

**2007-2008 ALA CD #30  
2008 ALA Midwinter Conference**

**TO:** ALA Executive Board

**RE:** Information Being Reported

**ACTION REQUESTED/INFORMATION/REPORT:**  
Information Report

**ACTION REQUESTED BY:**  
Keith M. Fiels, Executive Director, ALA  
Cynthia Vivian, Director, Human Resources

**CONTACT PERSON:**  
Cynthia Vivian, 312.280-5063, [cvivian@ala.org](mailto:cvivian@ala.org)

**DRAFT OF MOTION:**  
None required.

**DATE:** 12/31/07

**BACKGROUND:**

The association provides ongoing monitoring of diversity via recruitment and demographic reviews on a quarterly basis.

Each new job search initiative is reviewed based on department demographics and overall diversity as well as discussed with department managers.

*Attachments*

WORKFORCE ANALYSIS

DEPARTMENT SUMMARY

TOTAL ALA

AS OF 12/31/07

JOB TITLE	SALARY CODE	TOTAL EMPLOYEES	TOTAL MINORITIES	FEMALE							MALE						
				TOTAL	W	B/AA	H/L	Asian	NA/PI	2 or more	TOTAL	W	B/AA	H/L	Asian	NA/PI	2 or more
Senior/Executive Officials & Managers		43	10	32	24	5	1	1	1		15	13	1		1		
First/Mid-Level Officials & Managers		50	6	31	25	3	3				16	16					
Professionals		83	19	58	43	10	2	2	1		25	21	2	1			1
Technicians		7	2	5	3	1	1				2	2					
Sales Workers		1		1	1												
Administrative Support Workers		79	30	63	37	20	2	3	1		15	10	3		1		1
Craft Worker		1		1	1												
Operatives																	
Laborers																	
Service Workers		3	3	1			1				2		1	1			
#TOTAL		267	70	192	134	39	10	6	3		75	62	7	2	2		2
%TOTAL			26%	72%	50%	15%	4%	2%	1%		28%	23%	3%	1%	1%		1%

RACE KEY: W=WHITE;B/AA=BLACK/AFRICAN AMERICAN;H/L=HISPANIC/LATINO;ASIAN=ASIAN;NA/PI NATIVE AMERICAN/PACIFIC ISLANDER; 2 OR MORE=2 OR MORE RACES

WORKFORCE ANALYSIS

DEPARTMENT SUMMARY

COMMUNICATIONS & MEMBER RELATIONS

AS OF 12/31/07

JOB TITLE	SALARY CODE	TOTAL EMPLOYEES	TOTAL MINORITIES	FEMALE							MALE						
				TOTAL	W	B/AA	H/L	Asian	NA/PI	2 or more	TOTAL	W	B/AA	H/L	Asian	NA/PI	2 or more
Senior/Executive Officials & Managers		7	1	5	4		1					2	2				
First/Mid-Level Officials & Managers		10	3	8	5	2	1					2	2				
Professionals		7	1	5	4		1					2	2				
Technicians																	
Sales Workers																	
Administrative Support Workers		17	8	16	8	7	1					1	1				
Craft Worker																	
Operatives																	
Laborers																	
Service Workers																	
#TOTAL		41	13	34	21	9	4					7	7				
%TOTAL			32%	83%	51%	22%	10%					17%	17%				

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WORKFORCE ANALYSIS

DEPARTMENT SUMMARY

AS OF 12/31/07

EXECUTIVE

JOB TITLE	SALARY CODE	TOTAL EMPLOYEES	TOTAL MINORITIES	FEMALE							MALE						
				TOTAL	W	B/AA	H/L	Asian	NA/PI	2 or more	TOTAL	W	B/AA	H/L	Asian	NA/PI	2 or more
Senior/Executive Officials & Managers		2	1	1		1						1	1				
First/Mid-Level Officials & Managers		1		1	1												
Professionals		7	3	7	4	3											
Technicians																	
Sales Workers																	
Administrative Support Workers		3	1	3	2		1										
Craft Worker																	
Operatives																	
Laborers																	
Service Workers																	
#TOTAL		13	5	12	7	4	1					1	1				
%TOTAL			38%	92%	54%	31%	8%					8%	8%				

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WORKFORCE ANALYSIS

DEPARTMENT SUMMARY

AS OF 12/31/07

FINANCE

JOB TITLE	SALARY CODE	TOTAL EMPLOYEES	TOTAL MINORITIES	FEMALE							MALE						
				TOTAL	W	B/AA	H/L	Asian	NA/PI	2 or more	TOTAL	W	B/AA	H/L	Asian	NA/PI	2 or more
Senior/Executive Officials & Managers		4	1	1				1				3	2	1			
First/Mid-Level Officials & Managers		6	3	3	1			2				3	2	1			
Professionals		4	2	2		1		1				2	1	1			
Technicians																	
Sales Workers																	
Administrative Support Workers		11	9	8	2	5	1					3		2		1	
Craft Worker		1		1	1												
Operatives																	
Laborers																	
Service Workers		3	3	1			1					2		1	1		
#TOTAL		29	18	16	4	6	2	4				13	5	6	1	1	
%TOTAL			62%	55%	14%	21%	7%	14%				45%	17%	21%	3%	3%	

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WORKFORCE ANALYSIS

DEPARTMENT SUMMARY

MEMBER PROGRAMS & SERVICES

AS OF 12/31/07

JOB TITLE	SALARY CODE	TOTAL EMPLOYEES	TOTAL MINORITIES	FEMALE							MALE						
				TOTAL	W	B/AA	H/L	Asian	NA/PI	2 or more	TOTAL	W	B/AA	H/L	Asian	NA/PI	2 or more
Senior/Executive Officials & Managers		19	4	16	12	3			1			3	3				
First/Mid-Level Officials & Managers		18	2	14	12	1	1					4	4				
Professionals		35	7	27	21	4		1	1			8	8				
Technicians		6	1	4	3		1					2	2				
Sales Workers		1		1	1												
Administrative Support Workers		29	2	22	11	10		1				7	6				1
Craft Worker																	
Operatives																	
Laborers																	
Service Workers																	
#TOTAL		108	16	84	60	18	2	2	2			24	22				1
%TOTAL			15%	78%	57%	17%	2%	2%	2%			23%	20%				1%

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WORKFORCE ANALYSIS

DEPARTMENT SUMMARY

PUBLISHING

AS OF 12/31/07

JOB TITLE	SALARY CODE	TOTAL EMPLOYEES	TOTAL MINORITIES	FEMALE							MALE						
				TOTAL	W	B/AA	H/L	Asian	NA/PI	2 or more	TOTAL	W	B/AA	H/L	Asian	NA/PI	2 or more
Senior/Executive Officials & Managers		7		2	2							5	5				
First/Mid-Level Officials & Managers		14	1	6	5		1					8	8				
Professionals		23	3	14	12	1	1					9	8		1		
Technicians																	
Sales Workers																	
Administrative Support Workers		15	5	11	6	2		2	1			4	4				
Craft Worker																	
Operatives																	
Laborers																	
Service Workers																	
#TOTAL		59	9	33	25	3	2	2	1			26	25		1		
%TOTAL			15%	56%	42%	5%	3%	3%	2%			44%	42%		2%		

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WORKFORCE ANALYSIS

DEPARTMENT SUMMARY

WASHINGTON

AS OF 12/31/07

JOB TITLE	SALAR Y CODE	TOTAL EMPLOYEES	TOTAL MINORITIES	FEMALE							MALE						
				TOTAL	W	B/AA	H/L	Asian	NA/PI	2 or more	TOTAL	W	B/AA	H/L	Asian	NA/PI	2 or more
Senior/Executive Officials & Managers		4	2	3	2	1						1				1	
First/Mid-Level Officials & Managers		1	1	1	1												
Professionals		7	3	3	2	1						4	2	1			1
Technicians		1	1	1		1											
Sales Workers																	
Administrative Support Workers		4	3	3		3						1		1			
Craft Worker																	
Operatives																	
Laborers																	
Service Workers																	
#TOTAL		17	10	11	5	6						6	2	2		1	1
%TOTAL			59%	65%	29%	35%						35%	12%	12%		6%	6%

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