

Astronomical Society of Australia

Membership Survey

Compiled by Stas Shabala, on behalf of ASA Council

5 July 2026

Executive summary

The 2025 ASA Membership Survey was completed by 264 respondents and provides a broad view of members' experiences, priorities and expectations. Overall, the survey indicates a Society whose core activities are strongly valued: members are positive about the Annual Science Meeting, PASA, communication, governance, the overall membership experience, and the ASA's role in connecting and representing the astronomy community. The main message is not that ASA should radically change direction, but that members would like the Society to make its existing strengths more accessible, visible and supportive, especially for students, ECRs and members in less secure employment.

Engagement with the ASA is strongest through the Annual Science Meeting, which remains the central national gathering for the community: 92.5% of respondents to the relevant question had participated at least once. Chapters, working groups and diversity-related activities also involve a substantial fraction of the membership, although many members have no formal affiliation with these groups. The largest barrier to deeper involvement is time and workload, followed by uncertainty about role suitability and lack of clarity about what roles involve.

Member satisfaction is generally positive. Communication, governance, the overall membership experience, Annual Science Meeting, Publications of the Astronomical Society of Australia, and Harley Wood School of Astronomy all rate well among respondents with relevant experience.

Respondents reported more limited visibility or direct experience of financial support/grants, lobbying, responsiveness, influence over the organisation's agenda and alignment with priorities. Across satisfaction measures, there is no broad gender signal; differences are more strongly associated with career stage, membership seniority and employment security.

Members broadly think the ASA is focusing on the right things. The Annual Science Meeting, networking, chapters and working groups, meetings/workshops, ECR support and financial support are all valued. The clearest case for increased investment is direct support: financial, travel and hardship grants, and ECR development. This signal is strongest among students, ECRs and members in contract or less secure employment, but it also has support from more senior and continuing members, indicating that direct support is viewed as a community benefit.

For the Annual Science Meeting, respondents strongly prefer an in-person-first model with a credible online option, rather than an online-first or online-only model. Members generally want the current duration and broad mix of activities retained, with refinements that protect networking, improve hybrid participation, reduce cost barriers and provide clearer information earlier. June or July were preferred timing options, while school-holiday timing was not a dominant issue for most respondents. Harley Wood School of Astronomy is also strongly valued by those for whom it is relevant, especially as an early-candidature networking and cohort-building experience, although cost and travel funding remain important barriers.

Publications of the Astronomical Society of Australia is strongly endorsed as a community asset. Although future personal publishing intentions are mixed, 97.1% of respondents to the relevant question said that ASA should continue publishing PASA. Respondents were broadly supportive of the move to Open Access, but communication about the transition and knowledge of transformative agreements were more mixed.

Communication preferences are clear: email should remain the primary channel, with the ASA website serving as the durable reference point. Slack and similar tools are useful supplementary channels for active engagement, but should not replace email. Open-ended responses at the end of the survey reinforced the major quantitative findings: members want ASA to keep supporting students and ECRs, maintain the Annual Science Meeting and Publications of the Astronomical Society of Australia, continue advocacy and community-building, and use resources where they most directly benefit members.

1 Preamble

The ASA Membership Survey opened to members on 13 May 2025 and closed on 8 June 2025. Its purpose was to provide a whole-of-membership opportunity to comment on the health, effectiveness, activities and governance of the Society. The survey was motivated by the fact that, although ASA Council communicates regularly with members, it had been several years since members had been asked explicitly for their views across the Society's work.

The survey was designed to be succinct while still collecting substantive feedback. Members were encouraged to answer as many items as possible, with 'Prefer not to say' options available for sensitive questions and compulsory items limited mainly to those needed for survey branching, so that respondents were only shown questions relevant to them. A curated summary of results was to be prepared by ASA Council and made available to members.

To support anonymity and objectivity, the survey was designed, hosted and analysed by an external third party, HR Analytics Australia. Directly identifiable information such as names, dates of birth and email addresses was not collected. Some indirectly identifiable demographic information, such as year of birth and gender, was collected only for aggregate analysis; HR Analytics Australia summarised, removed or obfuscated these data before providing reports and data to the ASA. Aggregated groups were reported only where they contained at least five people.

The survey questions covered respondent demographics and membership type; professional role, employment and seniority; engagement with ASA activities, chapters, working groups and roles; member satisfaction; perceived value and investment priorities; possible uses of ASA equity; Publications of the Astronomical Society of Australia (PASA); the Annual Science Meeting and Harley Wood School of Astronomy; ASA communication; and open-ended member priorities and feedback.

Below is a summary of insights from the survey. The full survey questions are attached in the appendix. We hope that the insights below are useful.

2 Demographics

Questions 1-5, 7 and 9 in the survey related to respondent demographics, membership type, career stage and institutional role.

A total of 264 people completed the survey. Demographic breakdown is as follows.

- Respondents were predominantly male or men (60.6%) and female or women (35.5%). A small number selected another gender identity or preferred not to say; these categories are not reported separately because they fall below the reporting threshold. In the rest of this document, gender comparisons are therefore limited to women and men.
- Just over one third of respondents (35.5%) self-identified as Early-Career Researchers (ECRs).
- Most respondents were staff at their primary institution or facility: 72.3% were staff, 21.0% were students, and 6.7% were adjuncts.
- Membership was concentrated in Full Members (47.1%) and Student Members (22.8%), followed by Fellows (11.4%), with smaller proportions across Associate, International, Honorary and Retired categories.
- The gender breakdown varies substantially by membership type. Full Members are closer to the overall respondent profile, with 38% female and 57% male, while Fellows are much more male, with 17% female and 83% male.
- Student Members have the highest female fraction among the main membership categories, at 43% female and 52% male. Because Student Members are, by definition, among the earliest-career researchers, this likely reflects increased representation of female astronomers over the past two decades, consistent with trends discussed in Decadal Plans for Australian astronomy.
- CALD representation was meaningful but still a minority of respondents: 17.2% identified as culturally and linguistically diverse, 79.3% did not, and 3.5% preferred not to say. This should be interpreted as a lower limit because CALD status is self-defined and some respondents may choose not to disclose.

3 Employment

Questions 6 and 10-12 in the survey related to profession, employment status, employment type and seniority.

Most respondents who provided information were full-time employees (79.7%), with smaller proportions part-time (7.8%) or retired (10.9%); a small number selected casual employment and are not reported separately. The majority were in continuing roles with no end date (56.3%); 25.5% were on fixed-term contracts, 6.8% were continuing contingent on funding.

Membership status is strongly correlated with professional stage: Full Membership maps to the main employed professional cohort, while Fellowship, Honorary and Retired Membership map to seniority and established career status.

Metric	Full Member	Fellow Member	Honorary Member	Retired Member
Astronomer PhD	91%	100%	100%	83%
Astronomer no PhD	NR	-	-	-
Other profession category	26%	31%	NR	75%
Entry-level	NR	-	-	-
Mid-level	45%	NR	-	NR
Senior-level	44%	72%	88%	67%
Executive-level	NR	NR	-	NR
Continuing employment	56%	79%	62%	NR
Contingent employment	7%	NR	-	-
Contract employment	33%	NR	NR	-

Notes: NR = not reported because the implied respondent count is below the survey reporting threshold of five people. "-" indicates no reported response.

Full Members are split mainly between mid-level and senior-level roles and include a relatively large contract-employment component. Fellows and Honorary Members are concentrated in senior-level roles and are more likely to be in continuing employment. Retired Members are senior by career stage but less commonly in continuing employment, as expected.

Full Members, Fellows, and Honorary Members are overwhelmingly PhD astronomers. Retired Members also mostly report as Astronomer PhD, but have a high Other profession category percentage, which may reflect post-retirement or broader professional identities.

4 Engagement with ASA

Questions 13-15, 53 and 54 in the survey related to engagement with ASA events, chapters, working groups, diversity-related activities, ASA and ASA-adjacent roles, and barriers to involvement.

4.1 Engagement with ASA activities

Questions 13 and 15 in the survey related to participation in ASA events and membership of ASA chapters and working groups.

ASA event engagement is strongest around the Annual Science Meeting. Among respondents to Q13, 221 of 239 (92.5%) had participated in the ASM at least once, with only 7.5% reporting that they had never participated. More than half of respondents (52.7%) usually, always, or nearly always participated, reinforcing the ASM as the central engagement point for ASA members.

Local and external workshops have broad but less regular engagement. For workshops or other events in respondents' own town/city, 72.2% had participated at least occasionally, but only 16.5% usually or nearly always participated. Events outside respondents' own town/city had lower engagement, with 58.7% participating at least occasionally and 8.9% usually or nearly always participating.

In relation to past ASA events, please indicate whether you have participated (either in-person or online):

Q13 | Answered: 239

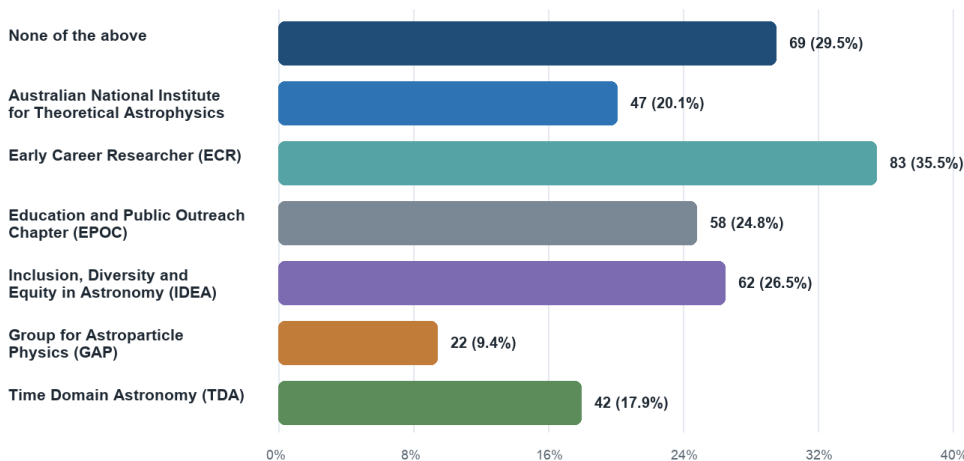
	Never Participated	Occasionally Participated	Usually Participated	Always Or Nearly Always
The Annual Science Meeting	8%	40%	36%	16%
Workshops or Other Events in my own Town/City (e.g., as organised)	28%	56%	14%	3%
Workshops or Other Events outside my own Town/City (e.g., as)	41%	50%	7%	2%

Q13: Participation in ASA events, including the ASM and workshops or other events.

Chapter and working group membership is substantial. Over one-third of respondents were formally part of the ECR chapter/group (35.5%), and around a quarter to a fifth were involved in IDEA (26.5%), EPOC (24.8%), ANITA (20.1%), and TDA (18.0%). GAP had a smaller but still visible membership share (9.4%). At the same time, 29.5% selected None of the above, indicating a substantial group with no chapter or working-group affiliation. Staff and students engage differently: students were much more likely to be in the ECR group (58% vs 26% of staff), while staff showed broader participation across other chapters and working groups, particularly IDEA and EPOC. Detailed student/staff comparisons are not reported for all groups because some subgroup counts fall below the reporting threshold. Satisfaction with the activities of chapters and working groups was moderate but positive: 113 respondents were satisfied or very satisfied (42.8% of all survey participants; 57.9% of valid respondents), with no strong gender dependence and very few negative responses (9 people, 3.4%).

Which of these Chapters or Working Groups are you a member of? (Select as many as are relevant.)

Q15 | Answered: 234



Q15: Membership of ASA chapters and working groups.

4.2 Diversity-related activities

Questions 14 and 18 in the survey related to participation in diversity-related ASA activities and satisfaction with inclusion, diversity and equity.

Diversity-related activities also reach a meaningful fraction of the membership. Despite the substantial work involved, 35.5% of respondents had participated at least occasionally in preparing a Pleiades Award submission, including 12.8% who usually, always, or nearly always participated. Local diversity-related workshops or seminars had the strongest reach among these activities, with 41.7% participating at least occasionally. Participation was lower but still notable for diversity-related workshops outside respondents' own town/city (27.2% at least occasionally) and the Rainbow Dinner (22.6% at least occasionally).

In which diversity-related events organised by the ASA have you participated? (either in-person or online):

Q14 | Answered: 236

	Never Participated	Occasionally Participated	Usually Participated	Always Or Nearly Always
Preparing a Pleiades Award Submission	65%	23%	8%	5%
The Rainbow Dinner	77%	15%	4%	3%
Diversity Related Workshops or Seminars in my own Town/City	58%	30%	10%	2%
Diversity Related Workshops or Seminars outside my own Town/City	73%	24%	2%	1%

Q14: Participation in diversity-related ASA activities.

Satisfaction with Inclusion, Diversity and Equity was broadly positive: 147 respondents were satisfied or very satisfied (55.7% of all survey participants; 71.4% of valid respondents), with small gender differences and low negative responses overall (12 people, 4.5%), although CALD/minority respondents were less positive than non-minority respondents in the demographic breakdown.

4.3 ASA and ASA-adjacent roles and future involvement

Question 53 in the survey related to respondents' actual, past and preferred future involvement in ASA governance, chapter or working group roles, and ASA-adjacent PASA journal service roles.

Q53 shows a substantial pool of potential future involvement in ASA and ASA-adjacent roles. Council and Steering Committee or Chapter Working Group membership are direct ASA roles, while PASA refereeing and PASA Editorial Board membership are better understood as ASA-adjacent journal service roles. Interest was strongest for PASA refereeing: 66 respondents said they would like to referee for PASA in future, representing 71.0% of those who answered the future-involvement row. Future interest was also notable for Steering Committee or Chapter Working Group membership (45 respondents; 48.4%) and Council membership (42 respondents; 45.2%). Interest in serving on the PASA Editorial Board was lower (30 respondents; 32.3%).

Role	Never been (n=162)	Former/current (n=110)	Would like in future (n=93)
Council member	134 (82.7%)	41 (37.3%)	42 (45.2%)
Chapter Steering Committee or Working Group member	103 (63.6%)	72 (65.5%)	45 (48.4%)
PASA Editorial Board member (ASA-adjacent)	150 (92.6%)	14 (12.7%)	30 (32.3%)
PASA referee (ASA-adjacent)	97 (59.9%)	69 (62.7%)	66 (71.0%)

Q53: Actual, past and preferred future involvement in ASA and ASA-adjacent roles.

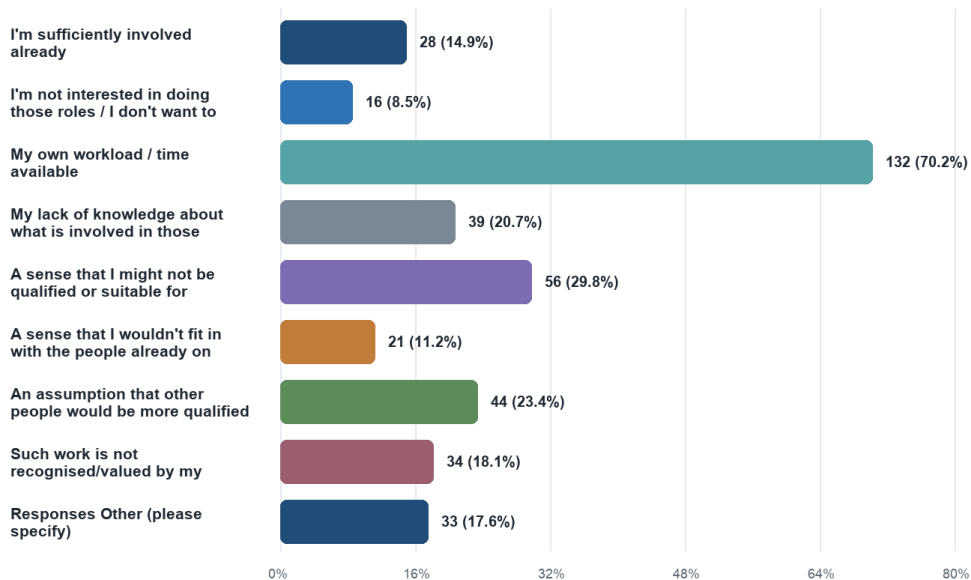
The next section therefore considers what prevents members from taking on, or returning to, these forms of service.

4.4 Barriers to engagement

Question 54 in the survey related to barriers preventing members from becoming more involved in ASA and ASA-adjacent roles.

What is preventing you from becoming involved / more involved / involved again in Council, Steering Committee / Working Group or PASA referee roles? Please select all that apply.

Q54 | Answered: 188



Q54: Barriers to becoming involved, more involved or involved again in ASA and ASA-adjacent roles.

The main barrier to deeper ASA or ASA-adjacent involvement is time. Workload/time availability was selected by 70.2% of respondents, far outweighing all other barriers. This suggests that lack of willingness is not the primary issue. Workload was especially prominent among established groups, including staff (61%), full-time employees (65%), continuing employees (69%), Full Members (66%), Fellows (72%), and senior-level respondents (66%). Confidence and role clarity are secondary barriers. 29.8% felt they might not be qualified or suitable, 23.4% assumed others would be more qualified, and 20.7% lacked knowledge about what the roles involved. These uncertainty barriers were more prominent for students and ECRs: students reported higher lack of knowledge (36%) and concern about not being qualified/suitable (34%), while ECRs reported 28% for both. These are potentially addressable through clearer role descriptions, mentoring, and invitations to participate.

Institutional recognition also matters: 18.1% said such work is not recognised or valued by their employer/university, highlighting the need for workload recognition and a clearer case to employers about the value of ASA and ASA-adjacent service. A smaller but still important group of respondents (11.2%) felt they might not fit in with people already on the relevant ASA bodies or PASA service structures.

5 ASA activities

Questions 16-21 in the survey related to member satisfaction, the value of ASA activities and investment priorities.

5.1 Member satisfaction

Questions 16-18 in the survey related to likelihood of recommending ASA membership and satisfaction with activities and functions of the ASA.

5.1.1 ASA processes

ASA processes were generally rated positively. Communication had the highest valid satisfaction rating (82.7%), while governance (79.7%) and overall membership experience (76.4%) were also strong. Value for money was lower but still positive, with 67.7% valid satisfied; the overall likelihood of recommending ASA membership was also high, as shown separately below.

Area	Valid satisfied / positive	Negative	Neutral or N/A	Weighted average /5
Governance	79.7%	3.1% (7)	21.1% (48)	4.08
Communication	82.7%	4.8% (11)	13.2% (30)	4.08
Overall membership experience	76.4%	5.3% (12)	18.9% (43)	3.96
Value for money	67.7%	8.8% (20)	25.6% (58)	3.80

Note: "Valid satisfied" excludes N/A responses from the denominator.

Recommendation measure	Answered	Rated 8-10	Rated 0-6	Weighted average /10
Likelihood of recommending ASA membership	227	75.3%	15.9%	8.21 / 10

5.1.2 ASA activities

The ASM, PASA and Harley Wood School all show strong support among respondents with relevant experience. The ASM had 158 satisfied/very satisfied respondents, or 74.2% of valid respondents, with only 12 negative responses. PASA was similarly strong, with 150 satisfied/very satisfied respondents, or 74.3% of valid respondents, and only 8 negative responses. The Harley Wood School was also positive among those for whom it was applicable, with 69.9% of valid respondents satisfied or very satisfied; however, 102 respondents selected N/A, which is 45.3% of respondents to that item and 38.6% of all survey participants, consistent with HWSA serving a sizeable but not universal section of the community.

Chapters and working groups receive moderate but clearly positive satisfaction ratings. Half of respondents to the item were satisfied or very satisfied (113 of 226; 50.0%), rising to 57.9% among those who gave a non-N/A response. Negative responses were low (9 respondents; 4.0%), but the large neutral group (73 respondents) suggests many members may have limited direct engagement or only moderate views.

Area	Valid satisfied / positive	Negative	Neutral or N/A	Weighted average /5
Annual Science Meeting	74.2%	5.3% (12)	24.8% (56)	3.86
Harley Wood School	69.9%	3.6% (8)	58.2% (131)	3.85
PASA Journal	74.3%	3.6% (8)	29.8% (67)	3.96
Chapters/working groups	57.9%	4.0% (9)	46.0% (104)	3.65

5.1.3 ASA support and structures

ASA support and structures include some of the weaker areas: financial support/grants, lobbying, responsiveness, influence, and priority alignment. These are not strongly negative, but they have

more neutral or N/A responses and lower positive satisfaction. Neutral plus N/A responses were especially high for ability to influence the organisation's agenda (118 of 227; 52.0%), responsiveness to member requests (115 of 226; 50.9%), lobbying to governments (112 of 227; 49.3%), and financial support/grants (98 of 226; 43.4%). It is not clear whether this reflects a lack of satisfaction or direct experience of what ASA does in these areas.

Area	Valid satisfied / positive	Negative	Neutral or N/A	Weighted average /5
Inclusion, diversity and equity	71.4%	5.3% (12)	30.3% (69)	3.90
Financial support/grants	58.2%	9.7% (22)	43.4% (98)	3.62
Lobbying to governments	52.8%	5.3% (12)	49.3% (112)	3.60
Responsiveness to requests	63.5%	4.4% (10)	50.9% (115)	3.77
Ability to influence agenda	47.0%	9.7% (22)	52.0% (118)	3.44
Priority alignment	63.1%	8.8% (20)	31.7% (72)	3.69

We compare satisfaction scores across different demographics. A weighted satisfaction score is calculated by converting the five-point satisfaction scale to a 0-10 scale, where very dissatisfied = 0, dissatisfied = 2.5, neutral = 5, satisfied = 7.5, and very satisfied = 10, then taking the weighted average for each demographic group.

There is no broad gender signal. Female and male respondents generally gave similar satisfaction scores across the main ASA functions. Where differences appear, they are smaller than the differences by career stage, membership type, or employment security.

Career stage, membership seniority, and employment security appear to be the main demographic drivers. Entry-level respondents were a small group (13 respondents; 6.9% of those answering the seniority question), so the more reliable comparison is between mid-level respondents (65 respondents) and senior/executive respondents. Senior and executive-level respondents were generally more satisfied than mid-level respondents, especially for governance, value for money, influence, and priority alignment; similarly, respondents in continuing roles were more positive than those in contract roles on several items, including financial support/grants (7.5 vs 6.0), priority alignment (7.4 vs 6.2), PASA (8.1 vs 6.9), and the ASM (7.7 vs 6.8). This suggests ASA's core functions are experienced most positively by established members in more secure positions.

Students are not uniformly dissatisfied, but they are less positive about influence and some support mechanisms. Students rate the ASM similarly to staff, but are lower on ability to influence the organisation's agenda (5.8 vs 6.6 for staff) and financial support/grants (6.6 vs 6.9, with higher dissatisfaction).

5.2 Value and investment

Questions 19 and 20 in the survey related to the perceived value of ASA activities and views on whether ASA should invest more or less in each area.

Is the ASA focusing on the right things? Overall, responses to Q19 and Q20 suggest that the answer is "yes": most activities are seen as medium-to-high value, and for most areas respondents favour maintaining current investment rather than cutting or expanding substantially. The strongest "increase investment" signals are for financial support/grants and ECR support. The strongest "maintain current investment" signals are for the ASM, networking, chapters/working groups, and meetings/workshops. There is little evidence that members want ASA to stop doing major activities, though Science Meets Parliament, job advertising, and some research-exposure activities attract more mixed views.

5.2.1 ASA activities

ASA members were generally positive about activities supported by the ASA, as follows.

Annual Science Meeting: This is the clearest "keep doing this" activity. 80.3% rated it high value and 98.4% rated it high or medium value. Current and future use are also strong, and 84.7% said ASA should invest about the same level of money/resources, with only 2.7% wanting less.

Other meetings, workshops and events: These are used less intensively than the ASM, but still seen as worthwhile: 92.1% rated them medium or high value. Most respondents supported about the same investment (75.4%), with slightly more wanting increased investment (15.4%) than reduced investment (9.1%).

Chapters and working groups: These are also broadly valued, with 91.4% rating them medium or high value. Although current use is mixed, future expected use is higher, and 73.7% supported about the same investment. The 19.3% wanting more investment suggests room to strengthen chapters/working groups, but not a strong signal for major reallocation.

Science Meets Parliament: This has low direct use, with 71.9% saying they had never used/participated, but it is still viewed as valuable by many: 85.4% rated it medium or high value. Investment views are more cautious than for other activities: 72.5% said about the same, but 15.0% wanted less investment, the highest "less" response in Q19.

Activity/support area	Perceived value to membership		How much investment is needed?		
	High	High or medium	More	Same	Less
Annual Science Meeting	80.3%	98.4%	12.6%	84.7%	2.7%
Other meetings/events	37.1%	92.1%	15.4%	75.4%	9.1%
Chapters and working groups	37.4%	91.4%	19.3%	73.7%	7.0%
Science Meets Parliament	43.9%	85.4%	12.6%	72.5%	15.0%

5.2.2 ASA support

ASA provides several support channels for its members. These were perceived as follows.

Early Career Researcher support: Direct use is low because it is relevant to a subset of members, but perceived value is very high: 67.3% rated it high value and 97.7% rated it medium or high value. This is one of the strongest candidates for increased investment, with 39.2% wanting more money/resources and only 1.2% wanting less.

Financial support, travel and hardship grants: This is the strongest case for more investment. 71.8% rated it high value and 98.9% rated it medium or high value, while 44.3% wanted more money/resources and only 3.0% wanted less. This looks like the clearest area where members think ASA could do more.

Exposure to new research via ASM or chapter activities: This is valued, though less strongly than grants or ECR support: 87.4% rated it medium or high value. Most respondents supported about the same investment (72.2%), but 15.8% wanted less, suggesting this should remain important but not necessarily expand.

Networking opportunities: These are widely valued, with 97.1% rating them medium or high value. Investment settings look about right: 77.5% wanted about the same investment, compared with 15.6% wanting more and 6.9% wanting less.

Advertising/promoting job opportunities: This is useful to many members, with 83.7% rating it medium or high value, but it has the weakest value profile among Q20 items and the highest "less investment" response in Q20 (16.7%).

Activity/support area	Perceived value to membership		How much investment is needed?		
	High	High or medium	More	Same	Less
Early Career Researcher support	67.3%	97.7%	39.2%	59.6%	1.2%
Financial support / grants	71.8%	98.9%	44.3%	52.7%	3.0%
Exposure to new research	34.7%	87.4%	12.0%	72.2%	15.8%
Networking opportunities	49.4%	97.1%	15.6%	77.5%	6.9%
Advertising jobs	51.2%	83.7%	8.6%	74.7%	16.7%

A demographic analysis reveals that while ASA's core activities are broadly endorsed, especially the ASM, networking, chapters/working groups, and meetings/workshops, groups in less secure employment (students, ECRs, members in contract positions) place greater emphasis on direct support. For example, more investment in financial support, travel and hardship grants was favoured by students (40% vs 27% of staff), ECRs (34% vs 27% of non-ECRs), and contract employees (32% vs 28% of continuing employees). This view also has support from more senior researchers in established positions, despite those members not benefiting directly as much: 31% of senior-level respondents, 28% of Fellows, and 28% of continuing employees also favoured more investment. There is no clear gender signal; the pattern is dominated by career stage.

5.3 Use of ASA equity

Question 21 in the survey related to possible uses of ASA equity for new member-benefit initiatives.

If ASA uses equity for new initiatives, the strongest case is for direct support, especially grants/travel/hardship support and ECR development. Outreach seed funding and an international visitor program have secondary support, while new awards/prizes look like the least compelling option.

Potential use of ASA equity	High value to ASA members	Medium value	Low value	High or medium
Increase financial support: grants / travel / hardship funds	61.2%	32.5%	6.4%	93.6%
Early Career Researcher development workshops	51.1%	40.9%	8.1%	91.9%
Seed funds for outreach programs	29.9%	53.8%	16.3%	83.7%
Annual international visitor program	31.9%	48.4%	19.7%	80.3%
Touring series of public lectures	21.2%	52.2%	26.6%	73.4%
New awards or prizes	14.4%	49.7%	35.8%	64.2%

High value: Increasing financial support, grants, travel and hardship funds is the strongest option, with almost two thirds (61.2%) rating it high value to ASA members. Early Career Researcher development workshops are also strongly supported as a member benefit, with over half (51.1%) rating them high value to ASA members.

Medium value: Seed funds for outreach programs and an annual international visitor program form a middle tier: between a quarter and a third of respondents (29.9% and 31.9%, respectively) rated them high value to ASA members.

Lowest value: Touring public lectures and new awards or prizes were the weakest options, with approximately a fifth or less of respondents (21.2% and 14.4%, respectively) identifying them as high value to ASA members.

Demographically, direct support is valued most strongly by earlier-career respondents and those in less secure employment: high personal value for financial support was reported by 43% of Student Members, 35% of ECRs, and 49% of students by institutional role, compared with 18% of non-ECRs and 19% of staff. However, support for financial support as a community benefit is broad, including 49% of senior-level respondents, 58% of executive-level respondents, and 49% of continuing employees rating it high value to ASA members.

6 Annual Science Meeting and HWSA

Questions 39-52 in the survey related to the Annual Science Meeting and the Harley Wood School of Astronomy.

6.1 ASM experience

Q46 asked respondents to rank aspects of their ASM experience. Q46 was answered by 188 of 264 survey participants (71.2%) and points to a generally positive ASM experience. Respondents most often reported high or very high knowledge of the ASM (125 of 188; 66.5%) and, among those giving a substantive answer, high or very high ratings for how well the ASM is run (115 of 170 valid responses; 67.6%). Value for money was more mixed but still positive overall, with 95 of 181 respondents (52.5%) rating it high or very high and only 8 (4.4%) rating it low or very low.

Please rate the following aspects of the Annual Science Meeting.

Q46 | Answered: 188

	Very Low	Low	Medium	High	Very High	N/A
How much you know about the ASM	2%	6%	24%	37%	29%	2%
How well run the ASM is	0%	3%	27%	45%	17%	8%
Available financial support (e.g. travel grants, hardship grants)	0%	13%	39%	22%	6%	20%
The value for money of the ASM	1%	4%	35%	41%	11%	8%

Q46: Ratings of key Annual Science Meeting experience items.

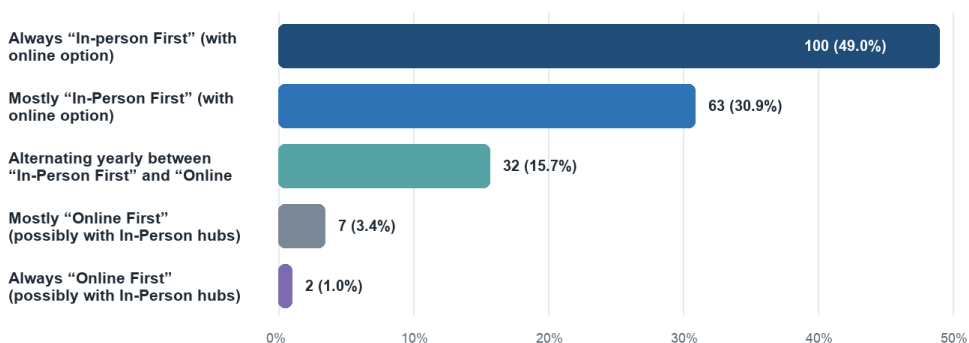
The weakest Q46 item was available financial support: 51 of 183 respondents (27.9%) rated it high or very high, while 72 (39.3%) selected medium and 37 (20.2%) selected N/A. This aligns with Q42 and the open-ended Q47-Q49 comments, which identify cost, travel funding and hybrid access as practical constraints rather than broad dissatisfaction with the ASM.

6.2 ASM format

Responses to Q39 show strong support for an in-person-first ASM. Q39 was answered by 204 of 264 survey participants (77.3%). Among those respondents, 49.0% preferred the ASM to be always "in-person first" with an online option, and a further 30.9% preferred it to be mostly "in-person first". Only 4.4% preferred mostly or always "online first".

Should the Annual Science Meeting be:

Q39 | Answered: 204



Q39: Preferred overall ASM format.

Q43 gives the same message in terms of likely attendance. Respondents were likely or very likely to attend an in-person-only ASM (70.3%), an in-person-first ASM with occasional online-first years (73.8%), or a fully hybrid ASM (66.1%). By comparison, likely or very likely attendance was lower for online-only (38.7%) and online-first formats (41.1%).

What is the likelihood of you attending an ASM if it is:

Q43 | Answered: 197

	Very Unlikely	Unlikely	Likely	Very Likely
In-person Only	11%	18%	50%	21%
Online Only	32%	29%	28%	10%
Online First mostly (with "In-Person First" in other years)	24%	35%	30%	11%
In-Person First mostly (with "Online First" in other years)	7%	19%	64%	9%
A fully Hybrid combination every year of In-Person and Online	9%	25%	45%	21%

Q43: Likelihood of attending under different ASM formats.

Both women and men strongly favoured in-person-first options in Q39. Students and ECRs also favour in-person formats, many emphasising in free-text comments the importance of networking, and challenges with the cost of associated travel. Both these points are discussed in more detail below.

Open-text comments around ASM format were dominated by hybrid delivery. High-volume themes were making online/hybrid participation technically reliable and genuinely interactive (27), and retaining an in-person-first ASM rather than defaulting to online-only formats (10). Lower-volume suggestions included using local hubs or watch parties to create some of the benefits of in-person attendance for remote participants (5), the usage of simple and familiar online tools such as Slack and Zoom (8), and providing recordings or other asynchronous access (3). It is not known which (if any) of these responses are tied to direct experience with the formats of past ASMs.

6.3 Duration and mix of activities

Q40 indicates that the current duration is working well. Most respondents wanted the overall duration to stay the same (87.4%), and similarly wanted the duration of each day to stay the same (90.5%).

**What is the best duration for the Annual Science Meeting?
(Currently 5 days duration).**

Q40 | Answered: 199

	Shorter	Stay The Same	Longer
Overall Duration	11%	87%	2%
Duration of Each Day	6%	91%	3%

Q40: Preferred duration of the ASM and each ASM day.

Q41 indicates broad support for the current activity mix. "Stay the same" was the most common response for every activity type: range of topics (78.4%), scientific talks (70.8%), community talks (72.4%), town halls (77.6%), parallel sessions (64.9%), training events (61.1%), and social events (77.5%).

What is the best mix of activities for the Annual Science Meeting?

Q41 | Answered: 186

	Fewer / Narrower	Stay The Same	More / Broader
Range of Topics	2%	78%	20%
Scientific Talks	4%	71%	25%
Community Talks	17%	72%	10%
Town Hall Meetings	15%	78%	7%
Parallel Sessions (i.e. at the same time)	19%	65%	16%
Training Events	21%	61%	18%
Social Events	3%	77%	20%

Q41: Preferred mix of ASM activities.

Demographically, the overall pattern is stable across groups, with no clear gender signal. The main nuance is career stage: students and ECRs were somewhat more likely than established respondents to favour broader topics or more training/scientific opportunities, but the dominant answer across groups remained to keep the current mix.

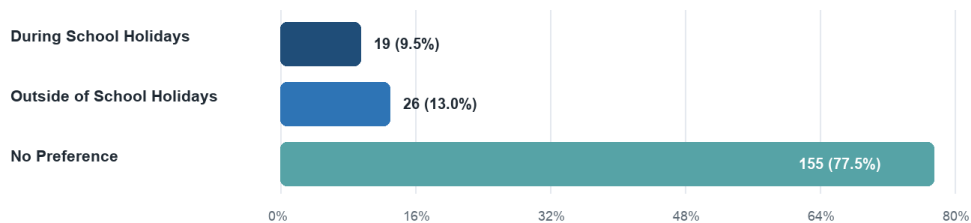
Open-ended suggestions on the activity mix were less about wholesale change and more about protecting the parts of the ASM that make it valuable. High-volume themes were more unstructured networking, social time and longer breaks (24), and refinements to the science programme and talk/poster mix (23), including parallel sessions, focused sessions, review-style or overview talks, posters and a balance of junior and senior speakers. A small number of respondents suggested better scheduling of town halls or chapter meetings outside lunch breaks (3), more structured networking prompts or activities (3), and more research/topic diversity in the programme (2).

6.4 When to hold the ASM

There was a clear preference for holding the ASM in June or July. Q44 suggests that school holiday timing is not a dominant issue for most respondents: over three quarters reported no preference, with similar numbers preferring outside (13%) and during (9.5%) school holidays.

Would you prefer the ASM to be held:

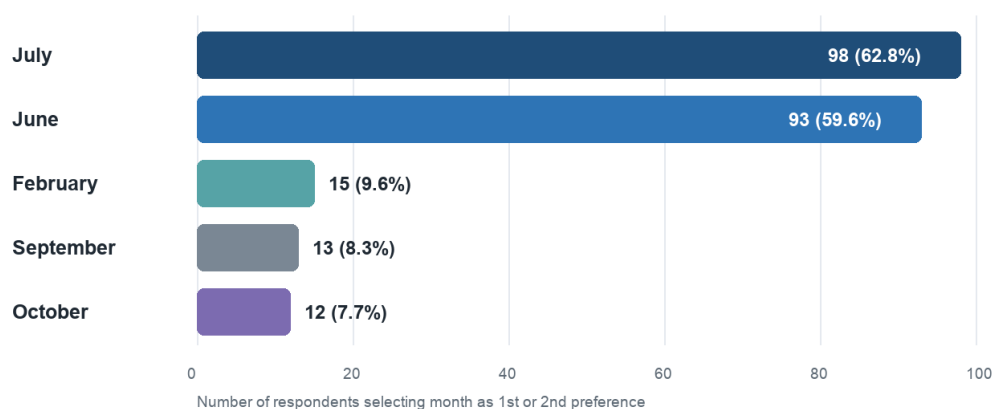
Q44 | Answered: 200



Q44: Preference for holding the ASM during school holidays, outside school holidays, or no preference.

Preferred ASM Months: First or Second Preference

Q45 | Answered: 156



Source: SurveyMonkey shared results view. Percentages use Q45 respondents as the denominator. Values combine first- and second-preference selections for each month.

Q45: Top five-ranked months by number of respondents selecting the month as either first or second preference; labels show respondent counts and percentages of Q45 respondents.

Two open ended comments suggested releasing accepted abstracts or detailed timetables earlier to help people plan attendance.

6.5 Barriers to ASM attendance

Q42 was answered by 147 of 264 survey participants (55.7%). Lower registration fees were the largest barrier for all groups shown below; for Student Members and ECRs, increased financial support was almost as important as lower fees.

Group	Childcare	Financial support	Lower fees	Skipped
Full Members	9%	10%	26%	63%
Student Members	NR	36%	38%	45%
ECRs	NR	27%	33%	52%
Non-ECRs	9%	11%	24%	65%
Continuing employment	8%	7%	24%	67%
Contract employment	11%	15%	30%	57%
All members	7%	16%	26%	62%

Demographic breakdown of Q42 responses from page 182 of the owner-provided tables. Percentages are calculated over each full subgroup, so the shaded Skipped column shows the proportion of each subgroup that did not answer Q42. Demographic groups with less than 5 responses are shown as Not Reported (NR).

Financial support was less of a barrier for members at more advanced career stages, with 8% of senior staff reporting this as important, compared to 13% for mid-level members. Open-ended comments reinforced the Q42 barrier pattern and pointed to practical fixes. The most common issue was high cost and limited direct support (8): respondents suggested lowering registration or dinner fees, expanding travel support and using lower-cost university facilities. A second common issue was access and logistics for members travelling long distances or participating from outside the east-coast meeting pattern (7), with suggestions to improve remote/hybrid participation and better recognise travel and time-zone burdens. A small number of respondents suggested clearer venue, transport and accommodation information (2), and

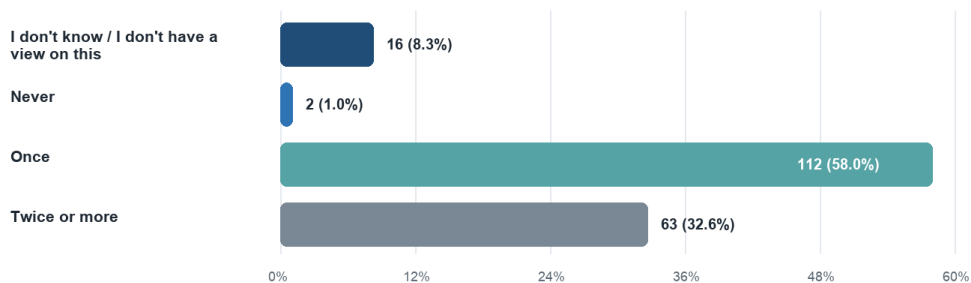
stronger ASA logistical support, including better transfer of lessons between local organising committees (3).

6.6 HWSA

Q50 shows strong support for HWSA among respondents for whom the question was relevant. Excluding the 71 respondents who selected N/A because they do not supervise PhD students, 125 respondents provided a substantive answer: 80.0% agreed or strongly agreed that they encourage PhD students to attend, 16.0% were neutral, and 4.0% disagreed or strongly disagreed. Q51 suggests that HWSA is primarily seen as an experience students should have at least once during candidature. 58.0% said PhD students should attend once, 32.6% said twice or more, and only 1.0% said never.

How often do you think PhD Students should attend the HWSA during their candidature?

Q51 | Answered: 193



Q51: How often PhD students should attend HWSA during candidature.

The open-ended Q52 was answered by 36 respondents. Comments reinforced the value of HWSA as a formative networking and cohort-building experience (11), particularly for students meeting future colleagues and building inter-institutional connections. The most common practical message was that students should normally attend early in candidature or once to twice, rather than every year (17). Cost and funding were also prominent barriers (9): respondents noted that students may have to choose between HWSA and using limited travel funds for a more focused conference, especially when travel is cross-country, and suggested sponsorship, subsidies or other direct support. Content and format suggestions included broader or more student-relevant topics (7), more emphasis on social/networking activities, panels and workshops rather than lecture-style content (5), and clearer early program information to aid planning (2).

7 Publications of the Astronomical Society of Australia

Questions 22-38 in the survey related to PASA refereeing, publishing, satisfaction, open access and future support for the journal.

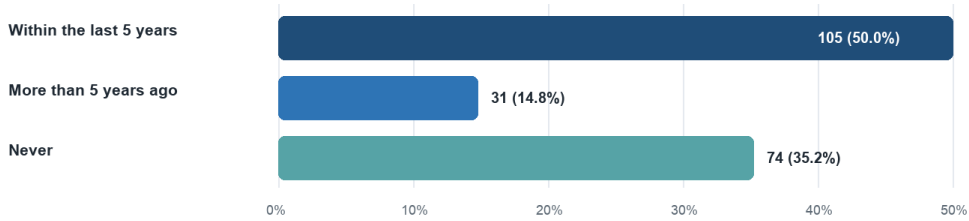
7.1 Author experience

Questions 25-28 in the survey related to author experience with PASA, including recent publishing activity and satisfaction with the publication process. Overall, PASA has a substantial recent author base: half of respondents to Q25 had published in PASA within the past five years,

and recent authors were often repeat users. Satisfaction with the publication process was generally positive, although speed of review was the weakest rated aspect.

When did you last publish in PASA?

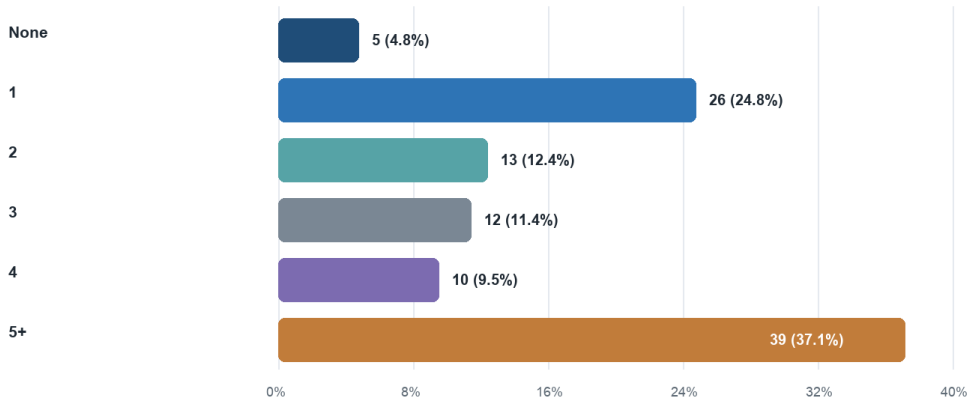
Q25 | Answered: 210



Q25: When respondents last published in PASA.

On how many articles published in PASA have you been an author in the last 5 years?

Q26 | Answered: 105



Q26: Number of PASA articles authored in the last five years.

Corresponding-author PASA articles in last 5 years	Respondents	% of Q27
None	57	54.8%
1	29	27.9%
2	8	7.7%
3	6	5.8%
4	1	1.0%
5+	3	2.9%
Total	104	100.0%

Q27: Number of articles published in PASA for which the respondent was corresponding author in the last five years.

Q28 summarises satisfaction with the respondent's most recent PASA publication experience.

Aspect of most recent PASA publication	Satisfied or very satisfied	Neutral	Dissatisfied or very dissatisfied	Weighted average /5	N
Article formatting requirements	73.5% (72)	19.4% (19)	7.1% (7)	3.80	98
Submission	77.1% (74)	20.8% (20)	2.1% (2)	3.90	96
Initial editorial review/revision	77.1% (74)	19.8% (19)	3.1% (3)	3.90	96
Peer review process	75.3% (73)	18.6% (18)	6.2% (6)	3.86	97
Final editorial review	75.0% (72)	21.9% (21)	3.1% (3)	3.86	96
Speed of review process	62.2% (61)	23.5% (23)	14.3% (14)	3.54	98
Speed of publication	67.0% (65)	25.8% (25)	7.2% (7)	3.72	97
Overall editorial process	68.4% (65)	26.3% (25)	5.3% (5)	3.77	95

Q28: Satisfaction with the respondent's most recent PASA publication experience.

7.2 Reviewer experience

Questions 22-24 in the survey related to reviewer experience with PASA. Reviewer experience was less widespread than author experience: 40.5% of respondents to Q22 had refereed for PASA at least once, and most of those who had refereed reported recent experience. Satisfaction with the refereeing process was high for invitations, timeframes and editorial communication, but recognition for refereeing was the weakest rated aspect.

Describe your experience as a Referee for articles in PASA

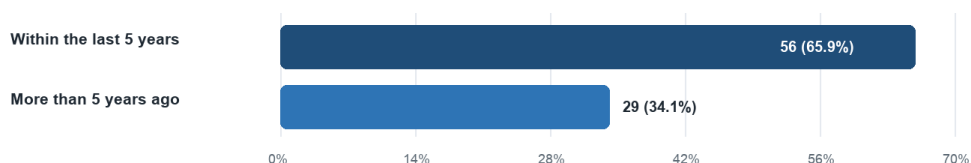
Q22 | Answered: 210



Q22: Respondents' experience as PASA referees.

When did you last referee for PASA?

Q23 | Answered: 85



Q23: When respondents last refereed for PASA.

Q24 summarises satisfaction with the respondent's most recent PASA refereeing experience.

Aspect of most recent PASA refereeing experience	Satisfied or very satisfied	Neutral	Dissatisfied or very dissatisfied	Weighted average /5	N
Invitation process	89.1% (49)	10.9% (6)	0.0% (0)	4.05	55
Timeframes / expectations	87.3% (48)	12.7% (7)	0.0% (0)	4.04	55
Communication from Editor / Board	89.1% (49)	10.9% (6)	0.0% (0)	4.13	55
Recognition received	54.5% (30)	40.0% (22)	5.5% (3)	3.56	55
Effort and time required	67.3% (37)	32.7% (18)	0.0% (0)	3.73	55

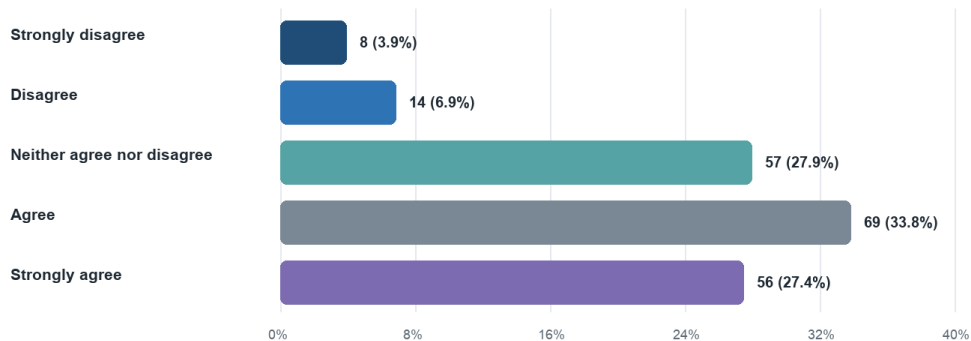
Q24: Satisfaction with the respondent's most recent PASA refereeing experience.

7.3 Transition to Open Access

Questions 36-38 in the survey related to PASA's transition to Open Access. Overall, respondents were more positive than negative about the decision: 61.3% agreed or strongly agreed with the move to Open Access, while 10.8% disagreed or strongly disagreed. Communication about the transition was more mixed, with many respondents rating it as somewhat effective rather than very or extremely effective. A practical issue is uncertainty about publishing-cost coverage: one third of respondents did not know whether their institution was covered by a transformative agreement.

PASA has moved to Open Access. Overall, what is your agreement with this decision?

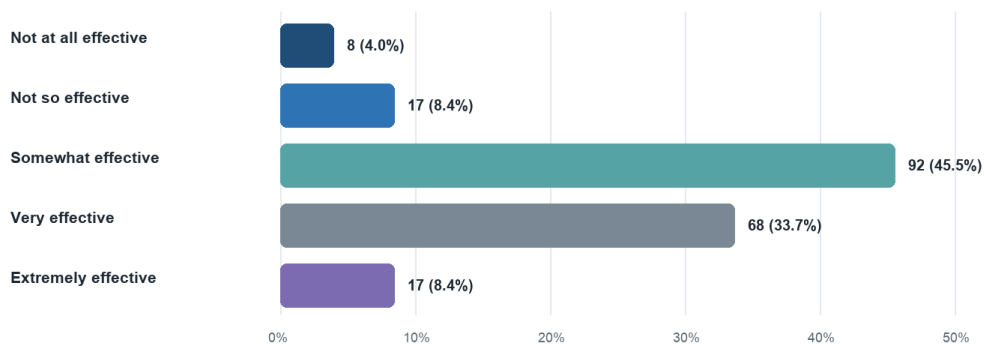
Q36 | Answered: 204



Q36: Agreement with PASA's move to Open Access.

How effectively do you think PASA communicated about the transfer to Open Access?

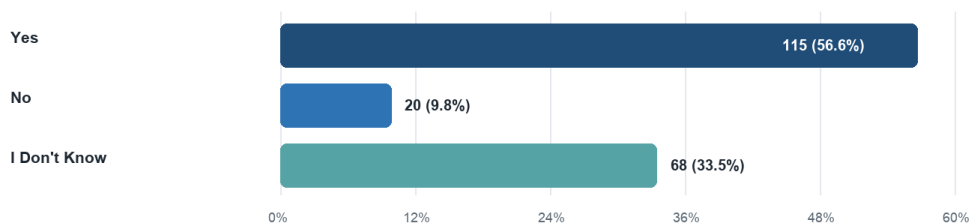
Q37 | Answered: 202



Q37: Perceived effectiveness of communication about the transfer to Open Access.

Is your institution covered by a Transformative Agreement (so PASA remains free for you to publish in)?

Q38 | Answered: 203



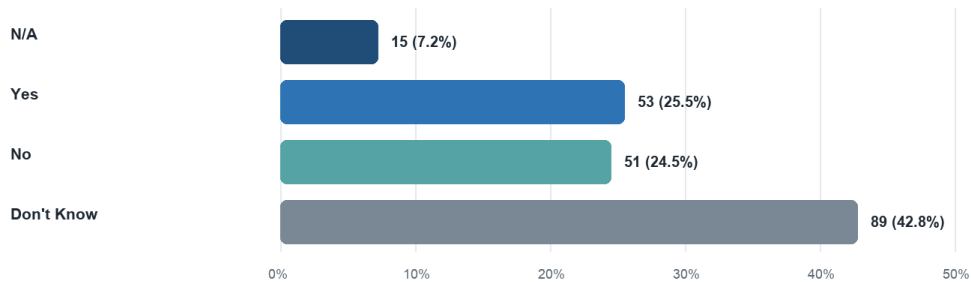
Q38: Whether respondents' institutions are covered by a transformative agreement.

7.4 Value of PASA

Questions 29-35 in the survey related to the future publishing role and community value of PASA. Future personal publishing intentions were mixed: 25.5% of respondents to Q29 said they would publish their next article in PASA, while 42.8% did not know and 24.5% said they would not.

Will you publish your next article in PASA?

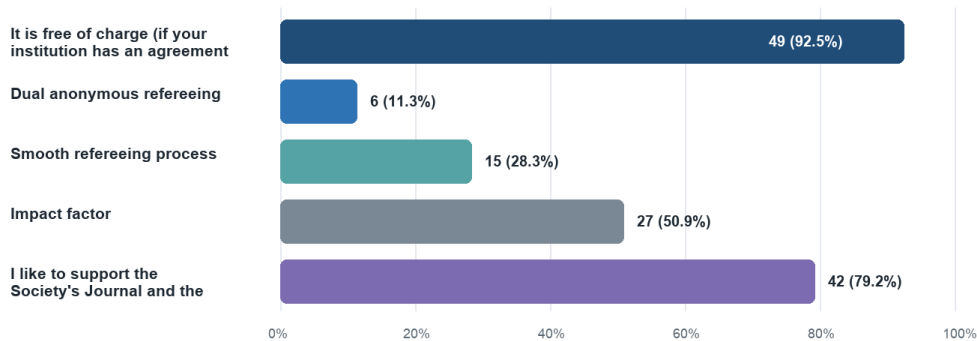
Q29 | Answered: 208



Q29: Whether respondents expect to publish their next article in PASA.

What are the reasons you will publish your next article in PASA? (Select all that apply.)

Q30 | Answered: 53



Q30: Reasons respondents would publish their next article in PASA.

Q30 was answered only by the 53 respondents who said they would publish their next article in PASA. Among this group, the strongest reasons were that PASA is free of charge if the respondent's institution has an agreement with CUP (92.5%) and that publishing in PASA supports the Society's journal and the Australian community (79.3%).

Q31 shows strong community endorsement of PASA. Respondents were most positive about PASA as an asset to the astronomy community (88.0% agreed or strongly agreed), and there was also broad confidence that PASA will continue to be successful (72.0%). Agreement was lower, but still clearly positive, for PASA being well-run (65.7%) and pride in PASA (62.2%).

Statement	Agree or strongly agree	Neutral	Disagree or strongly disagree	Weighted average /5	N
I am proud of PASA	62.2% (125)	33.3% (67)	4.5% (9)	3.73	201
PASA is an asset to the astronomy community	88.0% (176)	10.5% (21)	1.5% (3)	4.19	200
PASA is well-run	65.7% (132)	31.8% (64)	2.5% (5)	3.83	201
PASA will continue to be successful	72.0% (144)	25.0% (50)	3.0% (6)	3.88	200

Q31: Agreement with statements about PASA's standing, management and future.

Q32 suggests that knowledge and communication are more moderate than the overall level of support for PASA. Around one third of respondents rated their knowledge of PASA as high or very high (35.6%), while 44.1% rated it as medium. Satisfaction with ASA communication about

PASA was high or very high for 41.3%, with a similar proportion giving a medium rating (42.3%).

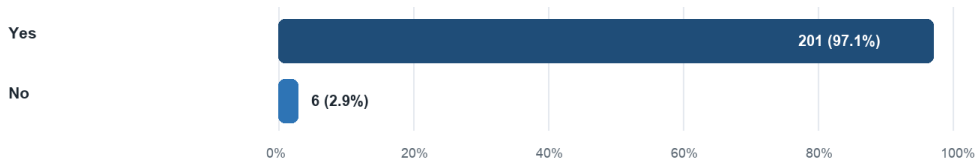
Item	High or very high	Medium	Low or very low	N/A	Weighted average /5	N
Current level of knowledge about PASA	35.6% (72)	44.1% (89)	19.8% (40)	0.5% (1)	3.23	202
Satisfaction with ASA communication about PASA	41.3% (83)	42.3% (85)	8.5% (17)	8.0% (16)	3.44	201

Q32: Respondents' knowledge of PASA and satisfaction with ASA communication about PASA.

Q33 shows that mixed personal publishing intentions do not reflect a lack of support for PASA as a community asset: 201 of 207 respondents (97.1%) said that the ASA should continue publishing PASA, while six respondents (2.9%) said that it should not.

Should the ASA continue publishing PASA?

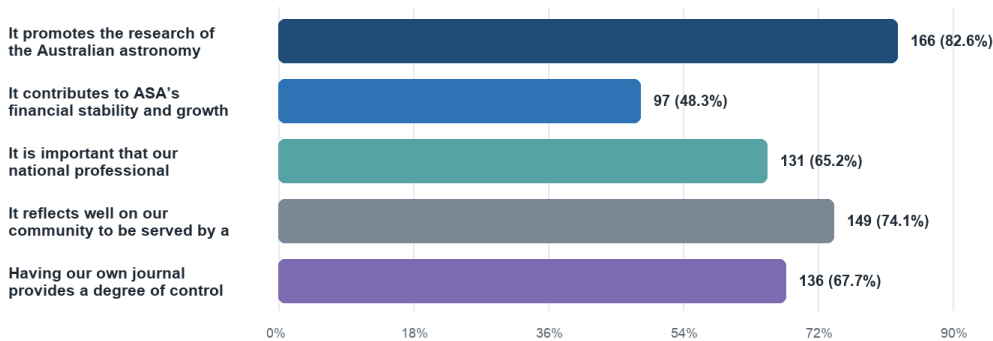
Q33 | Answered: 207



Q33: Whether ASA should continue publishing PASA.

What are the reasons for your answers?

Q34 | Answered: 201



Q34: Reasons respondents support continuing PASA.

Of the six respondents who did not support continuing PASA in Q33, five answered Q35 explaining why. The majority of these five stated that papers would be published elsewhere anyway, and two people said that editorial board fees are an unnecessary burden on Society finances, highlighting that it is not universally known in the community that PASA is actually making money for the Society.

8 ASA communication

Questions 55-56 in the survey related to satisfaction with ASA communication across different topics and members' preferred communication channels.

8.1 Communication satisfaction

Responses to Q55 show that satisfaction with ASA communication is generally positive, but varies by topic. Communication about the Annual Science Meeting was strongest, with 162 of 190 respondents (85.3%) agreeing or strongly agreeing that they were satisfied. Membership administration was also strong (146 of 190; 76.8%), as was communication about the Harley Wood School (139 of 187; 74.3%). Communication about other events, town halls or tours (126 of 187; 67.4%) and PASA (125 of 188; 66.5%) was also more positive than negative.

The more mixed communication areas were member support, benefits and grants (114 of 189 satisfied; 60.3%), Executive/Council and governance (117 of 189; 61.9%), chapters and activities (110 of 186; 59.1%), and lobbying of government and other bodies (98 of 188; 52.1%). These weaker areas also had large neutral groups, particularly governance (57 respondents; 30.2%) and lobbying (60 respondents; 31.9%), so the result may reflect limited visibility or direct experience as well as lower satisfaction. Negative responses were modest overall, but highest for member support/benefits/grants (32 respondents; 16.9%) and lobbying (30 respondents; 16.0%).

I am satisfied with the communication I receive from the ASA about:

Q55 | Answered: 192

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
Membership Administration	1%	3%	19%	59%	17%
Member Support and Benefits / Grants	2%	15%	23%	50%	10%
The Executive / Council and Governance	2%	6%	30%	52%	10%
The Annual Science Meeting	0%	1%	14%	67%	18%
Other Events such as Town Halls / Tours	1%	5%	27%	57%	11%
The Harley Wood School	1%	1%	24%	61%	13%
Chapters and their Activities	2%	11%	28%	53%	6%
The PASA Journal	1%	9%	24%	54%	13%
Lobbying of Government and Other Bodies	3%	13%	32%	45%	7%

Q55: Satisfaction with ASA communication by topic.

8.2 Preferred communication channels

Q56 gives a clear steer on communication channels. Email was by far the preferred channel across all topics, selected by roughly 88-94% of respondents depending on the topic. The ASA website was a consistent secondary channel, selected by about 42-51% of respondents. This suggests that core information should remain email-first, with the website acting as the durable reference point for members who need to find information later.

Slack appears useful as a supplementary channel for more active or time-sensitive community engagement, rather than as a replacement for email. It was selected most often for the ASM (65 respondents; 34.0%), chapters and activities (57 respondents; 30.3%), other events (56 respondents; 29.5%), and HWSA (50 respondents; 26.7%). SMS/text and Bluesky were niche preferences: SMS was selected by no more than 4.2% for any topic, while Bluesky peaked at 8.4% for the ASM.

The ASA uses websites, email, and Slack as its main three methods of communicating. What are your preferred methods of communication for the following (you can select more than one)

Q56 | Answered: 191

	Website	Email	Slack	Sms / Text Message	Bluesky
Membership Administration	42%	93%	15%	4%	3%
Member Support and Benefits / Grants	46%	93%	24%	3%	4%
The Executive / Council and Governance	44%	88%	19%	2%	3%
The Annual Science Meeting	51%	94%	34%	3%	8%
Other Events such as Town Halls / Tours	42%	94%	29%	3%	8%
The Harley Wood School	48%	94%	27%	2%	6%
Chapters and their Activities	45%	89%	30%	2%	7%
The PASA Journal	49%	94%	21%	2%	6%

Q56: Preferred ASA communication channels by topic.

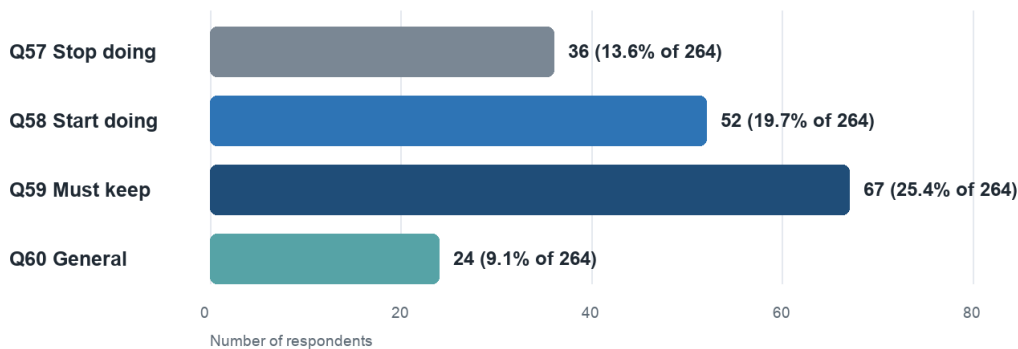
9 Open feedback and member priorities

Questions 57-60 in the survey invited open-text feedback about what the ASA should stop doing, start doing, keep doing, and any general comments members wished to provide.

Response rates to these open-ended questions were lower than the overall response rate, typically between 10% and 25% of all survey respondents. These comments are therefore not necessarily representative of whole-of-community views.

Open Feedback Response Volume

Q57-Q60 | Free-text response counts



Source: SurveyMonkey shared results view. Percentages use all 264 survey participants as the denominator.

Q57-Q60: Number of respondents providing open-text feedback to each final prompt.

Numbers in brackets below indicate coded theme mentions in the open-text responses. They are not mutually exclusive, because some respondents provided multiple short entries, particularly for Q58 and Q59.

What to keep doing: High-volume comments asked the ASA to keep direct support for students and ECRs, especially travel, hardship and financial support (33), to maintain the ASM and in-

person annual meetings as national community gatherings (32), and to continue PASA and its publishing role (28). Respondents also wanted the ASA to keep creating ways for astronomers to connect across institutions and geography, including through chapters, town halls, meetings and the email exploder (18), and to keep representing Australian astronomy through advocacy, government engagement, decadal-plan work and lobbying (18). Lower-volume comments specifically asked the ASA to retain the Harley Wood School (10), regular email-based communication and the exploder (9), Pleiades and broader DEI work (8), and prizes and awards (7).

What to start doing: High-volume comments asked the ASA to increase practical support for students, ECRs and junior researchers, including more travel funding, clearer and more flexible grants, mentoring, fellowships and career support (16). Respondents also asked for clearer communication about Council and chapter activity, event calendars, ways to get involved, funding resources and member opportunities (14), and for stronger industry, translation and non-academic career support through partners, job registers, workshops and career-pathway information (13). Other common suggestions were to advocate more strongly to government, the ARC and universities on funding, stipends and astronomy priorities (12), to invest more in local chapters, disciplinary and interdisciplinary meetings, and community networking (12), and to reduce costs or make more active use of ASA resources, including by supporting free or diamond-access publishing (11). Lower-volume comments suggested further diversity, equity and inclusion initiatives (8), better inclusion of international, remote and non-research-focused members (7), ASM format or timing changes (5), PASA publishing-cost solutions such as a national-level approach, minimal-cost publishing or diamond access (3), more HWSA funding or visibility through sponsorship and event calendars (2), and more attention to the history of the Society and Australian astronomy, including support for a History of Australian Astronomy Chapter (3).

What to stop doing: The largest set of comments asked the ASA not to move ASM or other science meetings toward online-only, online-first or overly online formats (9). A separate communication-channel issue was concern about using Slack or asking members to join additional Slack channels (3). Some comments said nothing should stop or that nothing obvious stood out (5). Lower-volume comments asked the ASA not to drift too far from core astronomy aims into DEI, political or broader-remit activity (7), not to create unnecessary PASA publishing charges or financial burdens (3), not to spend on prize publicity or reinforce the same award recipients (3), not to hold chapter meetings in ways that feel low-value (3), to avoid unclear or difficult student-travel grant conditions (2). Two respondents suggested stopping long surveys such as this membership survey!

General feedback: High-volume themes were positive overall views of the ASA, Council or membership experience (17), the ASA's role as a community, peak body or national science organisation (5), and support for ECRs, students or leadership pathways (3). Lower-volume comments were mainly suggestions or critiques rather than broad positive themes: respondents suggested reducing fees or making more active use of ASA reserves (2), strengthening chapter activity to foster collaboration (2), keeping PASA accessible and better publicising member access (2), and maintaining in-person-first ASA or ASM activity while clarifying how international members can remain involved (2).

10 Acknowledgements

Insights in this report would not have been possible without a substantial fraction of ASA membership taking the time to complete the membership survey - despite it being somewhat longer than originally envisaged. ASA Council members played a key role in framing the survey questions, shaping the issues which are explored in this report. Finally, special thanks are due to ex-ASA President Professor John Lattanzio, who was the irresistible driving force behind the membership survey. This report would not have seen the light of day without him.