

**TABLE 4.4**  
**Staff Turnover Statistics 2001-2006**

	<b>2001-02</b>	<b>2004-05</b>	<b>2003-04</b>	<b>2002-03</b>	<b>2005-06</b>
Exempt	7.1% 7 / 98	6.4% 6 / 94	12.9% 12 / 93	5.4% 5 / 92	14.7% 13 / 88
Nonexempt	12.3% 9 / 73	8.2% 6 / 73	13.2% 10 / 76	8.2% 6 / 73	10% 8 / 80
<b>TURNOVER: All Staff Positions</b>	<b>9.4%</b> 16 / 171	<b>7.2%</b> 12 / 167	<b>13%</b> 22 / 169	<b>6.6%</b> 11 / 165	<b>12.5%</b> 21 / 168

*(The following are 2006-07 data for the 2008-09 Wage & Salary Report & Recommendation)*

The U.S. Department of Labor, Bureau of Labor Statistics reports national turnover for the calendar year 2006-07 averaged **11.2%**. The *western* region turnover averaged **14.5%**. The *private education* turnover rate averaged **10.9%**.

**Table A** displays The Claremont Colleges\* turnover statistics over the past three years for exempt and non-exempt employees.

**Table B** displays the number of authorized positions at each institution for the past three years.

**Table C** displays the number of voluntary terminations at each campus over the past three years.

**Table D** displays food service turnover rates which are below the western region average.

**Table A: Turnover Rates in Percent (%)**

	<b>2006/07</b>	Exempt	Non-Exempt	<b>2005/06</b>	Exempt	Non-Exempt	<b>2004/05</b>	Exempt	Non-Exempt
<b>CUC</b>	<b>8.26</b>	7.33	8.85	<b>12.84</b>	6.23	18.75	<b>13.9</b>	13.0	14.6
<b>CGU</b>	<b>15.4</b>	18.4	11.3	<b>13.6</b>	15.2	11.4	<b>7.1</b>	5.9	8.5
<b>CMC</b>	<b>10.0</b>	5.0	14.0	<b>18.1</b>	22.0	14.0	<b>9.0</b>	10.0	18.0
<b>HMC</b>	<b>7.9</b>	6.9	8.6	<b>8.6</b>	7.5	9.4	<b>8.9</b>	8.1	9.4
<b>KGI</b>	<b>15</b>	14	22	<b>29.0</b>	30.0	25.0	<b>33.5</b>	34.0	33.0
<b>Pitzer</b>	<b>9.1</b>	11.3	6.4	<b>9.4</b>	7.1	12.3	<b>7.2</b>	6.4	8.2
<b>Pomona</b>	<b>3.9</b>	5.5	3.0	<b>3.4</b>	5.4	2.2	<b>5.1</b>	8.2	2.1
<b>Scripps</b>	<b>10.1</b>	13.5	7.8	<b>12.3</b>	7.9	15.5	<b>11.6</b>	9.1	13.3

**Table B: Number of Authorized Positions**

	<b>2006/07</b>	Exempt	Non-Exempt	<b>2005/06</b>	Exempt	Non-Exempt	<b>2004/05</b>	Exempt	Non-Exempt
<b>CUC</b>	<b>339</b>	150	192	<b>366</b>	174	192	<b>339</b>	154	185
<b>CGU</b>	<b>169</b>	98	71	<b>162</b>	92	70	<b>156</b>	85	71
<b>CMC</b>	<b>322</b>	149	173	<b>227</b>	112	115	<b>270</b>	134	136
<b>HMC</b>	<b>203</b>	87	116	<b>197</b>	80	117	<b>191</b>	74	117
<b>KGI</b>	<b>60</b>	51	9	<b>62</b>	50	12	<b>47</b>	38	9
<b>Pitzer</b>	<b>175</b>	97	78	<b>171</b>	98	73	<b>167</b>	94	73
<b>Pomona</b>	<b>509</b>	180	329	<b>419</b>	152	267	<b>396</b>	158	238
<b>Scripps</b>	<b>218</b>	89	129	<b>218</b>	89	129	<b>216</b>	88	128

**Table C: Number of Voluntary Terminations**

	<b>2006/07</b>	Exempt	Non-Exempt	<b>2005/06</b>	Exempt	Non-Exempt	<b>2004/05</b>	Exempt	Non-Exempt
<b>CUC</b>	<b>28</b>	11	17	<b>47</b>	11	36	<b>47</b>	20	27
<b>CGU</b>	<b>26</b>	18	8	<b>22</b>	14	8	<b>11</b>	5	6
<b>CMC</b>	<b>31</b>	7	24	<b>41</b>	25	16	<b>38</b>	14	24
<b>HMC</b>	<b>16</b>	6	10	<b>17</b>	6	11	<b>17</b>	6	11
<b>KGI</b>	<b>9</b>	7	2	<b>18</b>	15	3	<b>16</b>	13	3
<b>Pitzer</b>	<b>16</b>	11	5	<b>16</b>	7	9	<b>12</b>	6	6
<b>Pomona</b>	<b>20</b>	10	10	<b>14</b>	8	6	<b>18</b>	13	5
<b>Scripps</b>	<b>22</b>	12	10	<b>27</b>	7	20	<b>25</b>	8	17

**Table D: Food Service Turnover Rates in Percentages**

	<b>2006-2007</b>	<b>2005-2006</b>	<b>2004-05</b>
<b>CMC</b>	<b>11.0%</b>	17.0%	17%
<b>HMC</b>	<b>11.9%</b>	14.6%	10%
<b>Pitzer</b>	<b>3.0%</b>	10.3%	6.9%
<b>Pomona</b>	<b>6.38%</b>	1.60%	2.8%
<b>Scripps</b>	<b>8.9%</b>	16.0%	9.0%

**\* KEY:**

CUC: Claremont University Consortium

CGU: Claremont Graduate University

CMC: Claremont McKenna College

HMC: Harvey Mudd College

KGI: Keck Graduate Institute