

diversity counts

Office for Research and Statistics
Office for Diversity

Denise M. Davis, Director
ALA Office for Research and Statistics

Tracie D. Hall, Director
ALA Office for Diversity

OFFICE FOR RESEARCH AND STATISTICS
OFFICE FOR DIVERSITY

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Table of Contents

Foreword	3
Introduction.....	4
General Findings Across all Positions and Library Types	5
Census Estimates and Nationally Reported Library Statistics.....	8
Implications for PROFESSIONAL PARTICIPATION	9
Implications for RECRUITMENT AND RETENTION	10
Implications for RETIREMENT	11
Implications for EMPLOYMENT OPPORTUNITIES	12
Implications by LIBRARY SETTING	13
Implications by LIS EDUCATION	16
Conclusion	17
References.....	18
Appendix A	
2000 Census Estimates Applied to National Center for Education Statistics Data.....	19
Appendix B	
1990 Census Estimates Applied to National Center for Education Statistics Data.....	23
Appendix C	
1990 to 2000 Change Tables, Census Estimates Applied to National Center for Education Statistics Data	28
Appendix D	
Additional Tables	33

FOREWORD

We are in the midst of a deep demographic shift. The rapid proliferation and sophistication of technologies both material and virtual have resulted in a global economy characterized by multinationalism, multiculturalism, and layered identities. Dramatic population increases among individuals of Arab, Asian Pacific-Islander, and Latino/Hispanic descent, and the impact of new immigrants who are also identified as White, Black, or Native-American have resulted in a nation that is proportionally more racially, ethnically, and linguistically diverse than ever. To be sure, race, ethnicity and language group are just a few of the many identifiers that contribute to social diversity. Age, disability, sexual orientation, educational background, and economic status are among the many other markers of difference. The implications of this mounting diversity on the future of libraries are significant. Though the institutional charge of the library historically has been to meet the information needs of users efficiently and equitably, contemporary library and information science (LIS) research provides compelling evidence that services to some user groups are greatly impeded by socio-cultural divides.

That the library's existence is necessarily predicated on its relevance to the communities it serves demands that we pay more than cursory attention to our burgeoning national diversity and our ability thus far, to fully reflect that diversity among our ranks. Between 1990 and 2000, the racial and ethnic minority, or more accurately "emerging majority," population grew by a combined 152% (U.S. Bureau of the Census 2000). During roughly this same period, however, the number of racial and ethnic minorities receiving accredited MLIS degrees grew by only 4%, from 9% in 1991 to less than 13% a full decade later—from 344 of the 4,032 MLIS degrees awarded to 504 of the 4,109 MLIS degrees awarded (ALISE 1991, 2001). Though deserving of acknowledgement, this slight increase contrasts greatly to the exponential increase of racial and ethnic diversity experienced nationally. What is also evident is that rather than greatly multiplying the numbers of minority LIS graduates who will go on to practice in and impact the profession, existing LIS minority education and recruitment programs are able to yield just enough new graduates to provide for the replacement of retirees and those leaving the profession prematurely.

Age is another much-examined area where the data contained herein demand that we reflect on the future of libraries and librarianship. The marked decrease by nearly 45% of the number of self-identifying librarians with master's degrees under age forty-four, and by about 27% of library assistants in the same age group is startling not only in that it underscores the aging of the profession, but because it also suggests that library workers are leaving the profession at precisely the point when they should be moving into mid- and upper-management. The numbers provided here suggest that what our profession will be facing in the coming decade is not so much a problem of attracting entry level librarians, but a crisis of library leadership.

The comparatively low employment of librarians with disabilities is also deserving of attention given the increase between 1990 and 2000 of people self-identifying as having one or more disabilities (U.S. Bureau of the Census 2000). As libraries search for ways to improve facilities and services and to bring them further in line with the needs of underserved and emerging user groups, the lack of diversity in regards to race and ethnicity, age group, disability, and other dimensions not examined here work to

distance the very communities they seek to attract. As Isabel Espinal and Denice Adkins (2004: 52–54) assert in their insightful article, “The Diversity Mandate,” “when the profession’s lack of diversity . . . demonstrates a dissimilarity and disconnect from the nation’s general population there is a professional and emotional impact on US communities . . . Our profession loses relevance for many citizens.”

The data presented here is consequential in that it offers deeper insight into the current library workforce and what our present reality bodes for the future. Rather than simply reiterating Census statistics, the numbers here are parsed to afford a closer look at distinct professional positions within libraries, for example, individuals identifying as librarians are separated into credentialed (with MLIS or MA) or non-credentialed (without) categories and by library setting. By truer light, the numbers reported here are affirming, some surprising, and others disturbing. But the real power of this data lies not in what is presented here, but in what we will do with it. The evidence provided is compelling enough to influence library education, recruitment initiatives, human resource and staff development, continued education, collection management, program and service planning, and grant and policy-making for the next decade, but will it?

What is certain is that if libraries are to remain relevant they must be willing to not only reach out to diverse user communities but to build a workforce reflective of that diversity. This effort will not be an act of altruism, but of survival. The future of the library workforce and of the library itself is dependent on our willingness to acknowledge today’s larger social realities and what they portend for tomorrow. Now more than ever, Diversity Counts!

INTRODUCTION

In spring 2006, the ALA Office for Research and Statistics and Office for Diversity worked with Decision Demographics, a research firm in Arlington, VA, to analyze the 1990 and 2000 decennial Censuses of the U.S. for the industry of “library” and including credentialed and non-credentialed employees (2006). The purpose of this analysis was to provide reliable estimates of employment in the profession and age, gender, and ethnicity figures for five types of libraries—public, academic, K–12, hospitals, legal libraries—and all others types of libraries reported as a single category. Further, ALA was interested in understanding the extent of single-gender (same-sex) households as a subset of the library industry. These data were reported by Census beginning with the 2000 decennial study.

Secondary to this analysis was interest in how the American Community Survey (ACS), an annual national survey designed to replace the long form of the decennial census, could supplant decennial data for the purposes of annual analysis (2006).

Decision Demographics staff Thomas Godfrey and Stephen Tordella provided ALA a substantial report of the analysis including an analysis of the same-sex household Census micro data done by Dr. Gary Gates, Senior Research Fellow at the University of California Los Angeles School of Law.

Following these analyses, ALA applied the age, gender, race and ethnicity distributions by type of library staff (MLS or library assistant) to data reported by the U.S. National Center for Education Statistics for public, K–12, and academic libraries for the

years 1990, 2000 and 2004 as available (2006). Reliable staffing data by position or year were not available for legal and hospital libraries, so that secondary analysis was not performed as part of this study.

GENERAL FINDINGS ACROSS ALL POSITIONS AND LIBRARY TYPES

For the purposes of interpretation, it is important to understand that the Census Bureau, based on definitions from the Bureau of Labor Statistics, distinguishes between “credentialed” and “non-credentialed” librarians. **Credentialed librarians** are defined as librarians who report that they have completed a master’s degree or another degree higher than a master’s. The area of study is not asked in the census, hence it is inferred that librarians with a master’s have completed their degree in library science. **Non-credentialed librarians** are all other persons whose occupation is librarian but have not completed a master’s degree. Similar degree-based distinctions are not made for library assistants or clerks.

There are some unsurprising, yet confirming, findings from the analysis. Credentialed and non-credentialed librarians, as well as library technicians and assistants are predominantly female, white, and are not limited by disability. This finding held true in both the 1990 and 2000 decennial Census data.

Credentialed librarians are predominantly women, ages 45–54, and white. They are not limited by disability and work full-time (40+ hours per week). Non-credentialed librarians represent approximately 43% of those reporting for the industry “library” and have a slightly more balanced ethnic and racial distribution than do credentialed librarians. Sixteen-point-eight (16.8) percent of non-credentialed librarians selected non-white race/ethnicity categories, whereas only 11% of credentialed librarians did so. Three (3) percent more Latinos reported holding non-credentialed librarian positions, and 2% more African Americans. Other distribution differences were less than 1%. Type of library employed varies little from credentialed to non-credentialed librarians. In order of prevalence, they each reported employment in public libraries, schools (K–12 public and private), academic, and then special (legal services and hospital).

Library assistants are even more predominantly female than librarians, are more likely to be 35 years of age or under, and white. They, too, are not limited by disability. Unlike their librarian counterparts, they almost equally work full and part-time weekly schedules. Type of library employed largely mirrors that reported by credentialed and non-credentialed librarians, except that higher education/academic was the second largest employer of non-MLS staff.

Figure 1: Percent Change Librarians by Type, 1990–2000

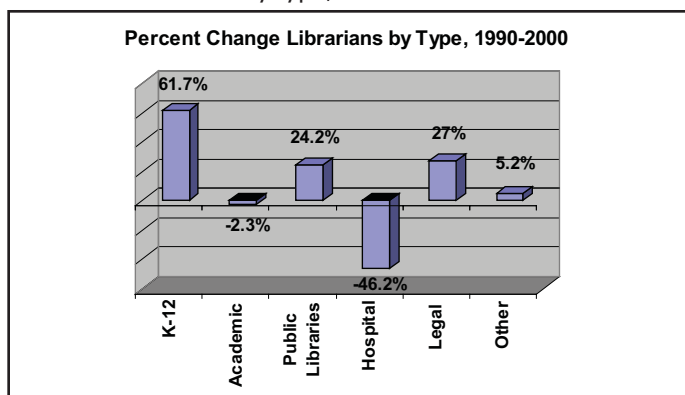
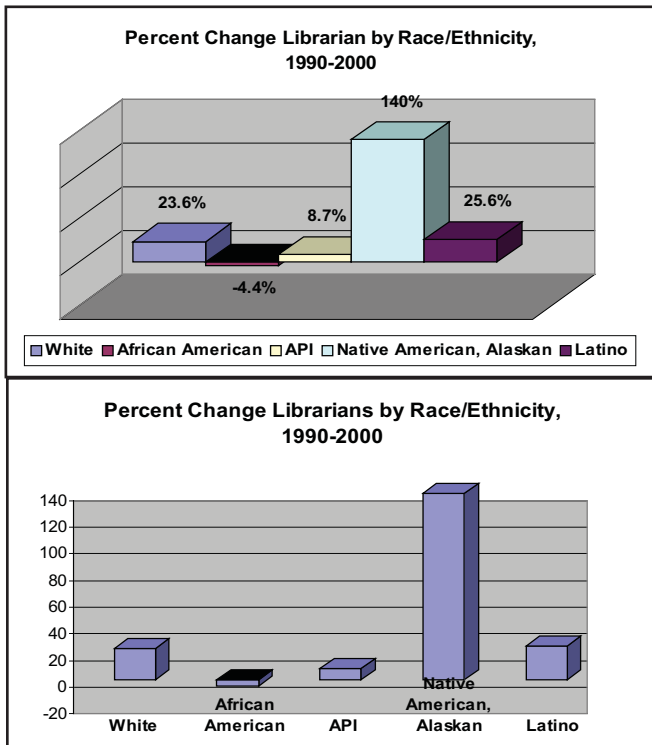


Figure 2: Percent Change Librarians by Race/Ethnicity, 1990–2000



Detailed Findings by Position and Library Type

The number of credentialed librarians increased 21.6% between 1990 and 2000, with the highest increases in schools (K–12 public and private) and law libraries (see figure 1). Public libraries and Archives showed marked increases in employment, approximately 24%. Two areas of decline were in academic and hospital libraries, -2% and -46.2% respectively.

Declines by race/ethnicity occurred only for African American librarians at a rate of -4.4% (see figure 2). Employment in the Native American race/ethnicity category grew 140% between 1990 and 2000. All other racial/ethnic groups increased in sheer numbers during this period, but distributions remained largely unchanged between the decades.

Non-credentialed librarians decreased in academic and public libraries, approximately -42.3% and -19.6%, and declined approximately -2.4% in schools (a decline in public of -5.2% and a modest rise of +2.8% in private K–12) (see figure 3). Special libraries saw proportionally significant decreases in non-credentialed librarians—57 to 60.9% respectively. The most significant racial/ethnic decline occurred with African American non-credentialed librarians—a 41.8% drop.

Another area of decline was by age group for both credentialed and non-credentialed librarians. There is a consistent decline reported by all types of libraries in the age ranges “under 35” and ages 35–44. Incoming librarians did not replace this group under 35 years of age nor ages 35–44. In fact, the Census data tell us that the profession experienced a decline in credentialed librarians of 3% in the “under 35” age range and -41% in the 35–44 age range (see figure 4). There were even more dramatic losses reported for non-credentialed librarians, experiencing an average of 25.7% decline overall (see figure 5). The following declines were estimated by age range: -45% under age

Figure 3: Percent Change Non-Credentialed Librarians by Type, 1990–2000

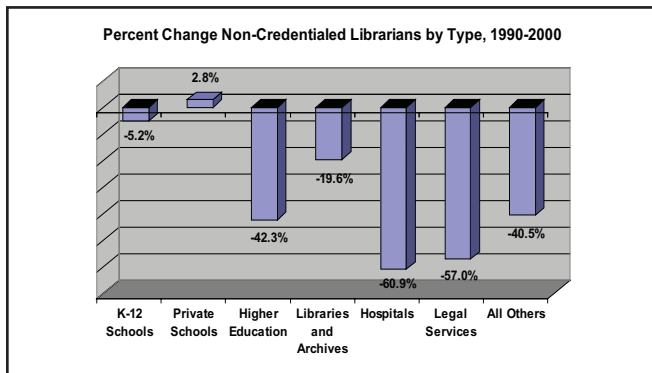
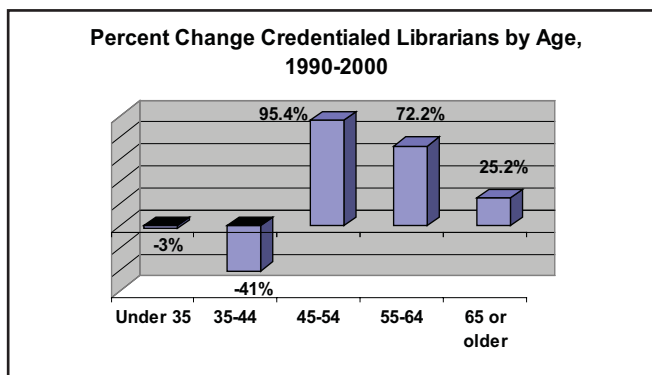


Figure 4: Percent Change Credentialed Librarians by Age, 1990–2000



35, -41.7% ages 35–44, -13.8% ages 55–64, -36.3% ages 65 or older. The only age range to experience growth was ages 45–54 at +28%. Library assistants “under 35” declined by 20.6%. In fact, the decline in library assistants continued into the next age category of 35–44 (see figure 6).

Figure 7 presents the percentage change in the US population between 1990 and 2000. It is interesting to note the decline in individuals under age 35 (Census data age 18–34 were used for this calculation). The US population saw a decline of 19% in this age category. Complimenting Figures 4 through 6, and putting the Census estimate of for the under 35 age group in perspective, figure 8 presents the percent change from 1990–2000 for credentialed librarians for the under 35 age group by race/ethnicity.

Staff gain was reported for both credentialed and non-credentialed librarians in the age group 45–54, approximately +95.4% and +28%, respectively. Further increases are reported for credentialed librarians in the age range 55–64 (75.2%) and in the age range 65 or older (25.2%). These figures are not entirely surprising as the profession ages. However, the +25.2% growth for credentialed librarians age 65 and older does raise questions about retirement estimates for the profession (see table C-1 in Appendix C). These estimates are for ranges of hourly employment; however a majority of those reporting indicated working more than 40 hours per week. Even so, it does raise questions about the extent to which librarians age 65 and older are employed in part-time library positions.

Regarding library assistants and technicians, there was an overall increase of 3.6% between 1990 and 2000, with the highest increase in private K–12 and hospitals. It is important to note that both of these types of libraries represent a very small percentage of staff in libraries overall.

Figure 5: Percent Change Non-Credentialed Librarians by Age, 1990–2000

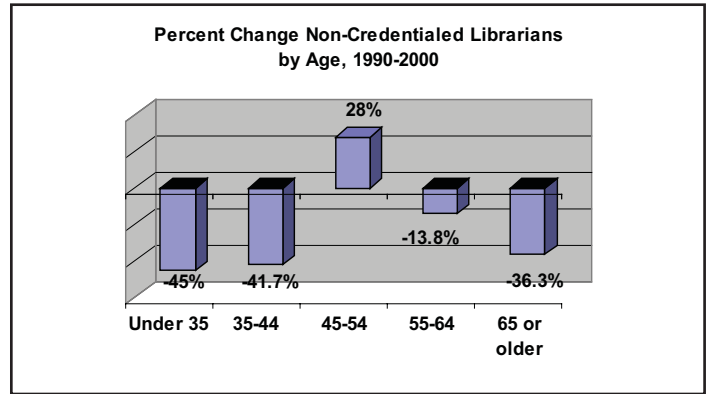


Figure 6: Percent Change Library Assistants by Age, 1990–2000

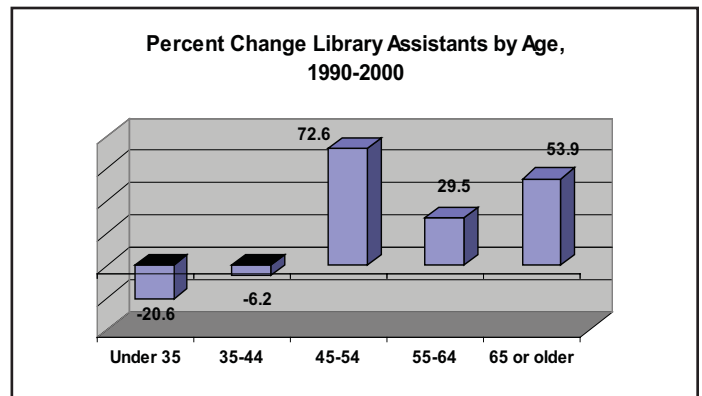


Figure 7: Percentage Change in US Population by Age, 1990–2000

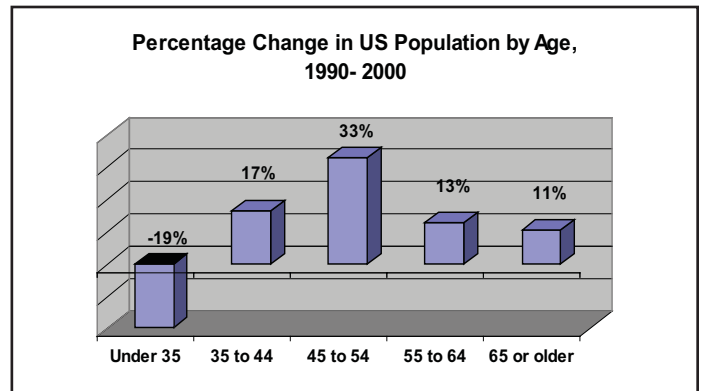
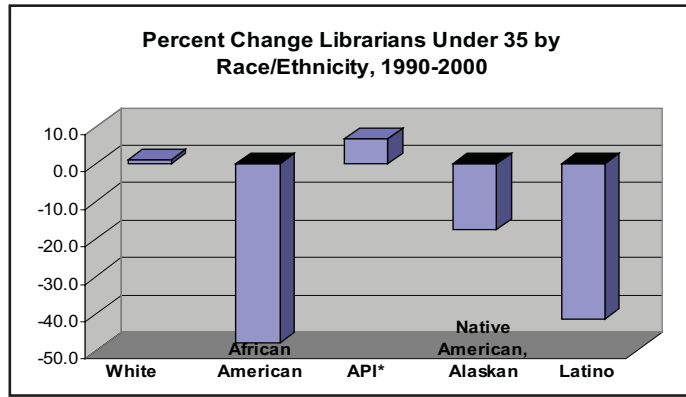


Figure 8: Percent Change Librarians Under 35 by Race/Ethnicity, 1990–2000



CENSUS ESTIMATES AND NATIONALLY REPORTED LIBRARY STATISTICS

In order to understand what the Census estimates meant in the “real world” of librarianship it was necessary to go to the nationally reported data. The National Center for Education Statistics (NCES) regularly reports national, state and individual library statistics on a variety of aspects of library operations. Using the figures reported in 1990 and 2000 about library staffing, both professional and other staff, it was possible to apply the Census estimates to NCES figures and determine staff distributions by type of library, gender, race/ethnicity, and age (2000). Tables A-1 and A-2 in Appendix A present 2000 data distributions for all credentialed librarians and library assistants for public, school (K–12 public and private), and higher education (2-year, 4-year, and university) libraries. Tables A-3 through A-8 present details by library position and type of library for 2000 (see Appendix A).

What do These Data Tell Us?

The nearly 110,000 credentialed librarians in public, school, and academic libraries are predominantly white regardless of age group or gender (see table 1). When looking at gender in non-white race/ethnicity categories, the data reveal a higher proportion of Native American, Latino, or multiple race males than for their white counterparts. Overall diversity for these groups, regardless of gender, holds true for each age group except 45–54 and 55–64 where African Americans are more represented. Women were more represented in African American and Asian/Pacific Islander (API) categories by approximately 10% than for the other race/ethnicity groups.

Knowing that most librarians enter the profession at about age 30 means that a majority of non-white men and women in the 45–54 age range in 2000 may have entered the profession in 1975–1985. This corresponds with intensive efforts during that period to diversify the profession and may forecast what we can expect based on renewed workforce diversification efforts begun in the mid 1990s.

Table 1: Number of Credentialed Librarians by Characteristic, 2000

		Total	White	African American	API	Native American inc. Alaskan	Two or more races	Latino
Total		109,958	97,827	5,244	3,516	310	923	2,137
Gender	<i>Male</i>	19,463	17,386	572	570	93	245	597
	<i>Female</i>	90,495	80,441	4,672	2,946	217	678	1,541
Age	<i>Under 35</i>	12,082	10,566	367	715	65	133	237
	<i>35–44</i>	21,106	17,809	1,185	1,015	87	327	682
	<i>45–54</i>	50,139	45,483	2,192	1,029	120	342	973
	<i>55–64</i>	21,922	19,863	1,145	590	37	78	208
	<i>65 or older</i>	4,710	4,106	356	166	-	43	38
Work Disability Status	<i>Limited</i>	4,516	3,480	607	179	-	21	228
	<i>Not limited</i>	105,442	94,347	4,637	3,337	310	901	1,909

Implications for PROFESSIONAL PARTICIPATION

As of September 2006, 14% of ALA's membership had responded to a demographic survey allowing for some comparison to Census data. The most pronounced alignment gap appears between the Census estimates for the library industry and ALA member response is in age categories. Tables 2 through 4 present ALA membership comparisons. Whereas the 2000 Census data indicate workers clustering in the mid-to-upper age ranges, ALA members responding to the demographic survey are clustering in the lower age ranges. Further member response is required to determine if this is a stable pattern, or simply a reflection of those responding as of September 2006. The gender, race/ethnicity, and disability responses are on par with Census library workforce estimates.

Table 2: Percent Credentialed Librarians 2000 Census and ALA Membership 2006, by Race/Ethnicity

	White	African American	Latino	Native American, inc. Alaskan	API	Two or more
Census Estimates for Librarians, 2000	89%	5%	2%	Less than 1%	3%	1%
ALA Member Demographic responses, 2006	89%	4.5%	3%	1.4%	2.7%	1.4%

Table 3: Percent Credentialed Librarians 2000 Census and ALA Membership 2006, by Age

	Under 35	35–44	45–54	55–64	65 or older
Census Estimates, 2000	11%	19%	45.6%	19.9%	4.3%
ALA Member Demographic responses, 2006	32%	21%	36%	9.5%	.07%

Table 4: ALA Member Demographics, September 2006

ALA Member Characteristics	September, 2006 (response 9,137, about 14%)
Gender	80% Female 19% Male
Age	54% of membership was born between 1940–1959; 38.5% between 1960–1979
Race/Ethnicity	89% White 4.5% Black/African American 3% Hispanic or Latino 1.4% Native American 2.7% API
Degrees Earned	74% ALA-MLS 2.7% non ALA-MLS 29 % Master's in addition to the ALA-MLS 2% Ph.D.
Disability status	3.5% reported a disability

Implications for RECRUITMENT AND RETENTION

That credentialed librarians under age 45 comprised almost a third, 30%, of the total for that category in 2000, yet accounted for 44% of credentialed librarians leaving the work force, speaks not so much to an inability to effectively recruit individuals to LIS education and practice as to an inability to effectively retain them. The attrition rates of library assistants in this same age range, at nearly 27%, also merits attention as it suggests that even those employees most available and likely to be recruited into LIS education and professional practice, or at least promoted into support staff positions offering higher level responsibility, are not being provided with the career ladders necessary to leverage and training within the library. For both credentialed librarians and library assistants under age 45, these numbers suggest a revolving door effect where individuals are compelled by competing workforce opportunities or by delayed access to managerial leadership to leave the library field for greener pastures elsewhere. More so than a matter of not having enough individuals in the pipeline to fill entry-level library positions, these numbers point to what can be foreseen in the LIS field as a crisis of leadership.

In regards to racial and ethnic diversity, the need for both intensified recruitment and retention strategies is evident. According to a comparison of 1990 and 2000 Census EEO files, individuals from racial and ethnic minority backgrounds self-identifying as librarians (and thus ostensibly includes all categories of library workers) for the most experienced dramatic rates of attrition that cannot be completely accounted for by retirement (see table 5).

Separated out, the rate of attrition by librarians from racial and ethnic minority backgrounds who also have master's degrees is not as dramatic and reveals both areas of improvement and needed attention (see table 6).

Data also evidence that despite recent diversity recruitment measures, some racial and ethnic minority groups, notably African Americans and Latinos, are actually seeing a decrease in the number of credential librarians under age 45. The incremental increase in numbers of racial and ethnic minorities enrolled in the nation's LIS programs have not reflected the rate of increase, by percentage, of racial and ethnic minorities in this country over the past decade or more.

Table 5: Librarians in the United States, 1990 and 2000 Data from the U.S. Bureau of the Census EEO Files

	1990	2000	Difference
Total Librarians	200,881	190,255	-10,656 (-5.3%)
<i>White (not Hispanic)</i>	171,470	163,535	-7,935 (-4.6%)
<i>Black (not Hispanic)</i>	15,500	11,365	-4,135 (-26.6%)
<i>American Indian/Alaska Native</i>	904	700	-204 (-22.5%)
<i>Asian and Pac. Isl.</i>	6,787	6,105	-682 (-10%)
<i>Hispanic</i>	6,164	6,370	+206 (+3%)

Table 6: Percent Change Credentialed Librarians by Race/Ethnicity, 1990–2000

	Total	White	African American	API	Native American inc. Alaskan	Latino
Total	21.6	23.6	-4.4	8.7	140.0	25.6
Type of Employment						
<i>K-12 Schools</i>	61.7	68.2	11.7	-4.6	268.2	58.8
<i>Private Schools</i>	52.0	53.9	35.0	53.8	190.0	-7.8
<i>Higher Education</i>	-2.3	-2.3	-13.6	17.2	309.4	-44.7
<i>Libraries and Archives</i>	24.2	27.5	-23.4	9.5	7.8	61.9
<i>Hospitals</i>	-46.2	-45.7	-43.5	-73.2	--	200.0
<i>Legal Services</i>	27.0	23.4	306.7	74.4	--	--
<i>All Others</i>	5.2	0.3	29.1	21.6	--	293.2

Implications for RETIREMENT

Explaining the retention at older ages and the decline in the career entry age ranges becomes problematic, especially as the profession was graduating an average of 4,898 MLIS students each year during this ten year period. The Census figures would indicate those graduates did not come into the library profession. This may be a result of older librarians remaining in the workforce beyond age 65, thereby holding potential vacancies and reducing available opportunity for younger librarians to move up. Veteran librarians are moving up, but not out of the profession.

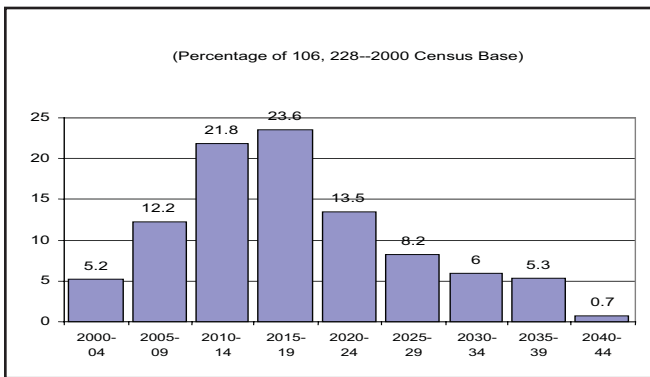
In 2004, ALA updated its 2002 study of librarian retirements and the issues of library workforce recruitment. Using the 2000 U.S. Census data the researchers (Lynch, Tordello, and Godfrey) determined that retirements would be slightly delayed than described in the 2002 study (which used 1990 Census data), but with that delay more librarians would be eligible to retire (more would be age 65 or older) (2004). Figure 9 replicates a table from the 2004 study presenting retirement intervals for those individuals self-reporting as Librarian. Figure 10 is replicated from a presentation made by Stephen Tordello to the Special Libraries Association at its annual conference in June 2005 (2005).

Another explanation might be salaries. From salary studies done by the ALA since 1982 of full-time librarians, we know that salaries for beginning level librarians did see improvement during this period and overall salaries kept up with inflation. Table D-1 in Appendix D presents salary data reported from 1990–2000 for librarians in public and academic libraries (two-year, four-year, and university) as compared with all U.S. workers.

Figure 9: Number of Librarians Reaching Age 65

Time Period	Number
2000–04	5,479
2005–09	12,898
2010–14	23,208
2015–19	25,014
2020–24	14,400
2025–29	8,674
2030–34	6,517
2035–39	5,544
2040–44	691

Figure 10: Librarians Reaching Age 65



With strong retention of librarians at the over 45 age ranges, and an apparently consistent growth rate regardless of race or ethnicity coupled with a decline in both credentialed and non-credentialed African American librarians, raises the question why. Did these individuals find employment outside of the library industry during the decades reported?

Although salaries kept pace with inflation during the 1990–2000 period, they did not increase at the rate of other professions—such as information technology (IT) or web design/

development. The U.S. Bureau of Labor Statistics (BLS) collects employment and wage information on a series of job classifications. IT related jobs are classified under information, then by type—Internet publishing and broadcasting, Telecommunications, ISPs, search portals, and data processing. Libraries are classified under Education and Other services—government, state, and local. Table D-2 in Appendix D presents seasonally adjusted employment figures (in thousands) and average hourly earnings reported to BLS for the period July 2005 and July 2006 (2006).

The spring 2006 *Occupational Outlook Quarterly*, published by the U.S. Bureau of Labor Statistics (BLS), anticipates much faster job growth between 2004 and 2014 for a range of computer technology careers, including computer scientists and database administrators, computer software engineers, and computer support specialists and systems administrators (2006). Growth rates of between 28% and 46% are anticipated for this career group.

Implications for EMPLOYMENT OPPORTUNITIES

Also projected in the spring 2006 issue of the *Occupational Outlook Quarterly* was job growth for librarians and library technicians between the years 2004–2014 of 5% and 13%, respectively.

“Librarians—Slower than average growth. Job growth is expected to be slowed by government budget pressures and the increasing use of computerized information storage and retrieval systems that simplify some tasks. But opportunities are expected to be excellent because of the need to replace retirees.”

“Library technicians—Average growth. Continued automation of library systems will allow library technicians to perform more tasks and to replace some higher paid librarians. Opportunities should be particularly good in hospital, corporate, and other special libraries.”

Comparing the BLS estimates of only 3% job growth for the period 2004–2014 underestimates the potential employment opportunities if library workers age 65 or older indeed retire. Although the Census data indicated modest growth in this age range between the periods 1990 and 2000, the significant declines in estimated staffing could indicate more opportunity for employment than BLS anticipates.

Preliminary analysis by ALA of academic and public library staffing indicates modest growth. These data appear in Appendix D, tables D-3 and D-4. Academic libraries

experienced a 1.6% increase in staffing for the period 1981–82 to 2002, with an increase of 12% in the number of institutions reporting. Public libraries experienced an increase in staffing of 1.5% for the period 1982 to 2004, with an increase of 4% in the number of public libraries reporting. Figures 11 and 12 depict total staffing distributions by type of library for the most current fiscal years available (2000 for academic, and 2004 for public libraries). In both cases, BLS is projecting considerably more growth in the profession than are reflected in the actual growth for the period 1982–2002.

The most significant growth period for academic library staffing was 1987–1992, where staffing fluctuated between 66,000 and 99,000, largely due to reporting of “other staff.” An important distinction, and not included with the academic staffing, are student assistants—a large pool of part-time, temporary employees in academic libraries. Student assistants represented 28% of the full time equivalent (FTE) staffing in academic libraries in 2000.

Public libraries experienced a steady increase in staffing between 1982 and 2004. This is not surprising as public libraries are built and staffed in proportion to local demographics (population growth). The largest growth in staffing occurred between 1998 and 1999, approximately 3.5% evenly distributed across ALA-MLS librarians, non-MLS librarians and other staff.

Additional information regarding fluctuation in public sector employment and the economic downturn (recession) in the 1990s and 2001 is available from the U.S. Bureau of Labor Statistics (BLS) (Hatch 2004). Detailed comparisons of employment and earnings are made for the two decades, and align with the period of analysis of the ALA diversity study for the industry Libraries and Archives reported in Appendices A, B and C of this report.

Implications by LIBRARY SETTING

There are some interesting distributions when the data presented in Appendices A and B, Census estimates applied to NCES library data, are presented in graphic form. The distributions of credentialed librarians and library assistants by race/ethnicity for 2000 are not surprising. Figure 13 presents distributions for 2000 applying the Census estimates to FTE staffing data reported by libraries to the National Center for Education Statistics (NCES). There is a slightly broader distribution of race/ethnicity groups for non-MLS staff (library assistants) than for professional (MLS) staff. When looking by types of libraries, the racial distributions are most pronounced in academic libraries. Library as-

Figure 11: Academic Library Staffing, Academic Year 2000

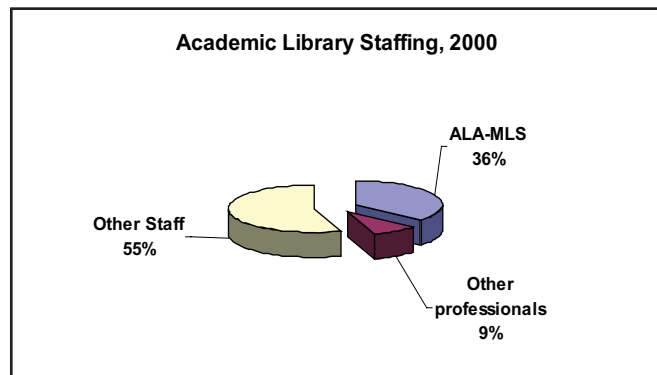
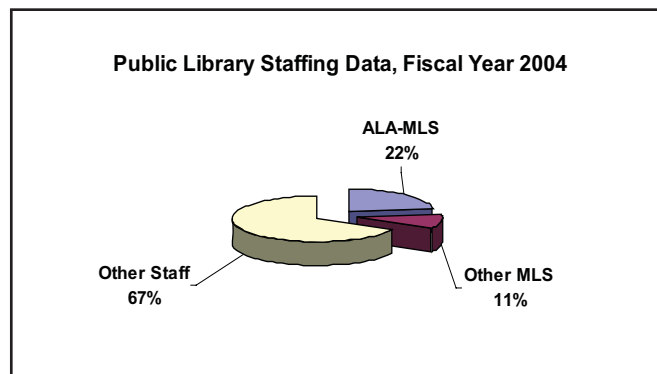


Figure 12: Public Library Staffing, Fiscal Year 2004



sistants in academic libraries have three times as many Latino and twice as many African American staff than their MLS counterparts. A similar proportional difference appears in public libraries. With the exception of Latino library assistants, K–12 proportions are almost identical regardless of position (librarian or library assistant).

It also is interesting to note that the racial distributions in the U.S. population in 2000 were (U.S. Bureau of the Census 2000):

White	75.1 %
Black or African American	12.3 %
Hispanic or Latino of any race	12.5 %
American Indian and Alaska Native.....	0.9 %
Asian	3.6 %
Native Hawaiian and Other Pacific Islander.....	0.1%
Two or more races	2.4 %

Note—87.5% of Americans did not report themselves as Hispanic or Latino in the 2000 Census. These data are offered as indicators of how far from the national averages in 2000 our profession was regarding the racial diversity of the populations they serve.

The following figures depict the total of public, school and academic library credentialed librarians and library assistants by type of position and gender, race and ethnicity, and ages (see figures 13-24).

Figure 13: Total Number of Credentialed Librarians by Race/Ethnicity, 2000

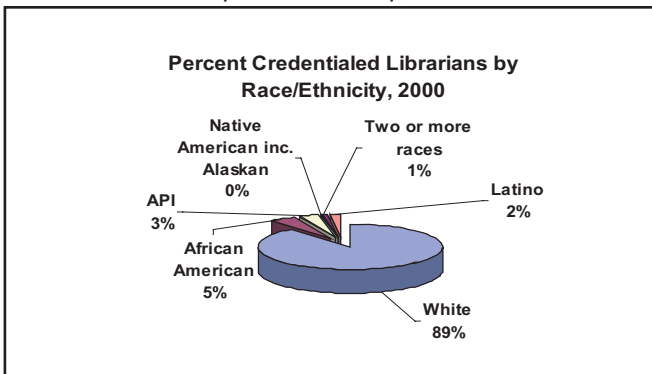


Figure 14: Total Credentialed Librarians by Gender, 2000

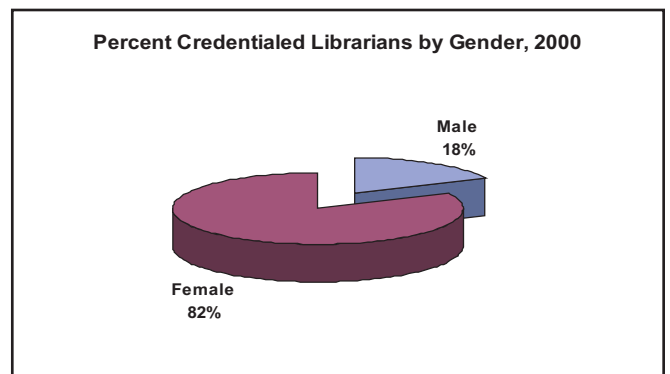


Figure 15: Credentialed Librarians Usual Hours Worked, 2000

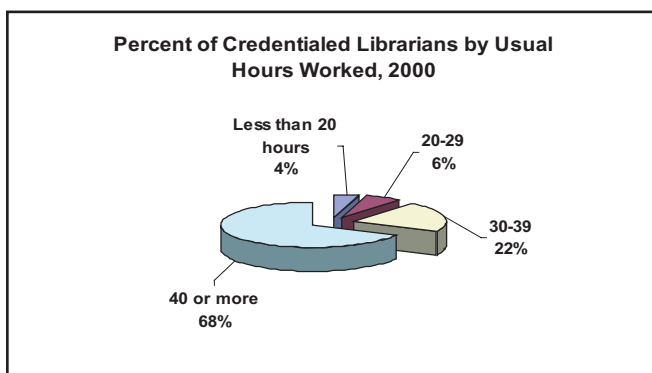


Figure 16: Credentialed Librarians by Work Disability Status, 2000

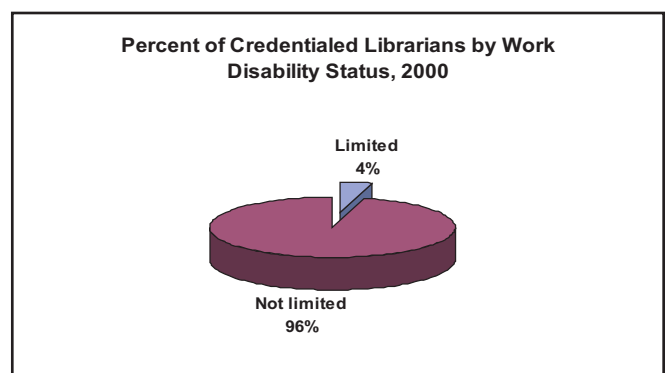


Figure 17: Percent Credentialed Librarians by Race/Ethnicity, 2000

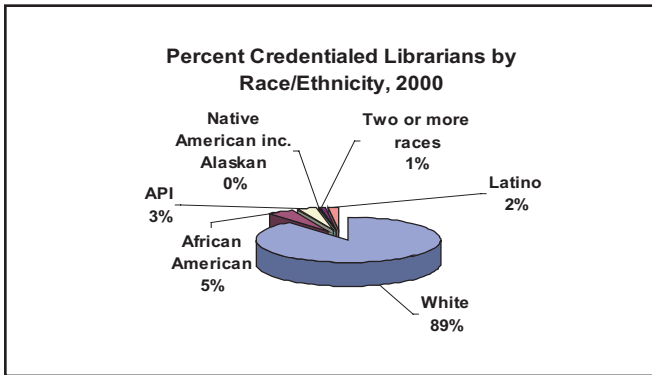


Figure 18: Percent Credentialed Academic Librarians by Race/Ethnicity, 2000

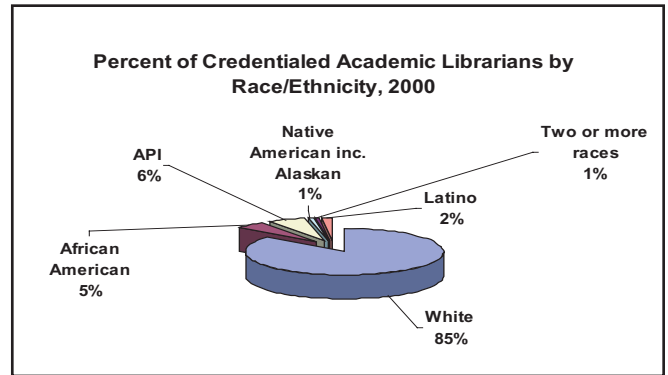


Figure 19: Percent Academic Library Assistants by Race/Ethnicity, 2000

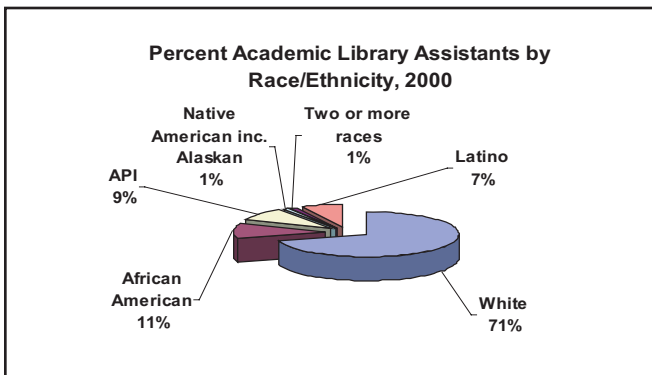


Figure 20: Percent Credentialed Public Librarians by Race/Ethnicity, 2000

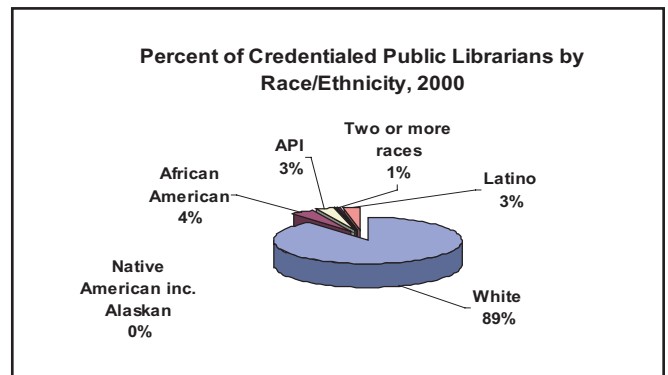


Figure 21: Percent Library Assistants by Race/Ethnicity, 2000

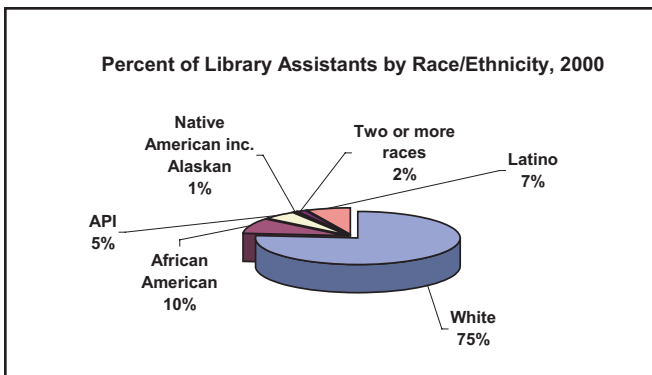


Figure 22: Percent Public Library Assistants by Race/Ethnicity, 2000

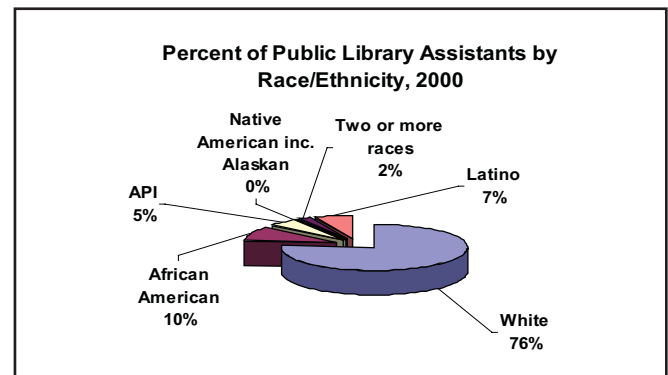


Figure 23: Percent K-12 Schools Credentialed Librarians by Race/Ethnicity, 2000

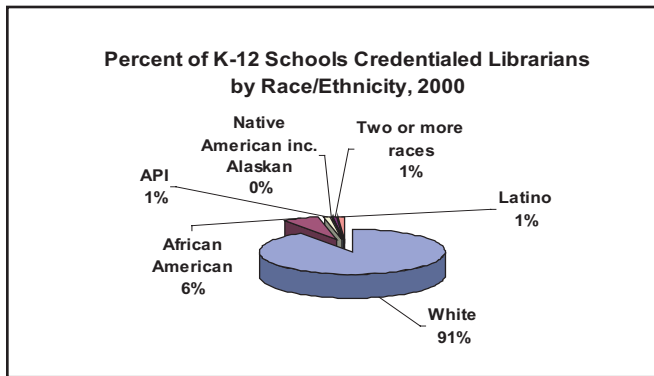
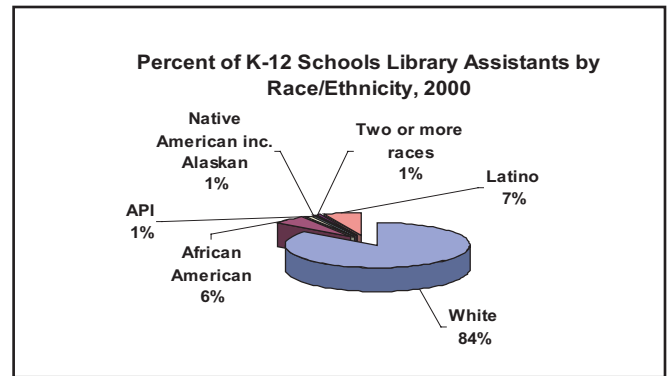


Figure 24: Percent K-12 Schools Library Assistants by Race/Ethnicity, 2000



Implications by LIS EDUCATION

The Census data would indicate that not only does the profession not align proportionally with U.S. population, it is clear we are not integrating our MLIS graduates into library employment. With few staff of retirement age leaving the profession, entry-level positions that should be available to graduates are not. Upper and mid-level staff are not moving up or out, thereby stifling vacancies at many levels of library employment.

Looking at the numbers of graduates in years 1999–2000 and 2000–2001, it is clear that individuals under age 35 reporting employment in the Libraries and Archives industry is lower than it should be. Table D-5 in Appendix D presents master’s degrees earned graduation year for ALA accredited and other programs. Figures 25 and 26 demonstrate that not only are ALA accredited degrees on the decline, but enrollment is rising steadily. The profession hasn’t seen such low ALA accredited graduation rates since the early 1980s.

Figures 27 and 28 present enrollment data by gender and race/ethnicity reported by the Association of Library and Information Science Educators (ALISE) in its annual statistical reports. It is hardly surprising the profession looks as it does given these enrollment figures.

Figure 25: All ALA Accredited MLIS Degrees, 1999-2002

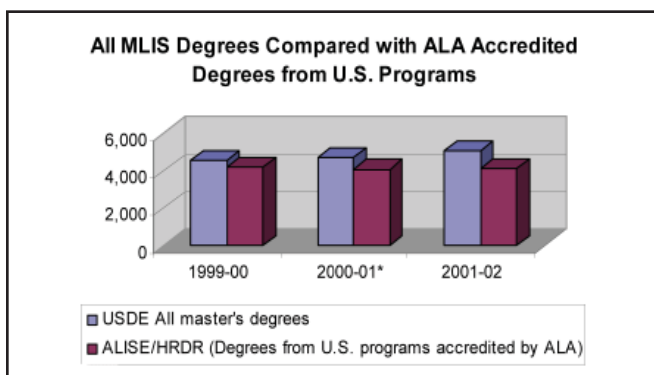


Figure 26: Percent ALA Accredited Degrees, 1999-2002

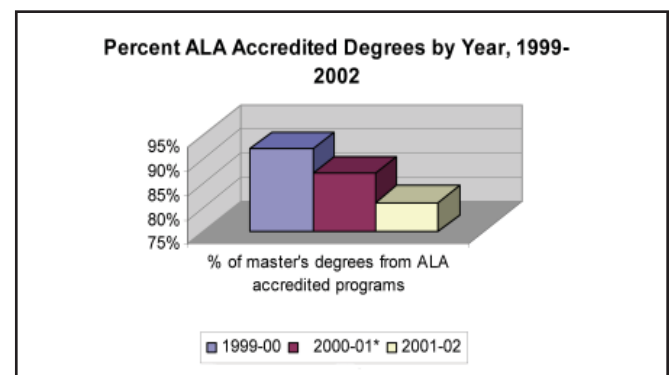


Figure 27: Student Enrollment by Gender and Race/Ethnicity, 1998-99

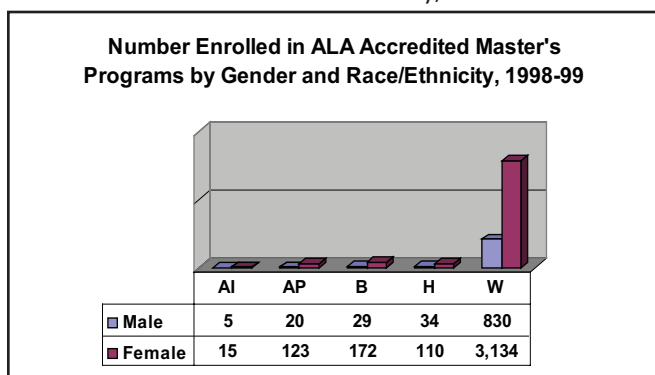
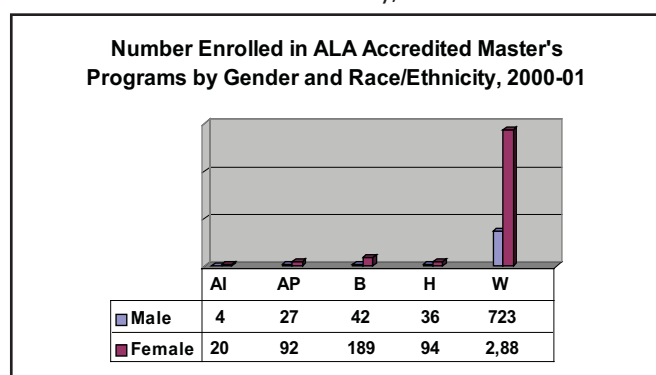


Figure 28: Student Enrollment by Gender and Race/Ethnicity, 2000-01



CONCLUSION

The Census data analyses provided here is likely to raise two questions: *why now?* And even more important, *what now?* In answer to the first, this study comes in support of those in the library and information science arena (library administrators, human resource officers, hiring managers, researchers, educators, students, trustee and advisory board members, grant officers, association committee members, etc.) who have sought to better understand library workforce data and how to use these data to guide planning. Ironically, by the time it can be meaningfully analyzed, decennial Census data is almost outdated, thus its significance lies not in what it can tell us not so much about the present we have inherited but in what it can forecast about our future demographics. As stated earlier the numbers here are made more meaningful by the attempt to bring terms such as “librarian” and “library assistant” into closer alignment with the contemporary LIS definitions of these titles. The separation of librarians into credentialed and non-credentialed categories and the isolation of library settings make these data more relevant and revelatory.

The answer to the second question rests collectively with libraries and those that work in them. As our communities, be they urban, suburban, or rural, become increasingly diverse in nearly every dimension, what must we do to ensure that our libraries remain in touch with those we exist to serve? The data presented suggests that libraries would do well to strategically plan around human resource development and succession planning. The persistent lag in diversity in our LIS schools, the number of librarians and library assistants leaving the profession prematurely, the aging of racial and ethnic minority library workers, and the continued under-representation of workers with disabilities, suggests a proportionally less diverse library workforce on the horizon. In addition to the proliferation of new and the expansion of existing LIS diversity education and workforce recruitment programs, efforts must be made to provide accessible career ladders and opportunities for professional learning and development to current library staff. More than mere representation in the workforce, measures must be taken to promote and advance diversity at the management level in LIS institutions, if not they will continue to serve as revolving doors at best, to members of the communities on whom they will increasingly depend for survival.

Finally this study suggests the application of diversity not so much as a separate programmatic effort, but as a central framework of twenty-first century library and in-

formation science practice. The very existence of libraries rests on our ability to create institutions and resource centers where would-be users see their information needs and themselves reflected.

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APPENDIX A:
**2000 Census Estimates Applied to National Center
for Education Statistics Data**

Table A-1: Number of Credentialed Librarians by Characteristic, 2000

		Total	White	African American	API	Native American inc. Alaskan	Two or more races	Latino
Total		109,958	97,827	5,244	3,516	310	923	2,137
Gender	<i>Male</i>	19,463	17,386	572	570	93	245	597
	<i>Female</i>	90,495	80,441	4,672	2,946	217	678	1,541
Age	<i>Under 35</i>	12,082	10,566	367	715	65	133	237
	<i>35-44</i>	21,106	17,809	1,185	1,015	87	327	682
	<i>45-54</i>	50,139	45,483	2,192	1,029	120	342	973
	<i>55-64</i>	21,922	19,863	1,145	590	37	78	208
	<i>65 or older</i>	4,710	4,106	356	166	-	43	38
Work Disability Status	<i>Limited</i>	4,516	3,480	607	179	-	21	228
	<i>Not limited</i>	105,442	94,347	4,637	3,337	310	901	1,909
Usual Hours Worked	<i>Less than 20 hours</i>	4,842	4,246	219	248	--	45	83
	<i>20-29</i>	6,597	6,009	161	224	--	103	99
	<i>30-39</i>	23,958	21,045	1,406	885	17	223	381
	<i>40 or more</i>	74,047	66,045	3,444	2,140	293	552	1,574

Table A-2: Number of Library Assistants by Characteristic, 2000

		Total	White	African American	API	Native American inc. Alaskan	Two or more races	Latino
Total		141,566	107,989	13,658	7,276	720	2,239	9,683
Gender	<i>Male</i>	24,832	16,654	2,952	2,254	196	553	2,222
	<i>Female</i>	116,734	91,335	10,706	5,022	524	1,686	7,461
Age	<i>Under 35</i>	58,710	44,785	5,664	3,018	299	928	4,016
	<i>35-44</i>	23,936	18,007	2,807	785	76	413	1,848
	<i>45-54</i>	32,275	27,838	1,977	778	78	313	1,291
	<i>55-64</i>	17,718	15,443	1,302	407	11	139	416
	<i>65 or older</i>	8,927	8,147	294			5	323
Work Disability Status	<i>Limited</i>	9,525	6,379	1,450	666	99	191	740
	<i>Not limited</i>	132,041	101,610	12,208	6,611	621	2,048	8,944
Usual Hours Worked	<i>Less than 20 hours</i>	34,358	26,091	2,668	2,894	255	607	1,842
	<i>20-29</i>	30,523	23,432	2,472	1,607	107	445	2,461
	<i>30-39</i>	28,950	23,900	2,779	539	70	427	1,235
	<i>40 or more</i>	43,754	32,235	5,302	1,793	254	585	3,585

Table A-3: Number of Libraries and Archives Credentialed Librarians by Characteristic, 2000

		Total	White	African American	API	Native American inc. Alaskan	Two or more races	Latino
Total		30,560	27,319	1,187	949	47	244	815
Gender	<i>Male</i>	5,435	4,882	131	68	--	61	291
	<i>Female</i>	25,125	22,437	1,056	880	47	182	523
Age	<i>Under 35</i>	4,267	3,785	83	208	--	78	113
	<i>35-44</i>	6,154	5,276	246	311	6	71	245
	<i>45-54</i>	13,094	11,796	569	246	41	71	371
	<i>55-64</i>	5,546	5,131	209	113	--	7	86
	<i>65 or older</i>	1,499	1,331	80	70	--	17	--
Work Disability Status	<i>Limited</i>	1,082	854	110	7	--	17	94
	<i>Not limited</i>	29,478	26,465	1,077	942	47	227	720
Usual Hours Worked	<i>Less than 20 hours</i>	1,904	1,739	39	69	--	19	38
	<i>20-29</i>	2,796	2,538	51	92	--	51	64
	<i>30-39</i>	8,155	7,388	326	296	--	41	104
	<i>40 or more</i>	17,540	15,488	771	492	47	133	609

Table A-4: Number of K-12 Schools Credentialed Librarians by Characteristic, 2000

		Total	White	African American	API	Native American inc. Alaskan	Two or more races	Latino
Total		54,246	49,117	3,514	540	137	332	607
Gender	<i>Male</i>	2,141	2,026	69	5	-	26	15
	<i>Female</i>	23,686	21,359	1,604	252	65	132	274
Age	<i>Under 35</i>	1,569	1,450	102	-	--	-	17
	<i>35-44</i>	3,311	2,856	226	10	44	80	95
	<i>45-54</i>	14,652	13,490	792	163	6	58	143
	<i>55-64</i>	5,600	5,006	453	84	15	20	22
	<i>65 or older</i>	695	583	100	-	-	-	12
Work Disability Status	<i>Limited</i>	1,377	1,042	236	50	-	-	49
	<i>Not limited</i>	24,450	22,343	1,437	207	65	158	240
Usual Hours Worked	<i>Less than 20 hours</i>	398	359	39	-	-	-	--
	<i>20-29</i>	415	385	30	-	-	-	--
	<i>30-39</i>	4,981	4,301	610	17	-	23	30
	<i>40 or more</i>	19,961	18,268	994	240	65	135	259

Table A-5: Number of Higher Education Credentialed Librarians by Characteristic, 2000

		Total	White	African American	API	Native American inc. Alaskan	Two or more races	Latino
Total		25,152	21,541	1,214	1,580	164	269	385
Gender	<i>Male</i>	7,578	6,677	200	394	98	114	96
	<i>Female</i>	17,574	14,863	1,013	1,187	66	155	289
Age	<i>Under 35</i>	3,155	2,578	92	382	47	20	35
	<i>35-44</i>	5,683	4,833	351	339	35	61	65
	<i>45-54</i>	10,036	8,781	372	471	60	115	237
	<i>55-64</i>	5,156	4,441	276	324	22	51	42
	<i>65 or older</i>	1,122	908	123	64	--	22	6
Work Disability Status	<i>Limited</i>	856	542	175	92	--	--	46
	<i>Not limited</i>	24,296	20,998	1,038	1,488	164	269	339
Usual Hours Worked	<i>Less than 20 hours</i>	1,253	955	137	138	--	22	--
	<i>20-29</i>	1,390	1,243	53	94	--	--	--
	<i>30-39</i>	5,476	4,422	269	477	18	107	183
	<i>40 or more</i>	16,913	14,816	740	871	146	139	201

Table A-6: Number of Libraries and Archives Library Assistants by Characteristic, 2000

		Total	White	African American	API	Native American inc. Alaskan	Two or more races	Latino
Total		90,977	69,248	9,112	4,488	309	1,633	6,186
Gender	<i>Male</i>	16,065	10,845	1,842	1,343	63	484	1,488
	<i>Female</i>	74,912	58,404	7,270	3,145	246	1,149	4,698
Age	<i>Under 35</i>	38,820	25,934	4,713	3,049	202	1,045	3,878
	<i>35-44</i>	14,758	10,633	2,218	527	38	266	1,076
	<i>45-54</i>	18,245	15,616	1,128	486	35	257	723
	<i>55-64</i>	11,594	10,079	800	332	--	65	318
	<i>65 or older</i>	7,560	6,987	254	95	34	--	191
Work Disability Status	<i>Limited</i>	6,276	4,254	986	416	29	88	503
	<i>Not limited</i>	84,701	64,995	8,126	4,072	280	1,545	5,683
Usual Hours Worked	<i>Less than 20 hours</i>	24,049	18,690	1,836	1,914	88	424	1,096
	<i>20-29</i>	22,388	17,794	1,461	1,023	64	409	1,636
	<i>30-39</i>	15,975	12,681	1,949	264	36	345	699
	<i>40 or more</i>	25,907	18,604	3,414	1,098	108	378	2,305

Table A-7: Number of K–12 Schools Library Assistants by Characteristic, 2000

		Total	White	African American	API	Native American inc. Alaskan	Two or more races	Latino
Total		44,726	38,192	2,530	581	229	236	2,958
Gender	<i>Male</i>	975	637	42	28	40		227
	<i>Female</i>	43,751	37,555	2,488	552	189	236	2,731
Age	<i>Under 35</i>	3,600	3,074	204	47	18	19	238
	<i>35-44</i>	11,703	9,661	817	123	50	120	932
	<i>45-54</i>	18,395	16,422	843	149	7	71	904
	<i>55-64</i>	8,427	7,804	345	83	9	33	153
	<i>65 or older</i>	2,601	2,318	40			12	231
Work Disability Status	<i>Limited</i>	3,024	2,391	328	59	47	35	163
	<i>Not limited</i>	41,702	35,801	2,202	522	182	201	2,795
Usual Hours Worked	<i>Less than 20 hours</i>	5,514	4,610	293	158	66	104	283
	<i>20-29</i>	5,646	4,983	137	236	40		250
	<i>30-39</i>	17,656	15,829	727	106	40	66	888
	<i>40 or more</i>	15,305	12,201	1,374	45	83	66	1,537

Table A-8: Number of Higher Education Library Assistants by Characteristic, 2000

		Total	White	African American	API	Native American inc. Alaskan	Two or more races	Latino
Total		5,863	4,123	646	536	46	86	426
Gender	<i>Male</i>	1,668	1,093	196	197	19	23	139
	<i>Female</i>	4,195	3,030	450	338	27	63	287
Age	<i>Under 35</i>	3,915	2,561	454	441	45	69	345
	<i>35-44</i>	572	423	67	39	--	5	38
	<i>45-54</i>	886	742	72	36	1	5	30
	<i>55-64</i>	392	311	48	17	--	6	11
	<i>65 or older</i>	97	87	5	3	--	--	3
Work Disability Status	<i>Limited</i>	281	168	45	34	4	10	21
	<i>Not limited</i>	5,582	3,956	601	502	42	76	405
Usual Hours Worked	<i>Less than 20 hours</i>	1,789	1,225	168	218	25	32	122
	<i>20-29</i>	1,301	864	167	110	7	5	149
	<i>30-39</i>	841	667	88	48	4	9	24
	<i>40 or more</i>	1,730	1,261	216	119	8	21	105

**APPENDIX B:
1990 Census Estimates Applied to National Center
for Education Statistics Data**

Table B-1: Credentialed Librarian Characteristics by Race/Ethnicity, 1990

		Total	White	African American	API	Native American inc. Alaskan	Latino
Total		120,365	105,908	7,423	4,483	284	2,266
Gender	<i>Male</i>	19,146	17,024	737	750	36	599
	<i>Female</i>	65,670	57,605	4,494	2,409	164	998
Age	<i>Under 35</i>	11,686	9,883	657	665	102	379
	<i>35-44</i>	33,575	30,074	1,716	1,097	54	634
	<i>45-54</i>	24,077	21,243	1,540	883	10	401
	<i>55-64</i>	11,948	10,149	1,183	450	34	132
	<i>65 or older</i>	3,530	3,280	135	64	--	51
Work Disability Status	<i>Limited</i>	2,216	1,995	138	17	21	45
	<i>Not limited</i>	82,600	72,634	5,093	3,142	179	1,552
Usual Hours Worked	<i>Less than 20 hours</i>	4,359	3,952	192	152	--	63
	<i>20-29</i>	6,279	5,734	113	310	16	106
	<i>30-39</i>	20,482	17,524	1,701	843	33	381
	<i>40 or more</i>	52,676	46,549	3,162	1,784	151	1,030

Table B-2: Library Clerks Characteristics by Race/Ethnicity, 1990

		Total	White	African American	API	Native	
						American inc. Alaskan	Latino
Total		155,039	119,981	17,243	7,764	1,081	8,971
Gender	<i>Male</i>	32,557	23,221	3,825	2,829	223	2,458
	<i>Female</i>	122,482	96,760	13,417	4,935	858	6,512
Age	<i>Under 35</i>	85,269	59,772	11,994	6,202	652	6,650
	<i>35-44</i>	28,254	23,466	2,651	667	150	1,319
	<i>45-54</i>	20,086	17,367	1,576	537	160	445
	<i>55-64</i>	14,778	13,317	681	311	25	444
	<i>65 or older</i>	6,653	6,059	340	47	94	113
Work Disability Status	<i>Limited</i>	5,952	5,072	504	123	36	217
	<i>Not limited</i>	149,087	114,908	16,739	7,641	1,045	8,754
Usual Hours Worked	<i>Less than 20 hours</i>	57,503	44,452	5,640	4,004	286	3,121
	<i>20-29</i>	29,299	22,983	2,539	1,674	352	1,751
	<i>30-39</i>	26,400	21,812	2,722	552	106	1,208
	<i>40 or more</i>	38,267	28,191	5,925	1,253	295	2,603

Table B-3: Libraries and Archives Credentialed Librarian Characteristics by Race/Ethnicity, 1990

		Total	White	African American	API	Native	
						American inc. Alaskan	Latino
Total		21,305	18,634	1,376	772	86	436
Gender	<i>Male</i>	4,650	4,075	308	94	16	158
	<i>Female</i>	16,655	14,560	1,069	679	70	278
Age	<i>Under 35</i>	3,297	2,825	219	139	35	78
	<i>35-44</i>	8,837	7,837	553	267	25	154
	<i>45-54</i>	5,536	4,745	385	--	--	131
	<i>55-64</i>	2,802	2,420	206	91	25	59
	<i>65 or older</i>	834	807	--	--	--	13
Work Disability Status	<i>Limited</i>	617	577	--	--	16	--
	<i>Not limited</i>	20,688	18,058	1,352	772	70	436
Usual Hours Worked	<i>Less than 20 hours</i>	1,369	--	--	--	--	15
	<i>20-29</i>	1,840	1,749	20	41	4	25
	<i>30-39</i>	6,152	5,298	466	--	--	138
	<i>40 or more</i>	11,699	10,080	871	408	82	258

Table B-4: K-12 Schools Credentialed Librarian Characteristics by Race/Ethnicity, 1990

		Total	White	African American	API	Native American inc. Alaskan	Latino
Total		72,719	63,566	6,931	1,293	100	829
Gender	<i>Male</i>	8,730	7,819	419	200	--	291
	<i>Female</i>	63,989	55,747	6,512	1,093	100	537
Age	<i>Under 35</i>	3,352	2,769	205	123	100	155
	<i>35-44</i>	28,675	25,884	1,794	492	--	505
	<i>45-54</i>	27,145	24,007	2,614	355	--	168
	<i>55-64</i>	12,177	9,618	2,236	323	--	--
	<i>65 or older</i>	1,371	1,289	82	--	--	--
Work Disability Status	<i>Limited</i>	984	815	--	77	.	91
	<i>Not limited</i>	71,735	62,751	6,931	1,216	100	738
Usual Hours Worked	<i>Less than 20 hours</i>	1,389	1,184	205	--	--	--
	<i>20-29</i>	1,612	1,412	200	--	--	--
	<i>30-39</i>	16,348	13,907	2,145	296	--	--
	<i>40 or more</i>	52,400	46,171	4,381	997	100	751

Table B-5: Higher Education Credentialed Librarian Characteristics by Race/Ethnicity, 1990

		Total	White	African American	API	Native American inc. Alaskan	Latino
Total		26,341	22,680	1,462	1,426	61	712
Gender	<i>Male</i>	8,928	7,896	231	465	17	318
	<i>Female</i>	17,413	14,784	1,230	961	44	395
Age	<i>Under 35</i>	4,728	3,807	251	394	38	238
	<i>35-44</i>	9,642	8,506	434	413	23	266
	<i>45-54</i>	7,004	6,162	361	325	--	157
	<i>55-64</i>	3,715	3,103	364	221	--	28
	<i>65 or older</i>	1,251	1,101	52	74	--	24
Work Disability Status	<i>Limited</i>	714	623	62	--	--	29
	<i>Not limited</i>	25,627	22,057	1,400	1,426	61	684
Usual Hours Worked	<i>Less than 20 hours</i>	1,525	1,245	153	77	--	49
	<i>20-29</i>	1,999	1,734	48	192	--	24
	<i>30-39</i>	6,207	5,041	503	415	38	209
	<i>40 or more</i>	16,264	14,390	715	707	23	429

Table B-6: Libraries and Archives Library Clerks Characteristics by Race/Ethnicity, 1990

		Total	White	African American	API	Native American inc. Alaskan	Latino
Total		74,164	57,492	8,433	3,652	452	4,135
Gender	<i>Male</i>	23,945	16,693	3,126	2,103	102	1,921
	<i>Female</i>	50,219	39,885	5,504	2,000	329	2,501
Age	<i>Under 35</i>	57,350	39,860	8,389	4,177	349	4,576
	<i>35-44</i>	8,418	6,900	911	194	60	353
	<i>45-54</i>	4,509	4,039	274	100	30	66
	<i>55-64</i>	2,686	2,435	127	60	8	56
	<i>65 or older</i>	1,201	1,118	51	7	9	16
Work Disability Status	<i>Limited</i>	1,903	1,647	161	30	9	56
	<i>Not limited</i>	72,261	55,737	8,307	3,662	444	4,111
Usual Hours Worked	<i>Less than 20 hours</i>	37,940	30,009	3,672	2,408	147	1,704
	<i>20-29</i>	11,485	9,034	1,005	601	112	733
	<i>30-39</i>	8,035	6,571	861	140	35	428
	<i>40 or more</i>	13,982	9,984	2,418	540	113	927

Table B-7: K-12 Schools Library Clerks Characteristics by Race/Ethnicity, 1990

		Total	White	African American	API	Native American inc. Alaskan	Latino
Total		40,454	34,081	3,342	429	351	2,251
Gender	<i>Male</i>	1,358	1,004	258	--	63	33
	<i>Female</i>	39,096	33,077	3,084	429	288	2,218
Age	<i>Under 35</i>	6,235	3,729	1,364	96	297	749
	<i>35-44</i>	13,180	11,537	692	108	18	824
	<i>45-54</i>	12,173	10,809	851	171	--	342
	<i>55-64</i>	7,362	6,729	297	--	--	336
	<i>65 or older</i>	1,505	1,277	138	--	36	--
Work Disability Status	<i>Limited</i>	995	917	--	--	--	63
	<i>Not limited</i>	39,459	33,164	3,342	429	336	2,188
Usual Hours Worked	<i>Less than 20 hours</i>	5,318	4,181	372	108	216	441
	<i>20-29</i>	4,904	4,382	225	51	114	132
	<i>30-39</i>	15,695	13,914	1,124	120	--	537
	<i>40 or more</i>	13,492	10,782	1,514	96	21	1,079

Table B-8: Higher Education Library Clerks Characteristics by Race/Ethnicity, 1990

		Total	White	African American	API	Native American inc. Alaskan	Latino
Total		40,421	29,927	4,543	3,002	333	2,616
Gender	<i>Male</i>	13,051	9,419	1,195	1,313	99	1,025
	<i>Female</i>	27,370	20,508	3,348	1,689	235	1,591
Age	<i>Under 35</i>	31,257	22,670	3,665	2,549	222	2,151
	<i>35-44</i>	4,588	3,769	368	205	19	226
	<i>45-54</i>	2,458	1,730	412	171	52	93
	<i>55-64</i>	1,464	1,265	31	76	--	93
	<i>65 or older</i>	655	493	68	--	41	53
Work Disability Status	<i>Limited</i>	1,037	858	80	48	--	52
	<i>Not limited</i>	39,384	29,069	4,464	2,954	333	2,564
Usual Hours Worked	<i>Less than 20 hours</i>	20,678	15,231	2,227	1,749	81	1,390
	<i>20-29</i>	6,260	4,495	611	572	113	468
	<i>30-39</i>	4,379	3,482	475	198	19	205
	<i>40 or more</i>	7,620	5,582	1,106	382	75	475

APPENDIX C:
**1990 to 2000 Change Tables, Census Estimates Applied to National
Center for Education Statistics Data**

Table C-1: 1990 to 2000 Change in Credentialed Librarian Characteristics by Race/Ethnicity

		Non-Latino						Latino
		Total	African		Native American			
			White	American	API	inc. Alaskan		
Credentialed Librarian Total		21.6	23.6	-4.4	8.7	140.0	25.6	
Gender	<i>Male</i>	-4.6	-3.4	-24.6	-26.0	319.4	-6.5	
	<i>Female</i>	29.3	31.6	-1.1	19.6	100.6	44.9	
Age	<i>Under 35</i>	-3.0	1.0	-47.6	6.8	-17.6	-41.4	
	<i>35-44</i>	-41.0	-43.9	-32.9	-9.4	157.4	0.9	
	<i>45-54</i>	95.4	101.7	34.4	15.6	1930.0	127.7	
	<i>55-64</i>	72.2	84.1	-8.5	23.1	58.8	47.7	
	<i>65 or older</i>	25.2	18.1	162.2	143.8	--	-29.4	
Work Disability Status	<i>Limited</i>	91.2	64.2	313.0	888.2	-52.4	375.6	
	<i>Not limited</i>	19.8	22.5	-13.0	4.0	162.6	15.5	
Usual Hours Worked	<i>Less than 20 hours</i>	4.2	1.4	12.5	53.3	--	23.8	
	<i>20-29</i>	-1.4	-0.7	38.1	-25.2	-6.3	-12.3	
	<i>30-39</i>	9.7	13.3	-20.9	4.2	54.5	-6.0	
	<i>40 or more</i>	31.9	33.7	3.5	16.3	166.9	43.4	

Table C-2: 1990 to 2000 Percent Change in Library Assistants Characteristics by Race/Ethnicity

		Non-Latino					
		African			Native American		
		Total	White	American	API	inc. Alaskan	Latino
Total		2.2	1.5	-8.2	14.2	6.0	21.9
Gender	<i>Male</i>	-8.0	-8.7	-16.9	-1.7	43.9	3.6
	<i>Female</i>	4.7	3.7	-5.7	22.7	0.0	29.1
Age	<i>Under 35</i>	-20.6	-22.1	-32.3	-4.0	11.0	-2.9
	<i>35-44</i>	-6.2	-16.6	31.6	66.0	-3.0	58.6
	<i>45-54</i>	72.6	66.4	79.2	133.2	19.0	358.0
	<i>55-64</i>	29.5	24.4	91.0	71.9	-30.4	72.0
	<i>65 or older</i>	53.9	52.8	21.0	236.0	-6.3	186.4
Work Disability Status	<i>Limited</i>	71.6	35.4	227.4	660.8	150.0	360.0
	<i>Not limited</i>	-0.8	-0.1	-15.6	5.6	1.1	14.5
Usual Hours Worked	<i>Less than 20 hours</i>	-30.9	-31.3	-44.5	-6.6	-3.4	-29.8
	<i>20-29</i>	14.0	16.8	-12.2	10.4	-43.2	27.5
	<i>30-39</i>	22.4	20.3	43.1	57.4	108.0	-6.7
	<i>40 or more</i>	29.9	31.7	0.1	61.6	21.7	70.8

Table C-3: 1990 to 2000 Percent Change in Libraries and Archives Credentialed Librarian Characteristics by Race/Ethnicity

		Non-Latino					
		African			Native American		
		Total	White	American	API	inc. Alaskan	Latino
Total		24.2	27.5	-23.4	9.5	7.8	61.9
Gender	<i>Male</i>	1.2	4.4	-61.8	-28.8	9.5	59.7
	<i>Female</i>	30.6	34.0	-12.3	14.8	7.4	63.1
Age	<i>Under 35</i>	12.1	17.2	-67.2	40.9	-51.1	26.0
	<i>35-44</i>	-39.7	-41.4	-59.5	3.6	-17.6	37.4
	<i>45-54</i>	104.8	116.1	29.2	-22.3	--	145.1
	<i>55-64</i>	71.5	83.7	-10.5	8.3	--	25.3
	<i>65 or older</i>	55.7	43.7	505.9	--	--	--
Work Disability Status	<i>Limited</i>	51.8	29.5	284.8	--	-52.4	--
	<i>Not limited</i>	23.4	27.5	-29.0	8.7	21.3	43.1
Usual Hours Worked	<i>Less than 20 hours</i>	20.5	16.3	--	14.3	--	120.0
	<i>20-29</i>	31.6	26.9	137.0	132.7	-16.7	117.6
	<i>30-39</i>	14.8	21.2	-37.0	2.1	--	-34.8
	<i>40 or more</i>	29.8	33.6	-22.0	6.2	-0.9	104.7

Table C-4: 1990 to 2000 Percent Change in K-12 Schools Credentialed Librarian Characteristics by Race/Ethnicity

		Non-Latino					Latino
		Total	White	African American	API	Native American inc. Alaskan	
Total		61.7	68.2	11.7	-4.6	268.2	58.8
Gender	<i>Male</i>	11.7	19.5	-25.0	-88.6	--	-76.6
	<i>Female</i>	68.5	75.1	14.1	10.8	268.2	132.2
Age	<i>Under 35</i>	113.2	138.5	126.7	--	--	-50.0
	<i>35-44</i>	-47.5	-48.8	-37.3	-90.7	--	-14.4
	<i>45-54</i>	145.8	156.3	39.0	126.9	--	286.5
	<i>55-64</i>	109.4	138.0	-7.7	18.3	--	--
	<i>65 or older</i>	130.9	106.0	455.6	--	--	--
Work Disability Status	<i>Limited</i>	537.5	482.1	--	194.1	--	145.0
	<i>Not limited</i>	55.2	62.8	-3.8	-17.2	268.2	48.1
Usual Hours Worked	<i>Less than 20 hours</i>	30.5	38.1	-13.3	--	--	--
	<i>20-29</i>	17.2	24.2	-31.8	--	--	--
	<i>30-39</i>	38.7	41.4	30.8	-73.8	--	--
	<i>40 or more</i>	73.4	81.0	5.5	16.0	268.2	57.0

Table C-5: 1990 to 2000 Percent Change in Higher Education Credentialed Librarian Characteristics by Race/Ethnicity

		Non-Latino					Latino
		Total	White	African American	API	Native American inc. Alaskan	
Total		-2.3	-2.3	-13.6	17.2	309.4	-44.7
Gender	<i>Male</i>	-13.2	-12.8	-4.5	-12.9	706.7	-69.2
	<i>Female</i>	3.2	3.3	-15.3	31.7	152.6	-25.1
Age	<i>Under 35</i>	-31.7	-30.4	-62.4	2.0	27.3	-85.0
	<i>35-44</i>	-39.7	-41.6	-16.2	-15.0	150.0	-74.9
	<i>45-54</i>	46.6	46.4	5.4	60.6	--	55.1
	<i>55-64</i>	41.9	47.2	-21.2	50.0	--	54.2
	<i>65 or older</i>	-8.2	-14.6	164.4	-10.9	--	-76.2
Work Disability Status	<i>Limited</i>	22.7	-10.9	188.9	--	--	64.0
	<i>Not limited</i>	-3.0	-2.1	-22.6	10.6	309.4	-49.3
Usual Hours Worked	<i>Less than 20 hours</i>	-15.9	-20.6	-0.8	83.6	--	--
	<i>20-29</i>	-28.8	-26.7	11.9	-49.7	--	--
	<i>30-39</i>	-9.8	-9.6	-44.4	26.9	27.3	-10.4
	<i>40 or more</i>	6.4	5.8	6.6	28.2	775.0	-52.0

Table C-6: 1990 to 2000 Percent Change in Libraries and Archives Library Assistants Characteristics by Race/Ethnicity

		Non-Latino					Latino
		Total	White	African American	API	Native American inc. Alaskan	
Total		2.2	1.5	-8.2	14.2	6.0	21.9
Gender	<i>Male</i>	-8.0	-8.7	-16.9	-1.7	43.9	3.6
	<i>Female</i>	4.7	3.7	-5.7	22.7	0.0	29.1
Age	<i>Under 35</i>	-20.6	-22.1	-32.3	-4.0	11.0	-2.9
	<i>35-44</i>	-6.2	-16.6	31.6	66.0	-3.0	58.6
	<i>45-54</i>	72.6	66.4	79.2	133.2	19.0	358.0
	<i>55-64</i>	29.5	24.4	91.0	71.9	-30.4	72.0
	<i>65 or older</i>	53.9	52.8	21.0	236.0	-6.3	186.4
Work Disability Status	<i>Limited</i>	71.6	35.4	227.4	660.8	150.0	360.0
	<i>Not limited</i>	-0.8	-0.1	-15.6	5.6	1.1	14.5
Usual Hours Worked	<i>Less than 20 hours</i>	-30.9	-31.3	-44.5	-6.6	-3.4	-29.8
	<i>20-29</i>	14.0	16.8	-12.2	10.4	-43.2	27.5
	<i>30-39</i>	22.4	20.3	43.1	57.4	108.0	-6.7
	<i>40 or more</i>	29.9	31.7	0.1	61.6	21.7	70.8

Table C-7: 1990 to 2000 Percent Change in K-12 Schools Library Assistants Characteristics by Race/Ethnicity

		Non-Latino					Latino
		Total	White	African American	API	Native American inc. Alaskan	
Total		40.4	42.8	-3.6	76.9	9.4	66.8
Gender	<i>Male</i>	-8.8	-19.4	-79.1	--	-19.0	772.7
	<i>Female</i>	42.1	44.7	2.7	68.5	15.6	56.4
Age	<i>Under 35</i>	-26.7	-32.3	-54.7	200.0	-30.3	24.8
	<i>35-44</i>	12.7	7.1	51.1	63.9	416.7	43.6
	<i>45-54</i>	91.9	93.3	25.7	10.5	--	236.0
	<i>55-64</i>	45.3	47.5	47.5	--	--	-42.0
	<i>65 or older</i>	119.3	131.5	-63.0	--	--	--
Work Disability Status	<i>Limited</i>	285.2	233.3	--	--	360.0	228.6
	<i>Not limited</i>	34.2	37.5	-16.3	59.4	-6.3	62.2
Usual Hours Worked	<i>Less than 20 hours</i>	31.7	42.2	0.0	86.1	-43.1	-18.4
	<i>20-29</i>	46.2	44.4	-22.7	488.2	-55.3	140.9
	<i>30-39</i>	42.8	44.7	-17.9	30.0	--	110.1
	<i>40 or more</i>	44.0	44.0	15.8	-40.6	557.1	80.8

Table C-8: 1990 to 2000 Percent Change in Higher Education Library Assistants Characteristics by Race/Ethnicity

		Non-Latino					
		African American			Native American		
		Total	White	American	API	inc. Alaskan	Latino
Total		-6.3	-10.0	-6.9	21.1	6.0	4.1
Gender	<i>Male</i>	-17.4	-23.9	6.5	1.5	27.4	-14.2
	<i>Female</i>	-1.0	-3.6	-11.7	36.3	-3.0	15.9
Age	<i>Under 35</i>	-19.1	-26.0	-18.4	16.8	46.0	2.8
	<i>35-44</i>	-19.4	-27.0	17.8	32.0	--	7.8
	<i>45-54</i>	133.0	178.2	12.8	47.9	-70.5	94.9
	<i>55-64</i>	73.2	60.5	915.4	47.7	--	-25.3
	<i>65 or older</i>	-3.9	13.8	-55.2	--	--	-66.7
Work Disability Status	<i>Limited</i>	74.9	31.6	264.7	356.1	--	159.1
	<i>Not limited</i>	-8.4	-11.2	-11.8	15.6	-6.3	1.0
Usual Hours Worked	<i>Less than 20 hours</i>	-44.1	-47.3	-50.2	-17.2	136.2	-43.5
	<i>20-29</i>	34.3	24.4	76.2	26.4	-54.2	106.0
	<i>30-39</i>	24.1	25.1	19.8	74.0	50.0	-33.7
	<i>40 or more</i>	46.7	47.1	27.9	115.6	-14.1	40.2

APPENDIX D: Additional Tables

Table D-1: ALA Salary Survey 1990-2000: Mean Salaries Change Compared with U.S. Workers

<i>Year</i>	<i>Mean Salary (all positions)</i>	<i>Net Change (all positions)</i>	<i>Percentage Change U.S. Civilian Workers</i>	<i>Percentage Change U.S. White Collar or All Workers</i>	<i>Percentage Change U.S. State & Local Government Workers</i>
1990	\$34,497	4.3%	4.4%	4.9%	5.6%
1991	\$37,169	7.6%	4.3%	4.5%	5.2%
1992	\$39,304	3.6%	3.6%	3.6%	2.9%
1993	\$39,644	0.7%	3.5%	3.5%	3.0%
1994	\$41,104	3.65%	3.2%	3.3%	2.7%
1995	\$43,095	4.85%	3.0%	3.0%	3.2%
1996	\$43,448	0.725%	3.2%	3.4%	2.8%
1997	\$42,399	4.6%	3.3%	3.4%	2.8%
1998	\$43,170	3.3%	3.7%	3.8%	2.8%
1999	\$44,209	2.4%	2.9%	3.3%	2.9%
2000	\$46,121	4.3%	3.8%	4.0%	3.8%
Total change	\$11,624	40.03%	38.90%	40.70%	37.70%
Average net change		3.64%	3.54%	3.70%	3.43%

Note: U.S. economic downturn began in 1996.

Table D-2: Seasonally Adjusted Employment and Earnings, July 2005 and July 2006

	Employment figures July 2005	Employment figures July 2006 (est.)	Earnings Avg Hourly July 2005	Earnings Avg Hourly July 2006 (est.)
Information			\$22.17	\$23.39
Internet publishing and broadcasting	29.9	30		
Telecommunications	996.8	988.6		
ISPs, search portals, and data processing	373.6	380.5		
Education and health services			\$16.76	\$17.35
Educational services	2820.4	2857.3		
Government			N/A	N/A
State government, excluding education	2773.8	2772.9		
Libraries and Archives, State government			\$15.18*	N/A
State government education	2249	2245.3		
Local government, excluding education	6195	6227.8		
Libraries and Archives, Local government			\$11.48*	N/A

*Preliminary average annual earnings for Libraries and Archives (NAICS 51912), State, for 2005 were \$31,545; for state employment preliminary average annual earnings for 2005 were \$23,873. Hourly earnings for each were calculated on a 40 hour work week. <http://data.bls.gov/PDQ/outside.jsp?survey=en>

Table D-3: Academic Library Staffing, 1982-2002

Fiscal Year	ALA-MLS	Other professionals	Other Staff	Total Staff	Academic Libraries Reporting
1981-82	n/r	23,816	34,660	58,476	3,104
1984-85	n/r	21,822	38,026	58,476	3,322
1987-88	n/r	25,115	40,733	67,251	3,438
1990	n/r	26,101	41,853	99,682	3,274
1991	n/r	26,341	40,421	67,166	4,613
1992	n/r	26,341	40,421	96,241	3,274
1994	n/r	26,726	40,381	95,843	3,303
1996	n/r	27,268	40,022	95,580	3,408
1998	24,815	5,225	38,026	96,709	3,658
2000	25,152	5,864	37,899	95,665	3,527
2002					
2004					
Net change	337	7,200	3,239	37,189	
All professionals net change		13,424			

Sources: National Center for Education Statistics, Academic Libraries (ED Tabs) 1992-2002. National Center for Education Statistics. Digest of Education 1995. Table 409. General statistics of college and university libraries: 1974-75 to 1991-92 <http://nces.ed.gov/programs/digest/d95/dtab409.asp>. National Center for Education Statistics, Library Statistics of Colleges and Universities, 1982 and 1985 Institutional Data (published by the Association of College and Research Libraries (ACRL)). Totals by institution, grand total not published. Table 2 expenditures, Table 3 total FTE.

Table D-4: Public Library Staffing Data, Fiscal Years 1982-2004

Fiscal Year	ALA-MLS	Other MLS	Other Staff	Total Staff	Libraries Reporting
1982	n/c	37,720	54,280	92,000	70,600
1983	n/c	n/c	n/c	n/c	8,796
1984	n/c	n/c	n/c	n/c	8,849
1985	n/c	n/c	n/c	n/c	8,865
1986	n/c	n/c	n/c	n/c	9,170
1987	n/c	n/c	n/c	n/c	9,170
1988	n/c	n/c	n/c	n/c	9,094
1989	20,523	12,645	71,184	104,352	8,968
1990	21,305	12,777	73,186	107,268	8,978
1991	23,351	11,135	72,472	106,958	9,050
1992	24,461	11,538	73,924	109,923	8,946
1993	24,826	12,527	74,560	111,913	8,929
1994	25,879	12,169	74,741	112,789	8,921
1995	26,636	12,058	77,140	115,834	8,981
1996	27,353	11,742	78,717	117,812	8,946
1997	27,946	12,215	80,589	120,750	8,967
1998	28,178	12,511	82,755	123,444	8,964
1999	28,822	12,950	86,118	127,890	9,046
2000	29,519	13,599	86,984	130,102	9,074
2001	30,094	14,334	89,028	133,456	9,129
2002	30,428	14,492	91,300	136,220	9,137
2003	30,381	15,405	89,729	135,515	9,212
2004	30,560	14,477	90,977	136,014	9,207
Net change	10,037	-23,243	36,697	44,014	
Net change All MLS		7,317			

Table D-5: Master's Library and Information Studies, 1980-2002

Year	USDE	ALISE/HRDR	Difference	% of master's degrees from
	<i>All master's degrees</i>	<i>(Degrees from U.S. programs accredited by ALA)</i>		<i>ALA accredited programs</i>
1980-81	4,859	3,776	1,083	78%
1985-86	3,564	2,832	732	79%
1986-87	3,783	3,276	507	87%
1987-88	3,674	3,160	514	86%
1988-89	3,906	3,522	384	90%
1989-90	4,341	3,686	655	85%
1990-91	4,763	4,032	731	85%
1991-92	4,893	4,295	598	88%
1992-93	4,871	4,307	564	88%
1993-94	5,116	4,162	954	81%
1994-95	5,057	4,249	808	84%
1995-96	5,099	4,604	495	90%
1996-97	4,982	4,421	561	89%
1997-98	4,871	4,450	421	91%
1998-99	4,752	4,472	280	94%
1999-00	4,577	4,201	376	92%
2000-01*	4,727	4,109	618	87%
2001-02	5,113	4,119	994	81%

* The U.S. Department of Education collects information on degrees awarded annually from institutions of higher education. The number of master's degrees in "library science" is shown below in column 1. The most current figures are from Table 253 of Digest of Education Statistics 2003 posted at <http://nces.ed.gov/programs/digest/d03/tables/dt253.asp>

* The Association for Library & Information Science Education collects detailed information annually from members schools, offering degree programs accredited by ALA and publishes them in Library and Information Science Education Statistical Report. Because this report is complex and includes Canadian schools, ALA's Office for Human Resource Development and Recruitment (HRDR) compiles a one page listing of "Degrees and Certificates Awarded by U.S. Library and Information Studies Education Programs", that shows graduates from U.S. schools by racial/ethnic categories. Annual data on master's degrees from that report are listed in column 2. ALISE data from the 2000-01 academic year are posted at <http://ils.unc.edu/ALISE/2002/Students/Table%20II-3-a-1.htm>. For the 2001-2002 academic year, see <http://ils.unc.edu/ALISE/2002/Students/Table%20II-3-a-1.htm>

* The difference between column 1 and column 2 is shown in column 3. Column 4 shows the percentage of all degrees that come from ALA accredited programs. The ALA's Office for Research & Statistics has compiled a list of all other schools that we could discover. It is posted at <http://www.ala.org/hrdr>.

Table D-6: U.S. Population 1990 and 2000

	US Population 1990	%	US Population 2000	%	Population Change 1990 to 2000	% Change
Total Population	248,709,873		281,421,906		32,712,033	11.62%
GENDER						
<i>Male</i>	121,239,418	49%	138,053,563	49%	16,814,145	12.18%
<i>Female</i>	127,470,455	51%	143,368,343	51%	15,897,888	11.09%
AGE						
<i>Under 5 years</i>	18,354,443	7%	19,175,798	7%	821,355	4.28%
<i>5 to 17 years</i>	45,249,989	18%	53,118,014	19%	7,868,025	14.81%
<i>18 to 24</i>	36,857,133	15%	27,143,454	10%	-9,713,679	-35.79%
<i>25 to 44 years</i>	80,754,835	32%	85,040,251	30%	4,285,416	5.04%
<i>45 to 54 years</i>	25,223,086	10%	37,677,952	13%	12,454,866	33.06%
<i>55 to 59 years</i>	10,531,756	4%	13,469,237	5%	2,937,481	21.81%
<i>60 to 64 years</i>	10,616,167	4%	10,805,447	4%	189,280	1.75%
<i>65 to 74 years</i>	18,106,558	7%	18,390,986	7%	284,428	1.55%
<i>75 to 84 years</i>	10,055,108	4%	12,361,180	4%	2,306,072	18.66%
<i>85 years and over</i>	3,080,165	1%	4,239,587	2%	1,159,422	27.35%
Median age			35			
<i>Under 18 years</i>	63,604,432	26%	72,293,812	26%	8,689,380	12.02%
<i>18 and over</i>	195,224,808	78%	209,128,094	74%	13,903,286	6.65%
<i>65 years and over</i>	28,161,666	11%	34,991,753	12%	6,830,087	19.52%
RACE AND HISPANIC ORIGIN						
<i>White</i>	199,686,070	80%	211,460,626	75%	11,774,556	5.57%
<i>Black</i>	29,986,060	12%	34,658,190	12%	4,672,130	13.48%
<i>American Indian, Eskimo, or Aleut</i>	1,959,234	1%	2,475,956	1%	516,722	20.87%
<i>Asian or Pacific Islander</i>	7,273,662	3%	10,242,998	4%	2,969,336	28.99%
<i>Other race</i>	9,804,847	4%	15,359,073	5%	5,554,226	36.16%
<i>Hispanic origin (of any race)</i>	22,354,059	9%	35,305,818	13%	12,951,759	36.68%

Sources: U.S. Census Bureau, Census 1990
http://factfinder.census.gov/servlet/DatasetMainPageServlet?_ds_name=DEC_1990_STF1_&_program=DEC&_lang=en

U.S. Census Bureau, Census 2000 Summary File 1.
<http://www.census.gov/population/www/cen2000/phc-t9.html>

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