Ethnic and Gender Composition of the Workforce

Figure 29 provides a breakdown of White and Non-White employees working at the College in the fall semester of 2002. Out of 1,129 employees, 55 percent are White. Since Census data indicate that Whites make up only 47 percent of the county population, the employment figures imply that minority employees are underrepresented as a proportion of the county population. The ranks of classified employees come closest to tracking with the minority population of the county (45 percent of the staff in this area report themselves as other than White).

![Figure 29: White & Non-White Employees by Classification Fall 2002](chart.png)
Similar breakdowns are provided for gender differences across employee classes in Figure 30. Here one can see that women make up a disproportionate share of the classified ranks (60 percent), while they trail the percentage of men filling faculty and administrative positions. The classified totals are influenced by the large numbers of clerical and secretarial positions in that class, which still are predominantly occupied by women at the College (and society at large). The data on full time faculty suggest that the College is nearing gender parity in its hiring of women, with 46 percent of the tenured and tenure track faculty being female.