

**ALSC Board AC 2018
DOC #31bi**

ALSC Board of Directors
Topic: Periodic Analysis of Dues Structure
Submitted by the ALSC Budget Committee
Revised 5/1/2018

Background:

The Budget Committee is charged, "to review for the ALSC board, on a regular basis, the dues structure". The last review of the dues structure began in 2011 with a change in dues that went into effect the start of the FY2014. Prior to the increase in FY2014 the dues had not increased since 1995. The ALSC Bylaws in regard to Membership and Dues can be found under Article III: Sec. 2. "The ALSC may charge additional fees in accordance with the ALA Bylaws Article VI, Sec 6(d), when approval of such fees has been given by the membership by mail vote.

Current ALSC membership categories, rates and number of members:

Categories	Current Rate	1995 - 2013 Rate	1989 - 1994 Rate	# Of Members Sept 2017
Regular	\$50	\$45	\$35	2561
Student	\$20	\$18	\$15	546
Retired	\$35	N/A	N/A	139
Non-Salaried	\$35	N/A	N/A	340
Advocate	\$25	N/A	N/A	51
Organizational	\$55	\$45	\$45	201
Corporate	\$55	\$45	\$45	9

Current Division Rates:

Division	Regular	Student	Support	Non-Salaried	Retired	Trustee	Friend Advocate	Org/ Corp
AASL	\$50	\$35		\$35	\$35			\$75
ACRL	\$64	\$5			\$41			\$125
ALCTS	\$75	\$15	\$29		\$40			\$86
ALSC	\$50	\$20	\$35	\$35	\$35		\$25	\$55
ASCLA	\$56	\$21		\$21	\$21			\$61

LLAMA	\$50	\$15						\$65
LITA	\$60	\$25		\$30				\$90
PLA	\$73	\$32		\$52	\$52			\$103
RUSA	\$67	\$25	\$33	\$33	\$33			\$80
United	\$55	\$25				\$55		\$55
YALSA	\$61	\$26	\$26	\$26			\$26	\$71

The categories of Organizational and Corporate are separate categories but share the same pricing in each Division. ALSC and United are the lowest among the divisions. The previous review suggested a tiered increase for Corporate and Organizational with 1st year \$55, 2nd year \$65 and 3rd year \$75. ALSC Board previously approved this, but ALA has sought to reduce the inordinately large number of different membership tiers in its database and ALSC's tiered increase proposal was not implemented.

Process:

In the 2012 Dues Proposal under Additional Considerations was the statement "Budget Committee commit to a more frequent dues review and incremental cost change." No standard of time was set, but beginning in 2017 efforts to review began in earnest. The process is far from nimble. The committee spent a year gathering data to submit discussion questions and/or recommendations to the board. If the recommendations are approved, a ballot measure is placed on a Spring Ballot, noting that the measure is to be announced at least 30 days in advance of the Spring Ballot. If approved, the measure would go in effect at the start of the new fiscal year. If the measure fails, and a revised measure approved by the board, it would not go to vote until that following Spring Ballot. The Budget Committee is a constantly changing committee that requires a large learning curve. The energies spent on dues structure take away time that could be spent in other areas.

Due Diligence:

- The Budget committee chair and ALSC Fiscal Officer met with the Membership Committee MW17.
- Reviewed detailed reports about the history of ALSC dues structure, other ALA division dues, and membership projections.
- Reviewed upcoming ballot motions throughout the divisions for dues increases or structure changes.
- Reviewed the percentage of ALSC's total revenues from the operating budget reflected by dues are 11%. This compares with industry benchmarks show that in general association membership dues should accounts for about 30% of total revenues.
- Considered information about the impact of dues increase on the organization.
- Considered tying increases to an index such as CPI (Consumer Price Index) and reviewed the bylaws of ACRL and YALSA who use an index.

- Discussed whether a dues increase is warranted and the potential of deleting membership categories.
- Discussed increasing Advocacy Category as an opportunity for members to show financial support, which included a discussion on Friends of ALSC membership, recognition, and development campaign.
- Discussed that the process for any changes to dues or the dues structure involves approval by the ALSC Board followed by a membership vote. Any changes would start at the beginning of the fiscal year after the vote.
- Unanimous agreement that student membership dues should not increase.
- Consulted Organization & Bylaws on any bylaws pertinent to dues discussion.

Questions for the Board's Consideration:

- Does the current process of dues structure review as outlined in the Budget Committee Charge and stated in the ALSC Bylaws provide nimbleness to the organization?
 - Related points to consider:
 - At this time, there is a large amount of uncertainty happening at larger ALA:
 - There is a Membership Study that is due at Annual that is designed to make improvements to better serve members across ALA. The study will be looking at alternative membership models as well as types, amounts and benefits of membership.
 - ALA just passed a dues increase to take effect in September 2018 as well as increase over the next five years. If we allow the Board to determine dues and tie that to the CPI, it will allow the Board the ability to see how these dues effect ALSC and then to react quickly as needed with regards to ALSC dues.
- Is the Board interested in tying future dues increases to an index such as CPI (Consumer Price Index)?

Committee Recommendations:

- At this time, we recommend no change in dues or changes to the dues structure.
- The ALSC Budget Committee recommends a change to the ALSC Bylaws. Please see the attached document: *Recommended Changes to Current ALSC Bylaws Regarding Membership and Dues*

Additional Resources:

ALSC Budget Committee Charge

To advise the ALSC executive director in preparation of an annual budget based on priorities established by the board; to submit the budget to the ALSC board for approval; to review for the ALSC board division activities for fiscal implications; to review for the ALSC board, on a regular basis, the dues structure and to prepare and submit to the ALSC board periodic analysis of the finances of the division; to review annually at Midwinter Meeting the ALSC goals and objectives; to review ALSC's fiscal relationship to ALA and other divisions and to act as liaisons for the ALSC board to the planning and budget assembly.

ALSC Bylaws Article III Membership and Dues

Sec. 2. The ALSC may charge additional fees in accordance with the ALA Bylaws Article VI, Sec. 6(d), when approval of such fees has been given by the membership by mail vote.

ALA Bylaws Article VI, Section 6.

1. Each division shall establish annual dues. Funds so collected shall be subject to the provisions of paragraphs (b), (c), and (d).
2. All dues paid for membership in divisions may be put to the credit of the division. Additional allotments may be made on the basis of need as determined by the Executive Board upon recommendation of the Budget Analysis and Review Committee.
3. All divisional funds are to be in the custody of the Executive Board, to be accounted for and disbursed by its designated officer on authorization of the division officers.
4. A division shall have the right by vote of its members to impose additional fees. Funds so collected shall be subject to the provisions of paragraphs (a) and (b).

ALSC Membership Page

<http://www.ala.org/alsc/member-center/alsc-membership>

YALSA Documents on Dues Policy and Structure

http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/DuesDiscussion_AN15.pdf

YALSA Bylaws

http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/BYLAWS_2017approvedchanges.pdf

See Article III Membership and Dues, Section. 4

Sec. 4 A dues schedule will be established annually by the Board of Directors. Unless the Board votes to make no change, dues for members will be adjusted based on the annual percentage change of the national average Consumer Price Index (CPI) for the previous calendar year, rounded to the nearest dollar. Any change to the dues schedule beyond an annual CPI adjustment must be approved by vote of the membership. Voting will be carried out as part of the annual election process. A simple majority of the votes cast will be sufficient to approve dues changes.

ACRL Bylaws

<http://www.ala.org/acrl/aboutacrl/bylaws/bylaws>

Section 3. Dues. The amount of personal member dues shall be determined by the ACRL Board of Directors. Annually, the Board of Directors will review and may authorize a dues adjustment not to exceed the percentage change in the most current Higher Education Price Index (HEPI) rounded to the nearest dollar. Adjustments in excess of the percentage change in the most current HEPI are subject to the approval of the membership in a mail or electronic vote. Organizational and corporate member dues shall be determined by the ACRL Board of Directors.