



Southern African Association for Institutional Research

Southern African Association for Institutional Research

Membership and Benefits

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08th of December 2021

Version 2

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1 COMPARISON OF PROFESSIONAL BODIES

The South African Qualification Authority (SAQA) has approved a policy and criteria for recognising and registering professional bodies in South Africa (SAQA,2018b, clause 5). The policy defines a professional body as expert practitioners in an occupation field and includes an occupational body and statutory council. Thus, the function of the professional bodies or associations seeks to further a particular profession, the interest of individuals engaged in the profession, and the public interest. These professional bodies should register as a not-for-profit (NPO) and should register as such on a Tax code with the South African Revenue Service (SARS).

The objectives for the NPO are to (but not limited to):

- Advance a particular function
- Advance the interest of the individual engaged in that profession
- Advance or maintain public interest in the profession

The aim of the profession should be to monitor and regulate the practice of industry professionals. Membership fees should go towards upholding the body's reputation or association.

2 NATIONAL PROFESSIONAL BODIES

Below, we look at the purpose of various national associations or professional bodies to draw comparisons and benchmark with the Southern African Association for Institutional Research (SAAIR):

2.1 SOUTHERN AFRICAN ASSOCIATION OF INSTITUTIONAL RESEARCH (SAAIR)

Statement of Purpose

- To advance research and analysis leading to the production of improved management information for understanding, planning, management, and operation of higher educational institutions and agencies.
- To encourage the development and application of appropriate methodologies and techniques from many disciplines to further such research, analysis, and planning.
- To encourage the collection, interpretation, exchange, and dissemination of information with respect to higher education and its institutions.
- To further the professional development and training of individuals engaged in institutional research and analysis or interested in its utilisation in planning, management, and resource allocation and the improvement of higher education.

2.2 SOUTH AFRICAN STATISTICAL ASSOCIATION (SASA)

The association strives to accomplish this mission:

- To create a forum for nurturing, attracting and retaining statisticians in South Africa, and advancing their interests.
- To actively market the discipline of statistics in order to improve the general perception and appreciation of the discipline.
- To support members by providing a platform for networking opportunities and publications.
- To produce timely and high quality up-to-date publications, including the South African Statistical Journal (SASJ) and the Conference Proceedings, and communicate to its members relevant information and news through the Newsletter.

2.3 HIGHER EDUCATION LEARNING AND TEACHING ASSOCIATION OF SOUTHERN AFRICA (HELTASA)

HELTASA's mission and vision are to promote quality in higher education practice through the creation of a synergistic network and the professionalisation of higher education practitioners in Southern Africa in three main areas of focus: policy matters in higher education; developmental practices; and educational research. Its key objectives and activities are focused on:

- Creating, supporting, and sustaining special interest groups on institutional, staff, student, curriculum and technological development.
- Interacting with the Department of Higher Education and Training, Council on Higher Education and other relevant bodies on HE matters
- Promoting peer review as a means of enabling quality in HE practices.
- Organising and running an annual conference to promote the scholarship of teaching in HE.
- The activities of the association will include inter alia an annual conference.

2.4 SOUTH AFRICAN COUNCIL FOR NATURAL SCIENTIFIC PROFESSIONS (SACNASP)

SACNASP's main objectives are to:

- Promote the practice of the natural science professions in South Africa.
- Ensure and administer the mandatory registration of natural scientists as required in terms of The Natural Scientific Professions Act of 2003.
- Exercise control over the standard of conduct of professional natural scientists.
- Monitor the standard of education and training of natural scientists.

- Set standards for the recognition of education and training of natural scientists.
- Ensure that prospective registrants meet the educational standards required for registration.

2.5 SOUTH AFRICAN INSTITUTE FOR COMPUTER SCIENTISTS AND INFORMATION TECHNOLOGISTS (SAICSIT)

SAICSIT aims to:

- Enhance research and development collaboration with other professional bodies.
- Support education and training.
- Seek solutions to technical and socio-economic problems in South Africa by means of research and development projects.
- Strive for professionalism and excellence.

2.6 INSTITUTE OF CHARTERED IT PROFESSIONALS (ICITP)

ICITP objectives:

- Highlight and promote the importance of Media, Information and Communication Technology in South Africa and internationally.
- develop and maintain professionalism, thus ensuring high-quality professional services by IT professionals for the benefit of the public.
- support accredited training providers in aligning their curriculum with critical and scarce industry skills as well as professional standards including industry critical and scarce skills.
- work closely with professional associations, including recognised professional bodies within the IT sector, to maintain high standards in the industry.
- Cooperate with the relevant institutions such as SAQA, Quality Councils, the SETAs, and other institutions for the benefit of the greater IT sector.
- Assist IT graduates with Work Integrated Learning (WIL) and practical competency to ensure workplace readiness.
- Develop, support, supervise and promote professional standards for technical and ethical competence in the Media, Information and Communication Technology sector.

2.7 SA BOARD FOR PEOPLE PRACTICES (SABPP)

The vision of SABPP is to be a world-respected HR professional body, leading the way with people practices standards, professional competence, and active citizenry.

The mission is to:

- To lead and give a credible voice to the HR profession based on clear standards of governance, quality assurance and professionalism in human resource management and people practices in the workplace.
- Key focus is on adding value and contributing to the sustainability of organisations.

3 PROFESSIONAL BODIES/ ASSOCIATIONS MEMBERSHIP, BENEFITS AND FEE COMPARISON

ORGANISATION	BENEFITS	MEMBERSHIP STRUCTURE AND FEES (per annum)
Southern African Association of Institutional Research (SAAIR)	<p>Members of SAAIR enjoy the following benefits</p> <ul style="list-style-type: none"> • Reduced event registration fees for any SAAIR event (Institutes, Forum, Workshops, etc.) • Access to the SAAIR website downloads for presentations etc. • Receipt of bulk email communications • Entry onto the expertise database for the purposes of targeted workgroups, invited speakers, review panel members, etc. 	<p>Ordinary Member – R400 Honorary Member - Free</p>
South African Statistical Association (SASA)	<p>Members of SASA enjoy the following benefits:</p> <ul style="list-style-type: none"> • Each Ordinary member can attend and vote at the Annual General Meeting, receive access to the Newsletter and SA Statistics Journal, and attend the conference at full member rates. • Senior members will enjoy the same privileges as ordinary members. • Student members receive access to the Newsletter but not the Statistics Journal and do not have voting rights. A member-only qualifies for free student membership if she/he is a full-time student working non-permanently for 12 or less hours a week which is confirmed by a letter from the relevant Head of Department. • Each Affiliated member can nominate a representative to attend the Annual General Meeting (AGM). An Affiliated member has one vote at the AGM, receives access to the Newsletter and SA Statist J, and may send two delegates to the conference at full member rates. 	<ul style="list-style-type: none"> ▪ Ordinary Membership: Any individual having an interest in the mission and goals of the association. – R400 ▪ Senior Membership: Any member who has reached the age of 65 and who was a member for the 10 preceding years before turning 65, may apply for senior membership of the association. – R130 ▪ Student Membership: Any registered student having an interest in the mission and goals of the association. - FREE ▪ Affiliated Membership: Open to companies, societies and other organisations having an interest in the aims of the association. – R650
Higher Education Learning and Teaching Association of Southern Africa (HELTASA)	<ul style="list-style-type: none"> • Membership for HELTASA runs for 12 months from the 1st of November of the current year to the 31st of October of the following year. • Membership includes access to electronic newsletters, special interest 	<p>Membership of the year 2020-2021 is R500.00.</p>

	<p>groups and projects undertaken by the association.</p> <ul style="list-style-type: none"> • Members are also afforded a reduced conference fee. • Reduced rates may be considered on the receipt of a written motivation submitted to the Executive Committee. 	
South African Council for Natural Scientific Professions (SACNASP)	<p>What are the benefits of registration?</p> <ul style="list-style-type: none"> • Registration provides legal compliance and recognition by a professional body. • It is indicative of peer recognition by all scientists in a particular field of expertise. • It ensures standard practices and conduct as registered scientists are regulated by a Code of Conduct. • As such it provides assurance of quality to those the scientists serve. 	<ul style="list-style-type: none"> • Professional Natural Scientist should possess one of the following science qualifications and experience combinations: a recognised NQF level 8 - 10 and two years of appropriate work experience in the field of practice applied for. – R1 490 • Certificated Natural Scientist should possess one of the following science qualification and experience combinations a recognised NQF Level 6 - 7 and one year of appropriate work experience (after graduation date) in the field of practice applied for. – R950 • Candidate Natural Scientist should possess any of the qualifications listed above as sufficient for registration as either a Certificated Natural Scientist or Professional Natural Scientist. No work experience is required for registration as a Candidate Natural Scientist. – R520 • Pensioner Any retired professional having an interest – R320
South African Institute for Computer Scientists and Information Technologists (SAICSIT)	<p>Active members of SAICSIT may, among other benefits determined by council from time to time:</p> <ul style="list-style-type: none"> • Receive a discount at the annual conference and other events as determined by council; • Receive a discount on costs for publishing in the journal (SACJ); • Log into the membership area of the website, view the membership list and communicate with other members. 	<p>Eligibility for membership is determined according to two criteria:</p> <ul style="list-style-type: none"> • Education: A four-year degree (SAQA level 8) in Computer Science, Informatics, Information Systems, Information Technology, Computer Engineering or an equivalent field as assessed by the council. • Experience: At least one year working full-time in a research or lecturing environment, or one-year full-time equivalent studying for a higher degree (SAQA level 9), or Acceptance of a paper in the conference or journal of the Institute after the year in which the education eligibility was attained. <p>There are no membership fees.</p>
Institute of Chartered IT Professionals (ICITP)	<p>Benefits of a professional designation and membership:</p> <ul style="list-style-type: none"> • Professional Recognition: ICITP® has an assessment process that applicants must pass before they are granted membership. Membership shows that you have reached a certain level of expertise in your profession and adds to your credibility. • Independent Verification: This means ICITP® has independently verified you as a competent industry practitioner who is committed to personal, career and professional development. 	<p>For all applications, other than those for student and pensioner membership, there is a once off, non-refundable Membership Application / Registration fee.</p> <ul style="list-style-type: none"> • Individual membership – R1 000 • Student membership – R250 • Institutional membership <ol style="list-style-type: none"> 0 – 9 Staff – R3 000 10 – 59 Staff – R7 000 59 Staff – R10 000

	<ul style="list-style-type: none"> • Networking Opportunities: ICITP® offers both free or discounted networking and professional development events that you can attend. Seminars, expos and conferences also offer excellent networking and research opportunities with other industry practitioners and ICITP® members at all levels of management. • Marketing Opportunities: ICITP® offers an opportunity for members to expose their work, products, services or portfolios, through various channels such as its social platforms, membership database and publications. • Career Development: ICITP® offers career development programmes, training courses, Masterclasses and assessments. CPD credentials can be used for maintaining membership, personal and career development. • Specialised MasterClass: ICITP® provides a framework for associate candidates to access various MasterClasses for any of the subject areas of Information Technology. • Information and Advice: ICITP® offers access to industry news, surveys, reports, updates, newsletters, career information, jobs, and details of events. 	
<p>South African Board for Personnel Practices (SABPP)</p>	<p>Registration of HR professionals with SABPP offers the following benefits for individuals:</p> <ul style="list-style-type: none"> • An independent assessment of the professional level of work and NQF level of the HR practitioner (certificate) • Official professional post nominal titles for registered HR practitioners (HRT, HRA, HRP, CHRP, MHRP) in accordance with the NQF Act (67 of 2008). • Ex-officio Commissioners of Oaths according to Act 16 of 1963. • Participation in our national electronic CPD (Continuous Professional Development) system. • Access to further discounts to attend seminars, events, and conferences. • Full access to participate in or influence national HR research, development, and benchmarking projects. • Involvement in projects and committees, e.g. Learning, Growth and Development Initiative. • Forums to voice concerns to be tabled collectively with relevant stakeholders (e.g. labour laws); • Access opportunities for mentoring. • Opportunities to provide inputs into HR curriculums at universities via the SABPP Higher Education committee. • Access to information and the work of our alliance partners (ASTD, HCI, EGN, 	<p>The current fees to register individuals are as follows:</p> <ul style="list-style-type: none"> • MASTER HR PROFESSIONAL: Completed HR or HR Related Doctorate/ Masters + 6 yrs HR top management level experience + organogram + Board Exams Level 1 and compulsory BE 2. - R4 210 • CHARTERED HR PROFESSIONAL: Completed 4yr HR or HR-related honours/PostGrad + 4 yrs HR senior management level experience + organogram + Board Exams Level 1 and 2. - R3 460 • HR PROFESSIONAL: Completed 3 yr. HR or HR-related degree/diploma + 3 yrs HR middle management experience + organogram + Board Exams Level 1. - R2 710 • HR ASSOCIATE: Completed 2 yr. HR or HR-related diploma + 2 yrs HR experience + Board Exams Level 1. - R1 900 • HR TECHNICIAN: Completed 1 yr. HR or HR-related certificate + 1 yr. HR experience. - R1 820 • HR CANDIDATE PROGRAMME: Completed 3/4 yrs HR-related degree/diploma and be gainfully employed - R3 026

	<p>COMENSA, ISPI, HRDUF etc.) to strengthen the HR profession.</p> <ul style="list-style-type: none"> • Registration fee is tax-deductible where an individual consultant or self-employed professional pays the fee him/herself. • Information on the National HR Competency Model, and HR Standards and Metrics projects. 	
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3.1 CONCLUSION:

- SAAIR offers a comparable fee structure to SASA and HELTASA (R400 – R500)
- Benefits not offered by **SAAIR** but are offered by **SASA** include the SA Statistics Journal to all ordinary members, competition for statistics scholarly research work by students (Honours, Master and PhD), and young researchers.
- Benefits offered by **HELTASA** include collaborative projects on teaching and learning

3.2 RECOMMENDATIONS

- Establish a working group to relook at the benefits offered by SAAIR. A new way of thinking - a new vision and mission for SAAIR (relating to SAAIR 30th celebrations in 2024).
- Consider all the partnerships, where we come from, and where we want SAAIR to be in the next 30 years.
- Formalised professional training for new IR practitioners (Occupational skills development, Higher Certificate or short learning Programme – LA, QA, HEMIS, Data Analytics, etc.)
- Promote collaborative research projects (IR projects aimed at HE national that promote scholarship and have enough content for SAAIR proposed journal - we should also encourage postgraduate studies in HE with special focus in IR and institutional analytics)
- Effective special Interest groups engagements – Institutional Analytics/Educational Data Mining, Learner Analytics, EDM, IR, Institutional Planning, Quality Assurance, etc. (Quarterly webinars and/workshops – National and International)

4 INTERNATIONAL PROFESSIONAL BODIES

There are various types of membership for Institutional Research associations globally. Typically, full members are eligible to vote and hold executive positions, access present and past conferences presentations and recordings, and participate in events.

Membership types are usually defined as follow:

- **Individual** means professionals working in institutional research, planning, quality assurance and equivalent fields. Can vote and hold office.
- **Institutional** means any post-secondary education institution that is interested in IR or equivalent fields.
- **Corporate** means a private organisation/company that is interested in IR.
- **Student Members:** Student membership is available only to individuals who are registered in a post-secondary education institution but are not employed full-time, and who have applied and been accepted for student membership. These are mainly postgraduate students who are involved in institutional research in their universities. May not vote or hold office.
- **Honorary members** could be retired IR professionals, life members or emeritus members of the association that have rendered long, outstanding, meritorious and exceptional service.

Associations	Types of Membership				
	Individual	Institutional	Corporate	Student	Honorary members
Association for Institutional Research (United States)	Yes*	No*	No	Yes	Yes
Australian Association for Institutional Research	Yes	No	No	No	Yes
North East Association for Institutional Research (United States)	Yes	No	Yes	Yes	Yes
South-East Asian Association for Institutional Research	Yes	Yes	Yes	Yes	Yes
Dutch Association for Institutional Research	Yes	No	No	No	Yes
Overseas Chinese Association for Institutional Research	Yes	No	No	No	No
Canadian Institutional Research and Planning Association	Yes	No	No	Yes	No
Ohio Association for Institutional Research and Planning (United States)	Yes	No	No	No	No

*Yes means the membership is offered.

*No means there is no evidence of this membership in their documents but could be offered in different ways.

5 BENEFITS TO MEMBERSHIP

5.1 ASSOCIATION FOR INSTITUTIONAL RESEARCH (AIR)

AIR provides resources, innovative practices, and professional development opportunities to expand knowledge and enhance skills. It emphasises professional development to advance IR careers or tools to increase researchers' productivity.

These are the AIR benefits to members:

5.1.1 SUPPORTIVE COMMUNITY

AIR Hub: Hub is AIR's active online community, including discussion boards, resource libraries, and exclusive access to a full member directory.

Coffee Chats: Join fellow members at free events, such as regular coffee chats, to discuss hot topics and emerging trends.

Networking: AIR's volunteer opportunities to broaden networks of close colleagues and make life-long connections at events like the AIR Forum.

5.1.2 OPPORTUNITIES TO SHAPE THE FIELD

Future Focus: AIR provides resources and support to its members in their current work but also support them with future plans. They help shape the future by monitoring the horizon, initiating conversations about the possibilities, and influencing the next steps to ensure they prioritise the data function.

Representation: AIR represents the field on Integrated Postsecondary Education Data System (IPEDS) Technical Review Panels, monitors policy changes impacting the field, leads discussions around the ethical use of data, provides stakeholder insights on future-focused initiatives, and serves as subject matter experts to the media.

Partnerships: AIR serves as a connection point between IR/ institutional effectiveness (IE) and the larger higher education community, largely through strategic partnerships and collaborations like the Change with Analytics initiative with EDUCAUSE and NACUBO

5.1.3 COST SAVINGS

AIR membership extends professional development through discounts on events and publications and members-only scholarships. For example, discounted registration for professional development courses and events.

5.1.4 EXCLUSIVE CONTENT

While the entire higher education community has access to a great deal of AIR content to promote data-informed decision making across institutions, members get exclusive and advanced access to various news, studies, articles, presentations, and more.

5.1.5 RESEARCH AND INNOVATION

From the Statement of Aspirational Practice for IR, the AIR Statement of Ethical Principles, and Duties and Functions of IR to the National Survey of IR Offices and professional journal, The AIR Professional File, leverage AIR's research and publications to advocate for and implement best practices and innovative solutions in HEs institutions.

5.1.6 PROFESSIONAL RECOGNITION

AIR offers additional opportunities for recognition, including publishing in eAIR and The AIR Professional File, presenting at the AIR Forum or an AIR webinar, and taking on a leadership role within the association. AIR also supports a suite of prestigious awards recognised throughout the field.

5.2 CANADIAN INSTITUTIONAL RESEARCH AND PLANNING ASSOCIATION (CIRPA)

CIPRA provides the following benefits to its members:

5.2.1 EXTEND NETWORKING AND KNOWLEDGE-SHARING BEYOND THE CONFERENCE

Currently, most of the professional development occurs at the annual conference, where members have an opportunity to attend and deliver presentations and workshops. It is also the place where people develop personal and professional networks, which can be invaluable when trying to solve a problem or research an issue.

While the conference has filled this role effectively, the benefit is limited to those who can attend the conference. Most other networking and knowledge-sharing takes place via Listserv posts (i.e. emails to membership), conversations via LinkedIn, or the occasional Board update or newsletter. The downside of these approaches has been the inability to capture the Listserv conversations, the limited participation on LinkedIn, and the infrequent communications from the board.

While the Board continues to look for ways to improve the conference incrementally, they believe that extending year-round activities provides significant benefits.

5.2.2 REVITALISING COMMUNICATIONS

Improving year-round knowledge-sharing and networking requires better web-based communication tools, finding new ways to engage members in meaningful activities, and continuing to recognise the achievements of members. These activities are key to retaining members year-to-year.

5.2.3 ENHANCE THE CIRPA WEBSITE

The CIRPA website was renewed in 2011 using an open-source platform (Drupal). Drupal has the advantage of being highly customisable; however, there were challenges with integrating and optimising the use of these components.

After reviewing several options, the Board decided to enhance the website using a software product called Member365. This product, which meets recent web content accessibility guidelines, provides CIRPA with an enhanced membership portal with self-service tools, discussion boards, and other communication tools that seamlessly integrate into the existing CIRPA website while providing enhanced functionality.

5.2.4 IMPROVE SHARING OF KNOWLEDGE AND EXPERTISE USING NEW TOOLS AND PROCESSES

With enhancements to the website and a renewed focus on communicating with members year-round, the Board experiments with a variety of actions, such as:

- Improving Board communication through regular emails, online updates, and/or e-newsletters.
- Improving how documents are stored on the website, particularly conference presentations, association records, and key links and resources.
- Leveraging CIRPA housed discussion boards in place of the Listserv and CIRPA LinkedIn group message boards.
- Initiating member-led special projects that could involve partnerships between IRP staff and external groups (Statistics Canada, CiCan, Universities Canada, CUSC, etc.).

5.2.5 BUILD MEMBER ENGAGEMENT THROUGH NEW OPPORTUNITIES

An engaged membership is crucial to the ongoing success of the association. When members are engaged, they are more likely to attend the conference, participate in discussion boards, support the association through volunteerism, run for a position on the Board, and engage in the ongoing development of the profession. More specifically, the Board decided to:

- Enhance and formalise a new set of volunteer opportunities, and reward volunteerism. Opportunities could include moderating discussion groups, taking the lead on special projects, and assisting with conference planning.
- Look for new ways to reward and recognise achievements on an ongoing basis, potentially through "badging" (e.g. tracking conference presentations, publications, etc.) and creating new ways of recognising and rewarding achievement.
- Add or enhance other website tools such as "job boards", calendar of training/webinars, IRP resources.