

**TABLE 4.3**  
**Staff Race/Ethnicity/Gender \***

	<b>2003-2004</b> N=173	<b>2004-2005</b> N=169	<b>2005-2006</b> N=171	<b>2006-2007</b> N=169	<b>2007-2008</b> N=177
<i>White</i>	55.5% (96)	53.8% (91)	54.4% (93)	55% (93)	52.5% (93)
<i>Latino</i>	31.2% (54)	33.7% (57)	33.3% (57)	33% (56)	35.6% (63)
<i>Black/Afr. Amer</i>	6.4% (11)	5.3% (9)	5.3% (9)	5.3% (9)	6.2% (11)
<i>Asian</i>	5.8% (10)	5.9% (10)	5.8% (10)	5.9% (10)	5.7% (10)
<i>Native Amer.</i>	1.2% (2)	1.2% (2)	1.2% (2)	0.6% (1)	0
<i>Male</i>	36.4% (63)	35.5% (60)	35% (60)	36% (61)	35.6% (63)
<i>Female</i>	63.6% (110)	64.5% (109)	65% (111)	64% (108)	64.4% (114)

<i>Staff of Color</i>	44.5% (77)	46.2% (78)	45.6% (78)	45.0% (76)	47.5% (84)
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<i>Exempt Level Staff of Color</i>	26.0% (26/100)	28.3% (28/99)	28.4% (29/102)	28.7% (29/101)	30.8% (32/104)
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<i>Exempt Level Women</i>	67.0% (67/100)	66.7% (66/99)	66.7% (68/102)	67.3% (68/101)	67.3% (70)
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\* As of July 24, 2007. Includes food service staff, PACE faculty and staff, Special Programs, Study Abroad Office and overseas staff on Pitzer payroll, IDBS staff, and grant funded full-time positions. Joint Science staff is not included. Vacant slots not included.

Exempt level is defined as exempt from the minimum wage and overtime provisions of the Fair Labor Standards Act and typically includes administrators and executives.