

Agenda Item: Membership Qualifications Issues

Information

Purpose: To present the committee reports, background information, and recommendations and to provide an opportunity for questions and clarifications prior to chapter-level discussions on both issues. The webinars will not include debate of the issues.

Background: Two issues related to membership qualifications were presented to the Board of Trustees at its fall meeting: 1) whether licensure should be required for Full membership in the Society; and 2) whether Full membership should be open to internationally educated landscape architects in place of the International membership category. The Licensure Committee was tasked with taking the lead on the first issue and the Member Services Committee was tasked with taking the lead on the second issue. To ensure that both issues receive careful and thoughtful review, a process and timeline for gathering data and input was defined.

To date, the following have been completed:

- Information was gathered on other organizations' membership requirements and membership categories. Organizations contacted included the American Institute of Architects, American Planning Association, American Society of Civil Engineers, National Society of Professional Engineers, American Society of Interior Designers, Canadian Society of Landscape Architects, Royal Architectural Institute of Canada, Australian Institute of Landscape Architects, and the Landscape Institute (UK).
- ASLA membership lists were cross-referenced with state rosters of licensed landscape architects, and additional relevant information was pulled from the ASLA membership database.
- The full ASLA membership was surveyed to gather information on member demographics and attitudes regarding membership qualifications.
- The Licensure Committee reviewed and analyzed all available information and data, discussed pros and cons of the licensure question, and developed recommendations outlined in the attached report. The Member Services Committee followed a similar process for analyzing the issues concerning International membership and developing a report and recommendations, also attached.
- At its February meeting, the Executive Committee reviewed and discussed the information and endorsed the recommendations of both committees.

Next steps in the process are:

- Distribution of the committee reports and membership survey results (attached) to the Board of Trustees and the Chapter Presidents.
- Presentation of the reports, background information, and recommendations to the BOT and CPC in webinars scheduled for March 1-3. The purpose of the webinars is to present the information and

provide an opportunity for questions and clarifications prior to chapter-level discussions on both issues. The webinars will not include debate of the issues.

- Following the webinars, chapters leaders are requested to review and discuss both issues at the chapter level. A standard set of questions will be provided to chapters and leaders are encouraged to provide feedback on these questions by April 15 to allow for collating of responses prior to the May governance meetings.
- Conference calls with the BOT subgroups will be held in early May to hear the results of chapter discussions and to identify any additional questions or information needs.
- Chapter leaders will share their results of chapter discussions during the Chapter Presidents Council midyear meeting (May 20-21).
- At its May meeting, the Board of Trustees will review the issues, including in subgroup discussions, and take action on the recommendations of the Executive Committee. (Note: The board may postpone action on the recommendations, if desired.)

Governing Rules/Procedures: ASLA Bylaws, Sections 101-102, 104-105, 301-303, and 406:

Professional Membership

101. Professional membership in the Society shall be extended to persons whose academic training and professional experience meet the requirements for Full Member, Associate Member, or International Member as established in the Bylaws.

Full Members

102. Full Members shall:

102.1 hold a degree in landscape architecture at the baccalaureate or higher level from a program in landscape architecture that is accredited by an organization recognized by the Society;

102.2 or, hold a degree in landscape architecture at the baccalaureate or higher level from a program in landscape architecture that is recognized by a sponsoring ASLA chapter;

102.3 or, hold a certificate of completion from a program in landscape architecture that is recognized by a sponsoring ASLA chapter and accepted by the state licensing board as satisfying the educational requirements for admission to the state licensing examination;

102.4 or, possess a valid state license to practice landscape architecture.

In addition, Full Members shall have at least three (3) years of full-time or the equivalent experience in the professional practice of landscape architecture.

International Members

104. International Members shall be landscape architects residing outside the limits of the Society.

Limits of the Society

105. The limits of the Society shall be the United States and its possessions, Canada, Mexico, and the Islands of the Caribbean. Full Members and Associate Members shall reside within the limits of the Society or shall be citizens of the United States residing or working abroad.

Affiliate Members

301. Affiliate membership in the Society shall be extended to persons desiring the services of the Society, but not qualified as Full, Associate, International, or Student Members under the requirements established in the Bylaws.

302. Affiliate Members may be persons from related design professions, the natural and social sciences, educational institutions, or government agencies; persons involved with or interested in activities associated with the professional practice of landscape architecture; or persons associated with industries related to the practice of landscape architecture such as manufacturers and distributors of products, landscape contractors, or nurseries.

303. Persons qualifying for professional membership in the Society shall not be eligible for affiliate membership.

Fellows

406. Fellows shall be Full Members recognized by the Society for excellence in works, leadership/management, knowledge, or service. At the time of nomination, Fellows shall have at least ten (10) continuous years of good professional standing from the effective date of membership as Full Members of the Society. Fellows shall be selected by the Council of Fellows (COF) from nominations submitted by the executive committee of a chapter, the Executive Committee of the Society, or the Executive Committee of the Council of Fellows. In the case of nominations by the Executive Committee of the Society or the Executive Committee of the Council of Fellows, the applicable chapter shall be notified.

Licensure and ASLA Membership: Report to the Board of Trustees

ASLA Licensure Committee/ASLA Executive Committee
February 12, 2011

INTRODUCTION

In September 2010, The ASLA Board of Trustees tasked the Licensure Committee to collect data, review the anticipated consequences, and develop the arguments surrounding the issue of requiring licensure for full ASLA membership to assist Board deliberation of this matter. The Licensure Committee discussions have also included Member Services Committee Chair Sean Rotar and Membership VP Greg Miller.

In January 2003, the ASLA Licensure Committee had been charged by the ASLA Board of Trustees to review the various arguments related to licensure and membership and provide its recommendations to the Board. At that time, the committee recommended against requiring licensure for membership for several reasons, including the lack of licensure in a few states. The 2003 report also concluded:

- *The Society would lose a substantial element of the rich diversity of membership if membership were to be restricted to licensed practitioners.*
- *The practice of landscape architecture extends well beyond the scope of the services that must be regulated in order to protect the public health, safety, and welfare.*
- *Two areas of practice that would be seriously affected by the change are public practitioners and academia.*
- *At the time that 50-state licensure is achieved, a further review of the other issues raised in this report may be appropriate.*

Section 102 of the ASLA Bylaws establishes the criteria for full membership in the Society. One of the following is required to qualify for full membership: (1) a degree (bachelor's or higher) in landscape architecture from a program accredited by LAAB or recognized by the sponsoring chapter; (2) a certificate of completion from a program in landscape architecture recognized by the sponsoring chapter and accepted by the state licensing board as satisfying the educational requirements to sit for the exam; or (3) possession of a valid state license to practice landscape architecture. All applicants for full membership in the Society must also have at least three years full-time experience in professional practice of landscape architecture.

DATA ANALYSIS

Licensure Data

ASLA staff cross-referenced licensee and ASLA membership for 47 states representing nearly 94% of licensees. The membership data reviewed included only Full and Fellow ASLA members because Associate members are unlikely to have obtained the qualifications needed for licensure. The employer category is determined by the ASLA member in his/her membership file.

National Summary: Just over 29% of ASLA Full and Fellow members are unlicensed. Public agency employees are more likely to be unlicensed, but only by a small margin (33%); however, academicians have a significantly lower rate of licensure, with 54% unlicensed. Two-thirds of retirees are not licensed; it is unclear how many of these practitioners were once licensed but allowed the license to lapse upon retirement. There are ASLA Fellows who are unlicensed. Among those who do not indicate that they are retired, 15% are unlicensed.

Licensee Data by Practice Type

Category: National	Percentage of Category Unlicensed	Number of Unlicensed Individuals in Category / Total in Category	Percentage of Category among ASLA Members
All Full and Fellow ASLA members	29.23%	3,105 / 10,624	100%
Academics	54.25%	187 / 308	3.2%
Public Agency Employees	32.62%	350 / 815	10.2%
Retirees	66.45%	324 / 332	4.7%
Fellows (excludes retirees)	14.64%	82 / 633	5.8%

Regional Summary: There are slight differences in the licensee rate for the various regions of the country. The highest percentage of licensed members is in the West, yet it only exceeds the national average by 1.23%. The lowest licensure rate is in the Midwest, lagging behind the national average by only 1.51%.

Licensee Data by Region

Category: Regional	Percentage of Full and Fellow Members Unlicensed	Percentage of Full and Fellow Members Licensed
National	29.23%	70.77%
Northeast	29.84%	70.16%
South	29.20%	70.80%
Midwest	30.74%	69.26%
West	28.00%	72.00%

Age Summary: The data shows that individuals in their 20s are licensed at a much lower rate than those 30-70 years of age. These results reflect a sample of 4,235 records from Full and Fellow members for which there is licensure data and birth date.

Licensee Data by Age

Category: Age	Percentage of Category Unlicensed	Percentage of Category Licensed	Among the Unlicensed , the Proportion of Individuals in this Category	Among the Licensed , the Proportion of Individuals in this Category
Full and Fellow Members: All	29.2%	70.77%	100%	100%
Full and Fellow Members: 20-29	58.6%	41.4%	16.7%	3.9%
Full and Fellow Members: 30-39	27.6%	72.4%	31.2%	27.3%
Full and Fellow Members: 40-49	18.1%	81.9%	18.9%	28.5%
Full and Fellow Members: 50-59	18.4%	81.6%	19.7%	29.1%
Full and Fellow Members: 60-69	23.7%	76.3%	8.5%	9.1%
Full and Fellow Members: 70-79	40.1%	59.1%	3.4%	1.6%
Full and Fellow Members: 80+	54.8%	45.1%	1.6%	.44%

Gender Summary: A greater percentage of women are unlicensed than men.

Licensee Data by Gender

Category: Gender	Percentage of ASLA Full and Fellow Members	Percentage of Category Unlicensed	Percentage of Category Licensed	Among the Unlicensed , the Proportion of Individuals in this Category	Among the Licensed , the Proportion of Individuals in this Category
Female	27.8%	33.0%	67.0%	36.1	24.9
Male	72.2%	22.4%	77.6%	63.9	75.1

Small States Summary: The percentage of members who are unlicensed is slightly higher (+ 3.09%) in states where there are fewer than 150 Full and Fellow members than the national average.

Licensee Data: Small States Only

Category: Small States Only ¹ (Membership Fewer than 150 Full Members)	Percentage of Category Unlicensed	Percentage of Category Licensed	Percentage of Category among ASLA Members in these States
All Full and Fellow ASLA members	32.32%	67.68%	100%
Academicians	54.05%	45.95%	5.1%
Public Agency Employees	40.25%	59.75%	11.2%
Retirees	54.55%	45.45%	3.6%
Fellows (excludes retirees)	12.64%	87.36%	5.6%

Recent Practice Acts Summary: When comparing states that have recently enacted a practice act either through a new law or upgrading a title act, there is very little difference in the overall rate of licensure (-0.41%).

Licensee Data: 50 by 2010 practice act states only

Category: States to Add/Upgrade to Practice Act during 50 by 2010 ²	Percentage of Category Unlicensed	Percentage of Category Licensed	Percentage of Category among ASLA Members in these States
All Full and Fellow ASLA members	29.64%	70.36%	100%
Academicians	52.27%	47.73%	2.72%
Public Agency Employees	32.10%	67.90%	11.7%
Retirees	68.75%	31.25%	4.46%
Fellows (excludes retirees)	19.32%	80.68%	5.45%

¹ Small states defined as those with fewer than 150 ASLA Full and Fellow members. The states where data is readily available are: Alabama; Alaska; Arkansas; Delaware; Hawaii; Idaho; Iowa; Kansas; Louisiana; Maine; Montana; Nebraska; Nevada; New Hampshire; New Mexico; North Dakota; Oklahoma; Rhode Island; South Dakota; Tennessee; Utah; Vermont; West Virginia; and Wyoming

² Includes Colorado, Idaho, Iowa, Michigan, Missouri, New Hampshire, New Jersey, North Dakota, Ohio, Oregon, Texas, Washington, and West Virginia. Data not available for Wisconsin.

*Membership Trends*³

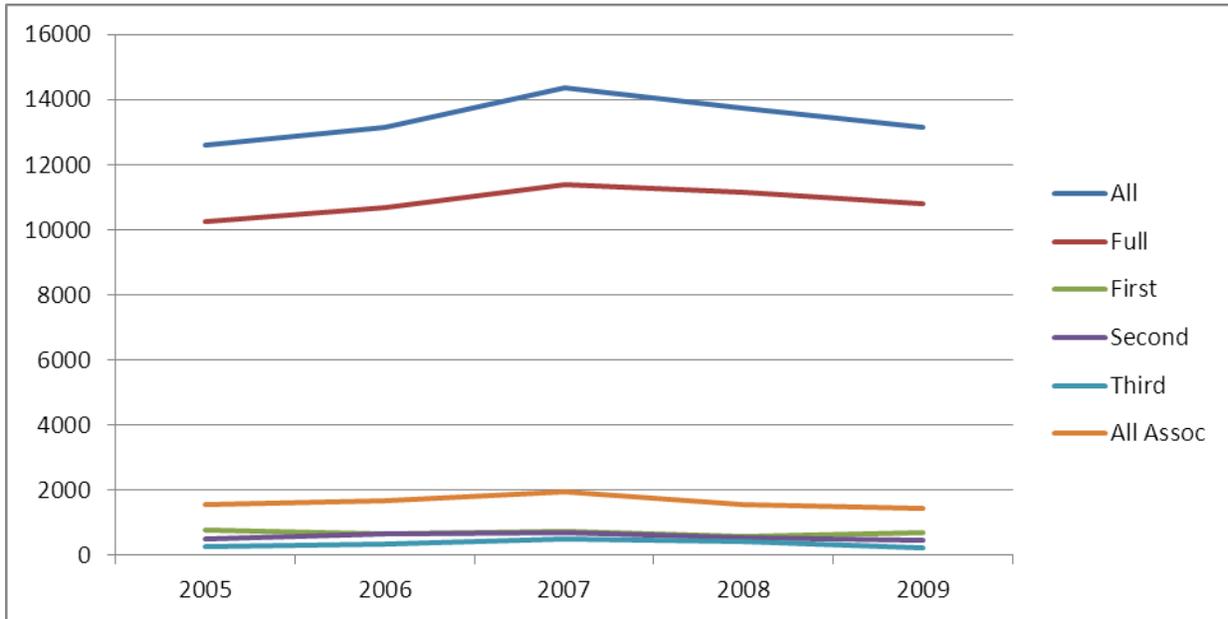
The following charts and graphs illustrate the retention rates for ASLA members by category for the period of 2005-2009. This data provides the basis for identifying the members most likely to be impacted by a change in membership criteria. One key aspect is the number of third-year members, many of whom would not yet be licensed.

ASLA Membership Retention Rates 2005-2009

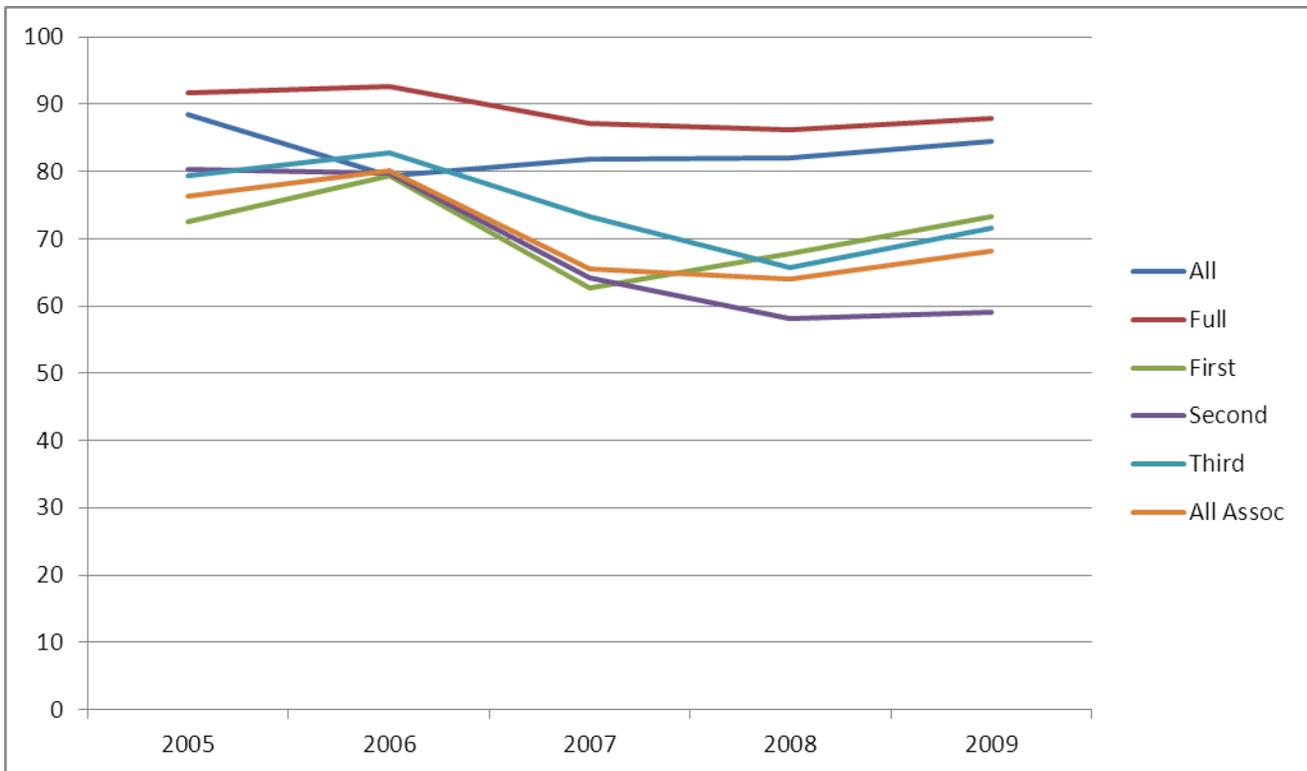
Year	Membership Category	Total Membership	Renewing Members	Retention Rate
2005	All	12,606	11,156	88.5%
	First Year Associate	777	564	72.59%
	Second Year Associate	489	393	80.37%
	Third Year Associate	280	222	79.29%
	Affiliate	652	465	71.32%
	Full	10,262	9,412	91.72%
	International	144	100	69.44%
2006	All	13,152	11,738	89.25%
	First Year Associate	680	540	79.41%
	Second Year Associate	654	521	79.66%
	Third Year Associate	335	277	82.69%
	Affiliate	680	527	77.5%
	Full	10,683	9,905	92.72%
	International	120	107	89.17%
2007	All	14,373	11,770	81.89%
	First Year Associate	727	455	62.59%
	Second Year Associate	700	449	64.14%
	Third Year Associate	515	377	73.2%
	Affiliate	824	476	57.77%
	Full	11,368	9,904	87.12%
	International	239	109	45.61%
2008	All	13,727	11,249	81.95%
	First Year Associate	586	397	67.75%
	Second Year Associate	531	309	58.19%
	Third Year Associate	444	292	65.77%
	Affiliate	852	516	60.56%
	Full	11,153	9,617	86.23%
	International	161	118	73.29%
2009	All	13,137	11,086	84.39%
	First Year Associate	722	529	73.27%
	Second Year Associate	483	285	59.01%
	Third Year Associate	249	178	71.49%
	Affiliate	720	474	65.83%
	Full	10,784	9,485	87.95%
	International	179	135	75.42%

³ Numbers are based on archived data (does not include students, honorary or corporate members).

Total Membership for Full and Associate members



Retention Rates for Full and Associate members



Organizational Data

A list of questions was presented to the following organizations to assess their policies regarding licensure and membership. The following chart provides a comparison of membership qualifications for allied design professions and landscape architecture organizations in other countries.

Profession	Primary Credential	Organization	Full Membership Criteria	Percentage of Full Members Licensed/Certified
Landscape Architecture	State Licensure	American Society of Landscape Architects	Requires: (1) a degree in landscape architecture from a program accredited by LAAB or recognized by the sponsoring chapter; (2) a certificate of completion from a program in landscape architecture recognized by the sponsoring chapter and accepted by the state licensing board as satisfying the educational requirements to sit for the exam; or (3) possession of a valid state license to practice landscape architecture. All applicants for full membership must also have at least three years full-time experience in professional practice of landscape architecture.	71%
Landscape Architecture - Canada	Provincial Licensure administered by Society	Canadian Society of Landscape Architects	In Canada, licensure is administered directly by the Society at the chapter level and is linked to membership. CSLA reports that their requirement for licensure has had a detrimental impact on their membership. It is expected to continue if the current rate of retirement and the number of new graduates expressing a willingness to become licensed does not change.	100%
Landscape Architecture – UK	Society administered licensure	Landscape Institute	LI administers its own credentialing program (Pathway to Chartership) and gives its members that complete this program the title “Chartered Membership of the Landscape Institute” or CMLI. Licentiate members of the LI are those with an accredited university degree.	60% of all members
Landscape Architecture – Australia	Society administered licensure	Australian Institute of Landscape Architects	AILA administers its own credentialing program and gives its members that complete this program the title “Registered Landscape Architect.”	100% (92% of all members)
Architecture	State Licensure	American Institute of Architects	Requires licensure for full membership. Defines Associates as individuals on the pathway to licensure or exploring non-traditional careers.	100%
Architecture – Canada	Provincial Licensure through the Society	Royal Architectural Institute of Canada	All full members may use MRAIC designation, although category of “architect” is limited to licensees. The society encourages these members to use the title “architect” after their names. There are numerous other categories, including interns, graduates, and faculty that are all considered under the broad category of “full” members.	N/A

Profession	Primary Credential	Organization	Full Membership Criteria	Percentage of Full Members Licensed/Certified
Civil Engineering	State Licensure	ASCE	If not licensed, may be accepted with more than 5 years of responsible charge of engineering experience subsequent to receipt of your BS or equivalent four year degree must forward a copy of a detailed resume and three references to the Applications Administrator , requesting review by the Membership Application Review Committee. ASCE also reported that one reason that they have chosen not to require licensure is the impact it would have on membership for the academic sector.	54%
Engineering	State Licensure	NSPE	<i>Engineer Professional</i> category requires licensure (or engineer-in-training licensure). A 2-year provisional membership is available for those seeking licensure. There does not appear to be an alternative category for unlicensed professionals, except for students and retirees.	100%
Planning	Certification via AICP	APA	APA membership is open to everyone who is committed to applying the benefits of planning to create communities of lasting value. AICP is not required.	

2010 Membership Survey

ASLA surveyed 11,322 members (Fellow, Full, Associate, and International with valid emails) and a similar survey was sent to 2,564 student members. 1,437 responses were received between December 1-15, 2010, including responses from individuals in every chapter and every state. 80% of those who responded are Full or Fellow members and 17% are Associate members. More than half first joined ASLA as student members. Most of the students who responded to the survey are Student members, with 6% Student Affiliate members. 75% of the respondents are licensed, with an additional 20% intending to earn licensure in the future. 91% of students intend to become licensed. The vast majority of those who responded have not served as a chapter, student chapter, or national leader nor served on a national committee. Two-thirds of respondents are age 40 or older; 66% are male; and 91% Caucasian. For students, the age categories were more evenly divided; 54% are female; and 81% Caucasian.

The survey queried ASLA members about ASLA membership requirements. **A strong majority (85%) feel that ASLA membership criteria are appropriate**, with 9.5% indicating the criteria are too broad and the remaining 5.5% indicating the criteria are too narrow. 77% of students believe that the criteria are appropriate, 7% too broad, and 16% too narrow.

The survey asked specifically whether ASLA should require licensure for full membership. **Overall, 59% of respondents do not believe that ASLA should require licensure for full membership.** 70% of students do not think that ASLA should require licensure. When filtered by key categories, including membership type and licensure status, all categories retain a majority against requiring licensure for membership. When filtered by chapter, 40 of 48 chapters have a majority of respondents who do not agree with requiring licensure for membership.

The survey also asked whether those with international education and/or licensure qualifications should be able to qualify for full ASLA membership rather than their current designation as International members. **Slightly more than half (52%) do not feel that International Members should be given full membership.** 82% of International members who responded to the survey indicated that such members should be given full membership.

Responses for Each Category (Number of Respondents in Category)							
Question/ <u>Answer</u>	All (1,317)	Full Members (1,289)	Associate Members (289)	Students/ Student Affiliates (120)	Licensed (984)	Intend to Become Licensed (264)	Unlicensed (67)
To qualify as a full member of ASLA, an individual must be a graduate of a landscape architecture program recognized by ASLA or licensed to practice landscape architecture. In addition, three years of professional experience is required. Do you think the qualifications for full membership are: <u>Appropriate</u>	85%	85%	84%	77%	85%	83%	91%
To qualify as a full member of ASLA...Do you think the qualifications for full membership are: <u>Too Narrow</u>	5%	5%	10%	16%	5%	9%	6%
To qualify as a full member of ASLA...Do you think the qualifications for full membership are: <u>Too Broad</u>	10%	10%	6%	7%	10%	8%	3%

Responses for Each Category (Number of Respondents in Category)							
Question/ <u>Answer</u>	All (1,317)	Full Members (1,289)	Associate Members (289)	Students/ Student Affiliates (120)	Licensed (984)	Intend to Become Licensed (264)	Unlicensed (67)
Currently, 71% of ASLA full members are licensed landscape architects. Should ASLA amend its bylaws to require licensure for full membership? <u>Yes</u>	41%	44%	26%	30%	48%	24%	3%
Currently, 71% of ASLA full members are licensed landscape architects. Should ASLA amend its bylaws to require licensure for full membership? <u>No</u>	59%	56%	74%	70%	52%	76%	97%

Chapter-by-Chapter Results: Should ASLA amend its bylaws to require licensure for full membership?

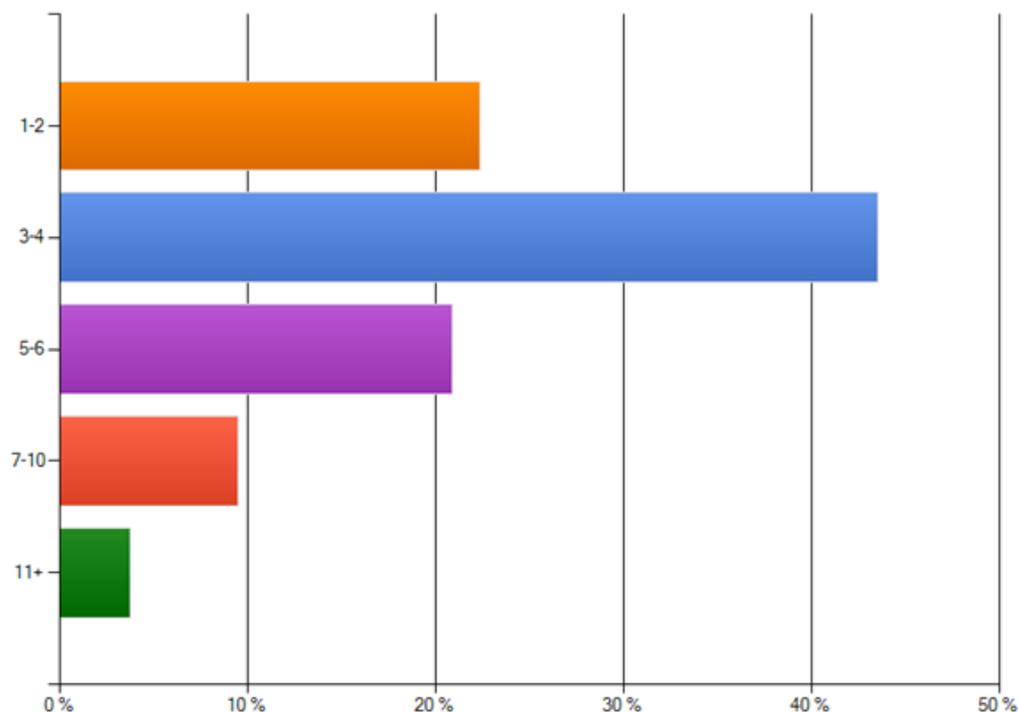
Chapter	Sample Size	% Yes	% No
Alabama	14	46.2	53.8
Alaska	9	28.6	71.4
Arizona	28	41.7	58.3
Arkansas	7	33.3	66.7
Boston	58	28.8	71.2
CA-Northern	50	25.7	74.3
CA-San Diego	22	26.3	73.7
CA-Sierra	26	52.6	47.4
CA-Southern	69	47.2	52.8
Colorado	54	34.1	65.9
Connecticut	27	50	50
Florida	65	53.1	46.9
Georgia	43	70.6	29.4
Great Plains	25	35	65
Hawaii	13	30	70
Idaho/Montana	28	22.7	77.3
Illinois	56	41.3	58.7
Indiana	28	31.8	68.2
International	31	51.9	48.1
Iowa	22	38.9	61.1
Kentucky	10	62.5	37.5
Louisiana	21	47.1	52.9
Maryland	48	25	75
Michigan	39	33.3	67.7
Minnesota	32	52.2	47.8
Mississippi	16	46.2	53.8
Nevada	8	75	25
New Jersey	38	40.6	59.4
New Mexico	15	23.1	76.9
New York	54	35	65
New York - Upstate	38	33.3	67.7
North Carolina	54	44.7	55.3
Ohio	49	47.5	52.5
Oklahoma	32	44.8	55.2
Oregon	31	44	56
Pennsylvania/Delaware	59	39.6	60.4
Potomac	40	36.4	63.6
Prairie Gateway	33	28.6	71.4
Rhode Island	7	42.9	57.1
South Carolina	17	53.8	46.2

Chapter	Sample Size	% Yes	% No
St. Louis	23	38.9	61.1
Tennessee	14	63.3	36.4
Texas	78	52.3	47.7
Utah	28	36	64
Vermont	4	25	75
Virginia	34	39.3	60.7
Washington	43	47.1	52.9
West Virginia	2		100
Wisconsin	26	37.5	62.5

Question/ Answer	Responses for each category (number of respondents in category)						
	All (1,317)	Full members (1,289)	Associate members (289)	Students/ Student Affiliates (120)	Licensed (984)	Intend to become licensed (264)	Unlicensed (67)
ASLA Bylaws for International members: LAs (other than U.S. citizens) residing outside the U.S., Canada, Mexico, and the Caribbean. Should ASLA allow those with international ed. and/or licensure to qualify for full ASLA membership, rather than their current designation as International members? Yes	48%	48%	43%	50%	49%	43%	60%
Should ASLA allow those with international ed. and/or licensure to qualify for full ASLA membership, rather than their current designation as International members? No	52%	52%	57%	50%	51%	57%	40%

The survey also asked licensees how long it took to earn licensure following graduation. The purpose of this question was to compare the three-year Associate membership period with the typical track to licensure. More than 64% were licensed within 4 years of graduation, while 20% took 5-6 years and 16% took 7 years or more to get licensed.

After graduating, how many years did it take to earn licensure?



Non-member Information

Questions pertaining to non-member decision-making regarding ASLA membership have been posed in past surveys and marketing studies. While it was not possible to survey nonmembers at this time due to financial constraints, these previous surveys provide useful information on this issue. The most recent study (August 2005) explored various ASLA benefits and the opinion of members and nonmembers, including those who subscribe to the magazine. The nonmembers were asked “why did you leave ASLA” and “Why don’t you join ASLA” in this survey. The predominant reasons cited were, “dues too high” and “not enough value for benefits.”

ISSUE

The primary question stemming from the discussion at the Board of Trustees is whether ASLA should amend its bylaws to require active licensure to qualify for full membership in ASLA. The arguments listed below respond directly to this scenario. In order to further this dialogue, the Licensure Committee assumed that associate members who do not earn licensure would remain Associates indefinitely, with dues equal to existing full membership. Several alternative scenarios are discussed at the end of this document, including support/opposition points specific to those options.

FINANCIAL IMPACT

There is uncertainty regarding the extent to which membership loss will occur. The potential for loss is a significant component of the assessment of risk to the Society prior to the outcome of this issue. Any membership loss will have a financial impact on ASLA. The following chart provides revenue projections for a range of scenarios. These projections account only for Full, Fellow, and Associate membership revenue and do not include potential loss of revenue from other key sources, such as the annual meeting or LAM advertising that could be impacted by a smaller membership base. ASLA’s total operating budget for 2011 is \$11,214,000.

Dues revenue is vital to ASLA, which as a not-for-profit organization must maintain dues revenue as a significant portion of its total revenue. Therefore, loss of dues revenue cannot be offset with non-dues sources. The following chart represents the financial impact of a range of scenarios regarding to a drop in membership.

Membership Loss Scenarios

Membership Impact	Status Quo	Down 1%	Down 5%	Down 10%	Down 15%	Down 20%	Down 29%
Total Revenue	\$3,354,632	\$3,321,086	\$3,186,900	\$3,019,169	\$2,851,437	\$2,683,706	\$2,381,789
Revenue loss		-\$33,546	-\$167,732	-\$335,463	-\$503,195	-\$670,926	-\$972,843

If a grandfather clause was adopted along with a requirement for licensure, there are two pools of new members that would be impacted by the change: (1) associate members who are not licensed at the end of three years; and (2) practitioners who would have joined as a full member, but do not qualify due to their licensure status. The 2010 membership survey showed that 29% of members begin their membership as a full member, with the rest joining ASLA as a student or associate member. The following charts illustrate the exponential nature of the impact of this loss, using a range that assumes a partial loss of both impacted pools.

Membership Income Loss with Grandfather Clause

Scenario 1: loss of 80 members/year

Membership Impact	2011	2012	2013	2014	2015	2016	2017
Revenue loss	-\$25,760	-\$51,520	-\$78,480	-\$105,440	-\$133,440	-\$161,440	-\$189,440

Scenario 2: loss of 200 members/year

Membership Impact	2011	2012	2013	2014	2015	2016	2017
Revenue loss	-\$64,400	-\$128,800	-\$196,200	-\$263,600	-\$333,600	-\$403,600	-\$473,600



There would be a direct financial impact on ASLA for implementing any changes to the membership criteria. Direct costs are estimated to reach at least \$75,000. This does not include the staff resources, which would be significant, given that current staffing levels are not sufficient to absorb this work. Member certificates and member cards would be reprinted for members with changes in membership category. Staff resources would be devoted to review and revision of administrative policies for dues, chapter leadership, Firm Finder, Fellows, Emeritus, and Limited status. The application processing instructions would also change. Database changes would incur both staff resources and direct costs, including creating a new member-type and category combination (Associate 4+), changing member types, online membership application, and Firm Finder. Additional financial impacts may include:

- Confusion on member-type and category/ Member education campaign to explain new membership category
- Tracking Associate members who gain licensure
- Increased ASLA ethics violation complaints
- Revised paper membership application and website updates

ARGUMENTS IN SUPPORT OF REQUIRING VALID LICENSURE FOR FULL MEMBERSHIP

Summary: Would provide for the potential of increased prestige to licensees, offer marketing advantage, and reduce the perception that non-licensed individuals are misrepresenting their qualifications.

Visibility and Consistency

- A clearer sense of qualifications regarding licensure requirements could be created for ASLA full members within the broad range of landscape and environmental design related fields. This may create a clearer identification of landscape architecture as a discipline in so far as professional practice activities covered by state licensure laws.
- Having all full members be licensed could allow ASLA to conduct marketing or publicity campaigns that promote the Society as the professional organization of licensed landscape architects.
- ASLA designation may provide increased public visibility and clarity regarding licensed practitioners, leading to more consistent usage of one term to denote licensure.

Prestige

- The prestige of full membership, and its associated use of the 'ASLA' designation, may increase with the licensure requirement. This greater prestige may create a stronger marketing advantage for ASLA members.

ASLA Membership and Professional Regulation

- Requiring licensure for full membership will reduce the perception that non-licensed individuals are misrepresenting their qualifications by using the 'ASLA' designation.
- The public, including consumers/clients of landscape architectural services may learn to equate the ASLA designation with licensure.
- The use of "ASLA" may encourage a single, nationally recognized designation for the licensed landscape architect.

Membership Gain

- Licensed landscape architects that believe that the current standards for membership are too weak may be encouraged to join. Membership may increase as landscape architects find greater marketing value with ASLA membership.
- Professional parity between ASLA and AIA when both organizations require licensure for membership.
- Added prestige for the Society could compel those who had not previously sought licensure to do so in order to gain the benefits of membership in ASLA.
- Grandfathering existing members from a requirement for licensure may help reduce membership losses.

ARGUMENTS IN OPPOSITION TO REQUIRING VALID LICENSURE FOR FULL MEMBERSHIP

Summary: Would change the full membership category of approximately 29% ASLA current members, discontinue the inclusive practice emphasis of the Society, and might significantly reduce total membership thereby affecting revenue and funding of all ASLA programs.

- ASLA's mission is "to lead, to educate, and to participate in the careful stewardship, wise planning, and artful design of our cultural and natural environments." A restriction of full membership to licensed practitioners would not further this mission.
- The Society's membership criteria have been inclusive, with a broad range of practice in the stewardship, planning, and design of cultural and natural environments. Landscape architecture as a discipline extends beyond its legal definition and, therefore, ASLA has accepted all those with landscape architecture background as full members.

Loss of membership

- Fewer individuals would be eligible for full membership; therefore, the change may reduce the capacity and impact of the Society as a whole. Approximately 29% of the current full members are unlicensed, including 14% of ASLA non-retired Fellows.
- A narrower member demographic may reduce the Society's body of knowledge, industry influence, and its ability to partner with allied professional organizations on symbiotic programs.
- Requiring licensure for full membership may result in the perception that the Associate level is a "sub-class" membership level, making it less appealing to most landscape architecture program graduates.
- Given the small size of the landscape architecture profession, even a small drop in membership would have an impact. Any membership loss in small and rural chapters would be expected to have an impact.
- Full membership is required to serve as a national officer or chapter president. The leadership ladder often begins at an early stage of one's career. Since it commonly takes longer than three years to pass the licensure exam, even

those who intend to become licensed may be prevented from serving as a leader in the Society. In the 2010 Membership Survey, 36% of licensed respondents took 4 or more years following graduation to earn licensure.

- A reduced membership base runs counter to the goal to grow the landscape architecture profession.

Revenue and Program Impacts

- Emphasis of ASLA would change from representing the profession as a whole to only representing those that practice within the legal definition that requires licensure. This would be a shift from a broad view of the profession to a narrower view.
- If realized, the loss of membership base and associated reduction in revenue would have a negative financial impact on the Society. Subsequently, the financial loss would significantly affect the resources available for programs. A smaller ASLA may also have less leverage for generating revenue in other key areas, including the annual meeting and magazine advertising.
- Modest reductions in membership have historically redirected resources toward revenue-generating programs, pulling funding from other key programs. Priority programs like public relations and government affairs do not typically generate revenue directly. However, the outreach, advocacy, and relationship-building inherent in these programs are critical to ASLA's relevance and effectiveness in promoting the profession. The Society may see further reduction in membership based upon reduced services. The reduced capacity for advocacy may make it more difficult to provide support for chapter efforts to promote and defend licensure. Dues could be increased to maintain programs; however, such an action could, in turn, become a deterrent to membership.
- Presently, ASLA members share interests and concerns regardless of area of practice, level of education, licensure status, or professional achievements. ASLA could lose a large segment of the rich diversity of membership that it currently enjoys. There are many jobs for which a degree in landscape architecture is helpful, but a license is not required. In the 2010 Membership Survey, unlicensed respondents were asked their reasons for deciding not to pursue licensure. Overwhelmingly, 87% of respondents indicated that licensure is not necessary for their job. These realms of practice, including academia, public service, and nonprofit organizations, still contribute to the profession as a whole in many ways, including research, advocacy, outreach, and more.

Impact on the Landscape Architecture Profession

- Limiting membership could fragment the landscape architecture profession and create constraints to communication and collaboration within the profession, with allied disciplines, and the general public.
- The change in membership requirements could result in the creation of one or more competing organizations that would represent those who could not or would not join the redefined, licensure-based ASLA. There are also existing related organizations that could prove more compelling to these landscape architects (e.g., USGBC, ULA, CNU, APA). It may become unclear to target audiences who speaks for the profession.
- Many public practitioners would be ineligible for full membership. Public practitioners (who are often clients) who are denied full membership may be disenfranchised and form a negative opinion of ASLA and its members. ASLA has traditionally struggled to attract public practice landscape architects to the Society and this policy could compound that problem. Currently, 33% of ASLA full members who are public practitioners are unlicensed (compares with 29% of all full members).
- Many academicians would be ineligible for full membership. If there is a smaller academic membership, it may result in a reduction of participation in student chapters, which translates into associate membership following graduation. Currently, 54% of ASLA full members who are academicians are unlicensed (compares with 29% of all full members).
- Many retirees would be ineligible for full membership. A full member who retires and allows his/her license to lapse may be less likely to keep membership if they do not meet the criteria for Emeritus status (25 years continuous membership). Currently, 67% of ASLA full members who list their status as retired are unlicensed (compares with 29% of all full members).

- New practitioners could be alienated from the Society in greater proportion to more seasoned professionals. Generational trends indicate that fewer emerging professionals are seeking licensure, or they are taking longer to begin the process. The current economic conditions are causing some emerging professionals difficulty in meeting the experience requirements for licensure. Nearly 20% of the respondents who are seeking licensure indicated in the ASLA Membership survey that they were having this difficulty.

ASLA Membership and Professional Regulation

- Enforcing misrepresentation of professional qualifications is the sole responsibility of the state licensing boards. The ASLA designation does not indicate the location where a member is licensed. Implying that ASLA controls who can use the ASLA designation may create liability for the Society. ASLA membership criteria do not prevent people from practicing without a license nor would it make it easier to find such violations.
- There are states that regularly aim to limit regulation and landscape architecture is often a target of these efforts. Requiring licensure for membership could create the perception that landscape architecture can be self-regulated, which could put licensure into jeopardy of deregulation.
- In the District of Columbia, landscape architects would need to secure and/or maintain licensure in another jurisdiction to secure full ASLA membership. If deregulation were to occur in any state, practitioners would face the same problem.
- The **ASLA Code of Professional Ethics** includes provisions that allow ASLA to take action against a member who is found to have misrepresented his/her qualifications, including:
 - R1.101. Members shall deal with other Members, clients, employers, employees, the public, and others involved in the business of the profession and the Society with honesty, dignity, and integrity in all actions and communications of any kind.
 - R1.102. Members shall not violate the law in the conduct of their professional practice, including any federal, state, or local laws and particularly laws and regulations in the areas of antitrust, employment, environmental and land-use planning, and those governing professional practice.
 - R1.108. Members shall not misrepresent or knowingly permit the misrepresentation of their professional qualifications, capabilities, and experience to clients, employers, or the public or be a party to any exaggerated, misleading, deceptive, or false statements or claims by the firms, agencies, or organizations that employ them.

Administrative Issues

- It is unclear how (or if) licensure status will be verified, but it would likely work on the honor system, since it would be impossible to ensure not only that a prospective member is licensed, but that he/she does not lose his/her license in the course of the membership year. If any verification process is needed, there would be significant staff and administrative costs associated with this process.
- The addition of membership categories and tracking of member licensure may be burdensome on individuals, employers, and ASLA staff. It may also create a burden on ASLA resources for system adaptation to the new membership categories and criteria.

IMPLEMENTATION CONSIDERATIONS FOR REQUIRING LICENSURE FOR FULL MEMBERSHIP

- Annual dues for all categories of membership will require further evaluation for projected consequence (e.g., Associate members who do not earn licensure would remain Associates indefinitely).
- Due to 29% of the current Full members being affected, fiscal stability measures such as a “Grandfather clause” could be evaluated so as not to risk significant adverse budgetary consequence resulting from current members changing membership status or withdrawing from the Society.
- Development of a communication campaign and “push-back” response for the 59% of current members who do not support requiring licensure for Full Membership.

These arguments have focused on the primary issue of requiring licensure for membership. The committee also explored two other alternatives related to the issue of licensure and membership.

Alternative A: Additional Membership Category for Licensed Landscape Architects

Another option for this issue is to create new membership category for licensed landscape architects (e.g., 'ASLA-L' and 'FASLA-L'). Those who meet current education and experience requirements would earn full membership and use ASLA. Some arguments related to this issue include:

- Support: Could provide all members with full member benefits and status, yet still distinguish between licensed and unlicensed practitioners.
- Oppose: An ASLA-based designation could imply that ASLA is the credentialing body, similar to the AICP or other certifications. ASLA could potentially incur liability for those who misuse the designation.
- Oppose: It may be difficult to track member licensure qualifications to implement this option.
- Oppose: Confusion may result from the proliferation of designations and member categories.
- Implementation: The financial impact for this alternative is significant. Current staff resources could not absorb the implementation efforts and direct costs would likely exceed \$100,000.

Alternative B: Establish and Promote Universal Designation for Licensure

Establish a universal designation for licensure and encourage members to signify licensure along with their ASLA designation (e.g., LLA, RLA, PLA).

- Support: This may encourage a national standard to denote licensure for landscape architects, similar to the PE designation
- Support: Could provide all members with full member benefits and status, yet still distinguish between licensed and unlicensed practitioners.
- Opposition: Confusion may result from the proliferation of designations and member categories.
- Implementation: The financial impact would be minimal and consist of marketing and PR outreach to encourage the use of the standard designation.

Licensure Committee Recommendation, as endorsed by the Executive Committee

The Licensure Committee strongly recommends against requiring licensure for full membership in the Society. First and foremost, the committee does not believe that the change would further ASLA's mission, which is "to lead, to educate, and to participate in the careful stewardship, wise planning, and artful design of our cultural and natural environments." Landscape architecture itself is an inclusive, holistic profession that brings together a wide array of disciplines. As such, it is only fitting that ASLA should also be inclusive, recognizing that the Society benefits greatly from the diverse perspectives of landscape architects with a broad range of practice in the stewardship, planning, and design of cultural and natural environments. Landscape architecture as a discipline extends beyond its legal definition and, therefore, ASLA membership criteria should accept all those with a landscape architecture background as full members.

Secondly, the Licensure Committee finds that the financial risk to ASLA is significant if licensure were required for full membership. Although it is not possible to project the extent of the impact, even a small drop in membership and its revenue would impact the Society's ability to maintain its core services to its members. Given the current economic realities, this risk is heightened. Perhaps even more critically, requiring licensure could deter emerging professionals from joining ASLA at a time when retaining such individuals in the profession is of paramount importance.

The Licensure Committee recognizes that there is often confusion regarding licensure credentials, primarily because there is no universal designation to denote licensure. Even if ASLA required licensure, the issue would not be solved because

the ASLA designation still merely signifies membership and does not signify where a person is licensed. Further, only a licensing board can verify the current status of a license and nonmembers would not be able to use the designation. The committee recommends that ASLA partner with CLARB to identify a universal designation for licensure, similar to engineering's PE designation.

In conclusion, the ASLA Licensure Committee recommends against requiring licensure for full membership. Although the financial impact is a factor, the committee believes that the financial issues are secondary to the importance of the ASLA mission. The current membership criteria exemplify the mission of ASLA by supporting the diverse community of perspectives and experiences to uphold the standards of the landscape architecture profession.

International Membership: Report to the Board of Trustees

ASLA Member Services Committee/ASLA Executive Committee
February 12, 2011

INTRODUCTION

As part of the review of membership qualifications the Member Services Committee was ask to review the pro and cons of opening Full membership to internationally educated landscape architects in place of the International membership category to the Member Services Committee. This report details the committee's research.

ASLA's international membership has evolved from an honor bestowed to an independent membership category. It appears that in the 1940's an international landscape architect could be honored with ASLA membership through the Corresponding Member category; "shall be persons other than landscape architects who shall have performed notable service in advancing the interests of the profession, and landscape architects abroad of distinction whom it is desired to honor."

In the 1970's the Corresponding Member category was redefined to "distinguished foreign landscape architects." Then in 1985 the first reference to "Foreign Associates" appears, that was later changed in 1999 to International membership. Currently, International membership is defined as "landscape architects residing outside the limits of the Society" (the Society's limits are US and its territories, Canada, and Mexico); educational criterion is not outlined.

HONORS, PRIVILEGES, AND INCONSISTENCIES

Society membership privileges and honors are inconsistent in regards to the International category. For example, International members are permitted to vote and use the logo; however, if they move to the US they would be required to be become Affiliate members, thus losing their voice in the Society president-elect elections and the logo use privileges.

Another discrepancy is the ability to apply for Fellow status; Fellow status is only open to Full members of the Society. This limits the Society's ability to recognize the professional excellence and accomplishments of landscape architects outside the US.

Administratively, the current membership criteria can be difficult to track and enforce, and can be confusing to those joining ASLA. International members who complete an LAAB accredited program or earn state licensure, then return to their home country are eligible for Full membership status; however, individuals in this group are more likely to select "International" on the membership application since they reside abroad. There are many other scenarios where US-educated foreign national members might select an incorrect membership category.

DATA ANALYSIS

Data was calculated on December 21, 2010; a total of 181 International members.

Historical Data

Year	Full	International	Total
2003	9,814	109	14,016
2004	10,016	131	15,065
2005	10,291	126	16,561
2006	10,593	119	16,748
2007*	11,368	239	18,325
2008	11,092	161	17,236
2009	10,718	179	16,223
2010	10,362	181	15,597

*The 2007 increase in International membership was due to the combined 2006 ASLA Annual Meeting and EXPO and 43rd International Federation of Landscape Architects(IFLA) World Congress in Minneapolis; nonmembers receiving a complimentary membership were entered into the database in May 2007.

All International Members on December 21, 2010.

- 4 International members belong to a chapter
- 9 International members hold a license in the United States.
- 27 International members have a “comp” membership (see chart below)
- 37 International members graduated from an LAAB accredited program.

Number of International Members	Practice Type*
15	Academic Institution
36	Architecture, Engineering or Multi-Disciplinary Firm
2	Corporate Member
12	Design Builder
1	Federal Government
76	Landscape Architecture Firm
3	Local Government
4	Other Private Sector Organization
1	Private Non Profit
31	Unknown

* The practice type is determined by the ASLA member in his/her membership record.

Number of Members	Reason for Comp
10	2010 Professional Awards entry
1	2010 Student Awards entry
6	2009 Annual Meeting registration
8	2010 Annual Meeting registration
1	Comp membership approved by staff (IFLA President)
1	JobLink posting

ORGANIZATIONAL DATA

Organization	International Membership Category or Equivalent	Membership Criteria	Percentage of International Members	Actively Market International Membership
AIA	Yes. International Associate AIA	Individuals who have an architecture license or equivalent from a non-U.S. licensing authority are eligible for International Associate membership.	1% of AIA members are International Associates; 2.3% of all members reside abroad	Yes
ASCE	No.	Some of the schools are recognized as equivalent degrees through the Washington Accord. ASCE Bylaws indicate a member may be licensed in the country of their residence, not that the license has to be equivalent to the caliber of the domestic license.	10%	No
NSPE	No.	If an applicant has achieved the equivalent of U.S. licensure in another country, NSPE will approve the applicant for membership. Engineer Professional membership is open to anyone holding either a valid license as a Professional Engineer in the U.S. or Canada, or an Engineer-In-Training or Engineering Intern certification issued under the laws of any state, territory, possession, or district of the U.S., or its international equivalent.		

Organization	International Membership Category or Equivalent	Membership Criteria	Percentage of International Members	Actively Market International Membership
APA	No.	Any person may be a member of the Association whose work or interest is in furthering the purpose of the Association. No test of professional qualifications shall be required to Association membership and members shall not refer to their membership in any manner that signifies such qualifications.	Less than 5%	Only through annual meeting marketing
ASID	Yes. International Allied	Interior designers, who meet the Allied member eligibility*, but reside and work outside the boundaries of an ASID chapter. And completed credit hours from an accredited institution (ASID staff manually review for Int'l schools)	Less than 5%	No
IIDA	Yes. International Dual or International At-Large	Dual: Active member with one of the following: BSID, IDC, and BIID; reduced rate to join IIDA. At-Large: Associate or Professional designers located outside of the IIDA Chapters who are active in the field of Interior Design.		
AILA	N/A	The AILA offers registration to candidates who are working in Australia. Potential candidates for AILA registration must be in Australia for the application to be considered and assessed and must have worked in Australia for at least one year at the time of the application.	7% working overseas	No
LI	N/A	If it an individual demonstrates they have qualifications accredited by a sister organization in a country with which LI has a reciprocal agreement, they will be admitted to Licentiate (i.e. trainee) grade. They would then need to undertake the Pathway to attain chartership. If they are qualified in a country with which we do not have a reciprocal agreement, applications are assessed on an individual basis by our membership panel.	5% fully qualified members have non UK address	

MEMBERSHIP SURVEY

ASLA surveyed 11,322 Full, Fellow, Associate, and International Members with valid email addresses between December 2-20, 2010. A separate survey was provided to 2,564 Student and Student Affiliate Members with valid emails.

Professional Survey

- 1,623 started survey and 1,317 completed (81% who began the survey, completed the survey)
- At least two respondents from every chapter and at least one from every state
- 80% respondents Full/Fellow/Emeritus
- 18% respondents Associate
- 2% respondents International

Student Survey

- Students: 177 started survey and 120 completed (64% who began the survey, completed the survey)
- At least one respondent from 55 student chapters and 31 states
- 94% student respondents Student
- 6% student respondents Student Affiliates

Question/ Answer	Responses for each category (number of respondents in category)						
	All (1,317)	Full Members (1,289)	Associate Members (289)	Students/ Student Affiliates (120)	Licensed (984)	Intend to become licensed (264)	Unlicensed (67)
ASLA Bylaws for International members: LAs (other than U.S. citizens) residing outside the U.S. and its possessions, Canada, Mexico, and the Caribbean. Should ASLA allow those with international ed. and/or licensure qualifications to qualify for full ASLA membership, rather than their current designation as International members? Yes	48%	48%	43%	50%	49%	43%	60%
Should ASLA allow those with international education and/or licensure qualifications to qualify for full ASLA membership, rather than their current designation as International members? No	52%	52%	57%	50%	51%	57%	40%

ISSUE

The primary question is whether ASLA should amend its bylaws to open Full membership to any individual that holds a landscape architecture degree from an institution outside the limits of the Society, or holds a license or equivalent certification to practice landscape architecture issued by their home jurisdiction.

The arguments listed below respond directly to the question brought before the committee. In response the committee has offered an alternative recommendation, which is discussed at the end of this document, including supporting/opposition points.

Arguments in support:

- The Mission of the Society is: “to lead, to educate, and to participate in the careful stewardship, wise planning, and artful design of our cultural and natural environments.” Expanding full membership to internationally educated landscape architects could provide the Society a greater opportunity to share this Mission on a global scale.
- Expanding the membership base could provide additional financial resources which could be used to further the Mission of the Society.
- International Members are not eligible for Fellow status. Expanding the pool of landscape architects who are eligible for this honor may globally elevate the visibility of the Society.
- Members living abroad who currently meet the criteria for full membership often incorrectly enroll as an International Member. Eliminating the International Membership category will remove this discrepancy.
- Current International members who move to North America are no longer eligible for this classification, and are likewise not eligible for full or associate status. These members are then compelled to become Affiliate members. Eliminating the International Membership category will remove this discrepancy.

Arguments in opposition:

- This may unintentionally lower the education standard for those outside the North America, while prospective members living in North America may face more stringent educational requirements.

ASLA could broaden the definition of an accreditation to include programs that are member institutions of the European Council of Landscape Architecture Schools (ECLAS). ASLA can also establish criteria for evaluation of international programs for academic equivalency. Both these actions could alleviate the concerns noted above, but will require extensive staff and/or committee resources.
- Expanding the membership base and support to a more global Society could be a financial burden on the Society.
- A large proportion of members residing outside the current limits of the Society could dilute efforts to further the profession in North America.
- Promotion of landscape architecture abroad could become a conflict of interest with promotion of the profession within the current limits.

Membership Services Committee Recommendation:

The Membership Services Committee recommends against the Society amending its bylaws to open Full membership to any individual that holds a landscape architecture degree from an institution outside the limits of the Society, or holds a license or equivalent certification to practice landscape architecture issued by their home jurisdiction.

As an alternative the committee proposes amending the bylaws for criteria for International membership to read; "International members shall be landscape architects who earned a degree in landscape architecture, or are recognized by a government entity to practice landscape architecture, outside North America." In addition, the Society may opt to bestow the honor and privilege of eligibility for Fellow status to International members creating an "International FASLA" designation. (Exact designation will be in the final MSC midyear recommendation.)

The committee believes that full membership for all may disenfranchise current Full and Associate members who have earned a degree from an accredited institution. The faculty at these institutions may also feel that their significant efforts to achieve accreditation are slighted by the perceived elevation of non-accredited programs to an equal status. The potential gains in membership numbers do not justify the resources required to thoroughly examine international institutions for academic equivalency.

The committee also believes that full membership for all may be perceived as a dilution of efforts to promote the profession within the current limits of the Society. By adopting the committee's proposal, the Society can still maintain (or increase) global recognition and status, while keeping the program and operational focus on domestic issues.

- Support: Changing the criteria from place of residence to place of education will clarify the enrollment discrepancies. International members who move to North America can maintain their current status and the honors and privileges that come with International membership. Members living abroad who have earned a degree from an accredited program, or hold a state license to practice will accurately be classified as Full members.
- Support: Less staff and/or committee resources will be burdened with verifying equivalency of education.
- Support: ASLA can maintain its status as a global Society while avoiding negative reaction over a perceived conflict of interest associated with full membership for all.
- Support: Bestowing this honor to International members may globally elevate the visibility of the Society.
- Opposition: International members may perceive lesser status associated with this classification when compared to Full membership. This may reduce the pool of prospective members who may otherwise join the Society.

In conclusion, the ASLA Membership Services Committee recommends adopting their proposal in lieu of opening Full membership for all. In this scenario, the honors and benefits of International membership equal that of full membership. However, programs and operations can be tailored to distinctly classified membership demographics. If International membership fluctuates, resources can be proportionately appropriated. This scenario also addresses the confusing aspects of the current criteria language without making wholesale changes to the membership structure.