

TO: ALA Executive Board

RE: Information Being Reported

ACTION REQUESTED/INFORMATION/REPORT:
Information Report

ACTION REQUESTED BY:
Keith M. Fiels, Executive Director, ALA
Dorothy Ragsdale, Director, Human Resources

CONTACT PERSON:
Dorothy Ragsdale, 312.280-5063, dragsdal@ala.org

DRAFT OF MOTION:
None required.

DATE: 3/19/07

BACKGROUND:

The Association provides a demographic snapshot of the workforce on a quarterly basis. Underutilization occurred Administration (office & clerical) groups, but appears to have achieved more balance this year.

The Publishing Department needs an infusion of Diversity, there are several vacancies and recruitment efforts are directed to correct this.

Attachments

WORKFORCE ANALYSIS

DEPARTMENT SUMMARY

AS OF 03/15/07

TOTAL ALA

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
Senior/Executive Officials & Managers		47	10	33	24	5	1	3		14	13	1			
First/Mid-Level Officials & Managers		33	7	21	17	3	1			12	9	2			1
Professionals		93	20	71	56	12	2	1		22	18	2	2		
Technicians		6	2	3	1	1	1			3	3				
Sales Workers		1								1	1				
Administrative Support Workers		87	38	70	36	25	7	2		17	13	3			1
Craft Worker		1		1	1										
Operatives															
Laborers															
Service Workers		3	3	1			1			2		2			
#TOTAL		271	80	200	134	47	13	6		71	57	10	2		2
% TOTAL			30%	74%	49%	17%	5%	2%		26%	21%	4%	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