	4	C1	\$500	lower
C2	\$775	4	C1	\$500	lower
C2	\$775	5	C2	\$1,000	same

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Current Category	Current Fee	Number of FTE reported	Category with new model	Proposed Fee	Category - Higher, lower, same
C2	\$775	9	C2	\$1,000	same
C2	\$775	10	C2	\$1,000	same
C2	\$775	10.55	C3	\$1,750	higher
C3	\$1,310	1	C1	\$500	lower
C3	\$1,310	4.9	C2	\$1,000	lower
C3	\$1,310	5	C2	\$1,000	lower
C3	\$1,310	6.2	C2	\$1,000	lower
C3	\$1,310	9	C2	\$1,000	lower
C3	\$1,310	13	C3	\$1,750	same
C3	\$1,310	15	C3	\$1,750	same
C3	\$1,310	20	C3	\$1,750	same
C3	\$1,310	23.6	C4	\$2,800	higher
C3	\$1,310	24	C4	\$2,800	higher
C3	\$1,310	32	C4	\$2,800	higher
C3	\$1,310	35	C4	\$2,800	higher
C4	\$1,730	15	C3	\$1,750	lower
C4	\$1,730	29	C4	\$2,800	same
C4	\$1,730	40.08	C5	\$4,000	higher

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Current Category	Current Fee	Number of FTE reported	Category with new model	Proposed Fee	Category - Higher, lower, same
C4	\$1,730	59.17	C5	\$4,000	higher
C4	\$1,730	80.87	C6	\$7,000	higher
C5	\$2,165	7.5	C2	\$1,000	lower
C5	\$2,165	15.3	C3	\$1,750	lower
C5	\$2,165	16	C3	\$1,750	lower
C5	\$2,165	27.2	C4	\$2,800	lower
C5	\$2,165	35.92	C4	\$2,800	lower
C5	\$2,165	37.2	C4	\$2,800	lower
C5	\$2,165	58.3	C5	\$4,000	same
C5	\$2,165	130	C6	\$7,000	higher
C6	\$4,320	17.1	C3	\$1,750	lower
C6	\$4,320	34	C4	\$2,800	lower
C6	\$4,320	48.5	C5	\$4,000	lower
C6	\$4,320	61.11	C5	\$4,000	lower
C6	\$4,320	66	C5	\$4,000	lower
C6	\$4,320	94.61	C6	\$7,000	same
C6	\$4,320	97.4	C6	\$7,000	same
C6	\$4,320	100	C6	\$7,000	same

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Current Category	Current Fee	Number of FTE reported	Category with new model	Proposed Fee	Category - Higher, lower, same
C6	\$4,320	126	C6	\$7,000	same
C6	\$4,320	198.2	C6	\$7,000	same
C6	\$4,320	200	C6	\$7,000	same
C6	\$4,320	287	C6	\$7,000	same
	\$130,985			\$168,700	
Total					94