



2020 Fact Book

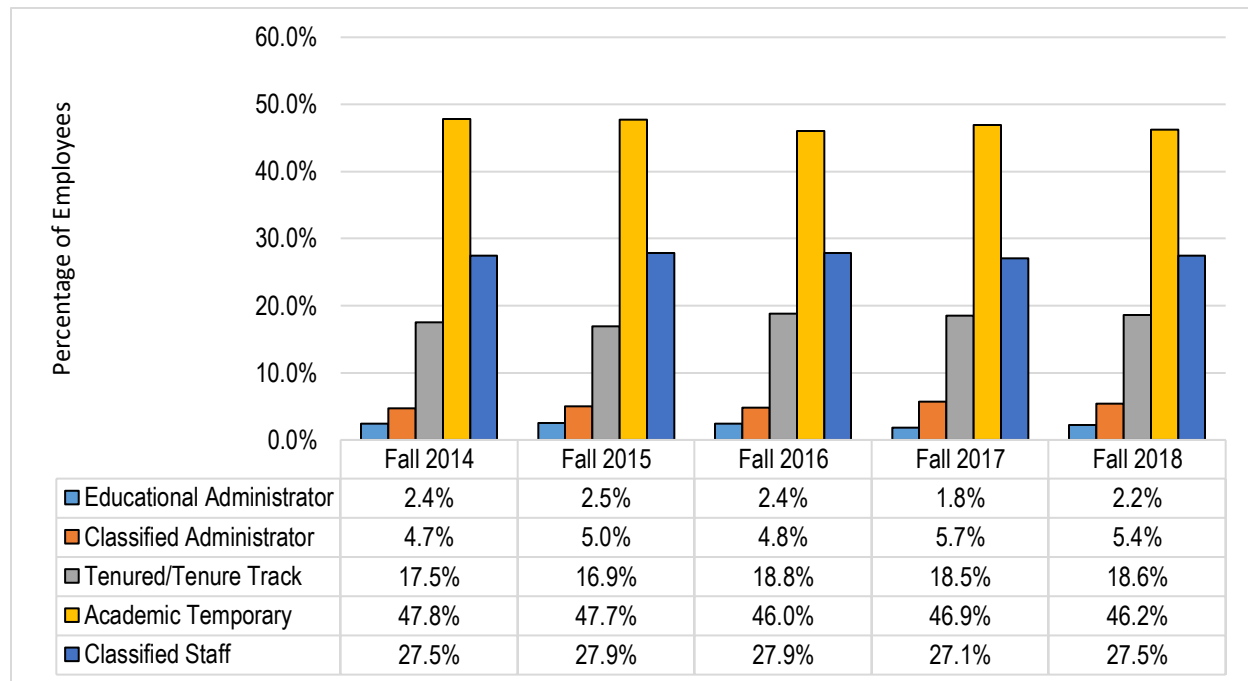
Employee Characteristics

Prepared by the SBCCD Office of Research,
Planning and Institutional Effectiveness

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Employees By Job Classification Group: Fall 2014 – Fall 2018



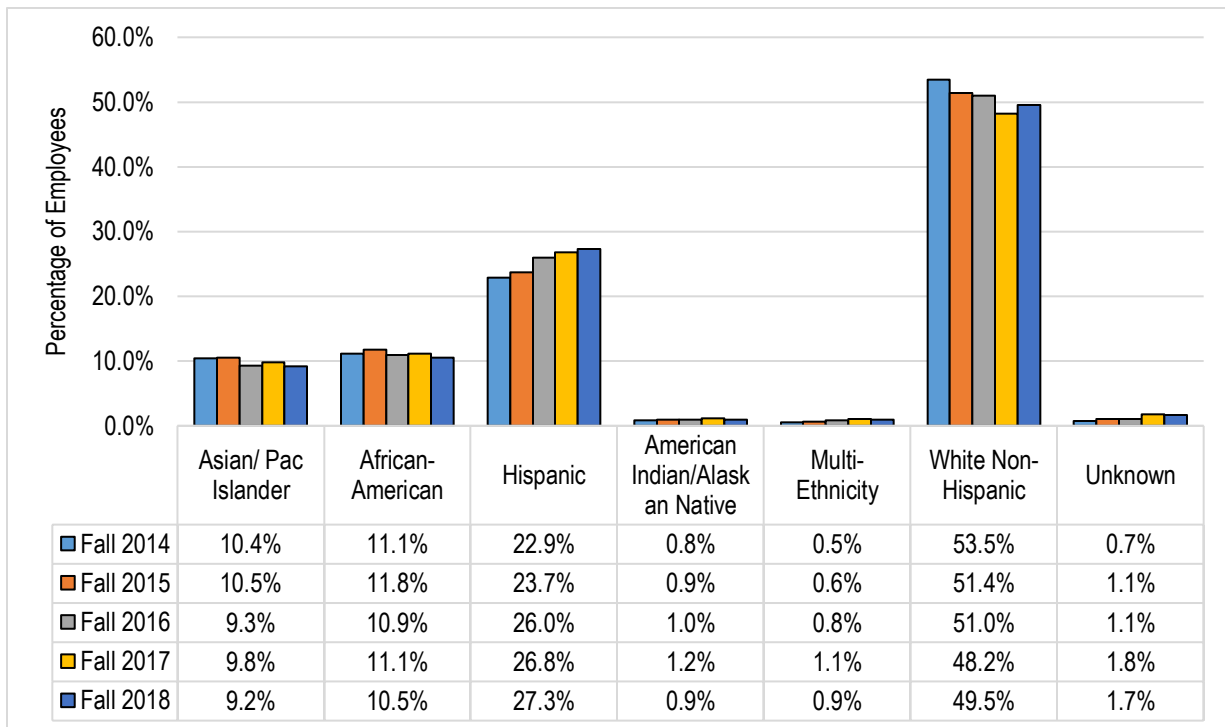
Classification	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	5 Year Change
Educational Administrator*	30	32	32	25	31	3.3%
Classified Administrator	58	64	64	79	75	29.3%
Tenured/Tenure Track	215	217	250	254	258	20.0%
Academic Temporary	587	613	611	645	641	9.2%
Classified Staff	337	358	370	373	382	13.4%
Total	1,227	1,284	1,327	1,376	1,387	13.0%

Source: CCCC MIS Referential Data Files

*Note: "Educational administrator" means an administrator who is employed in an academic position designated by the governing board of the district as having direct responsibility for supervising the operation of or formulating policy regarding the instructional or student services program of the college or district. "Classified administrator" means an administrator who is not employed as an educational administrator [Education Code Sections 87002(b) and (c)].

The number of individuals employed by the San Bernardino Community College District increased by 13.0% from 1,227 in Fall 2014 to 1,387 in Fall 2018. A large increase in number of employees was observed among classified administrators (+29.3%), Tenured/Tenure Track faculty (+20.0%), Classified staff (+13.4%), Academic Temporary (+9.2%), and Educational Administrator (+3.3%).

Trends in Employee Racial/Ethnic Distribution: Fall 2014 – Fall 2018

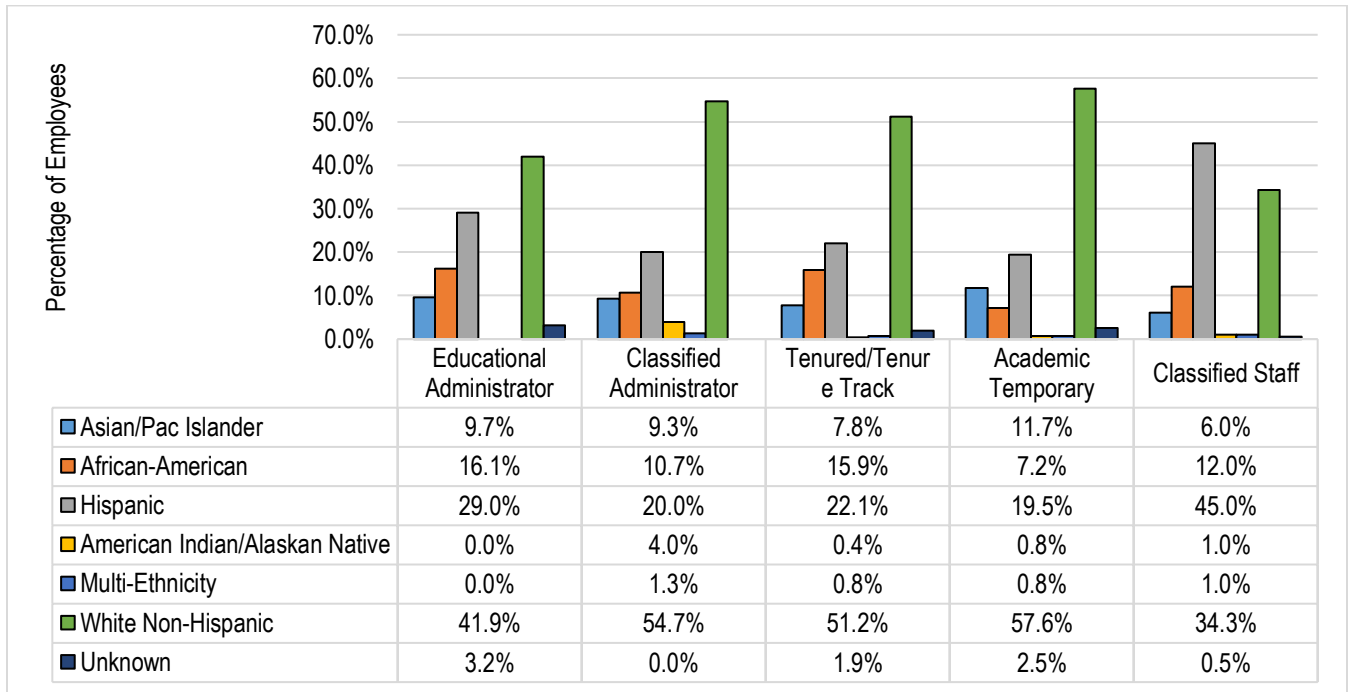


	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	5 Year Change
Asian/Pacific Islander	128	135	123	135	128	0.0%
African American	136	152	145	153	146	7.4%
Hispanic	281	304	345	369	378	34.5%
American Indian/Alaskan Native	10	11	13	16	13	30.0%
Multi-Ethnicity	6	8	10	15	12	100.0%
White Non-Hispanic	657	660	677	663	686	4.4%
Unknown	9	14	14	25	24	166.7%
Total	1,227	1,284	1,327	1,376	1,387	13.0%

Source: CCCC MIS Referential Data Files

In the Fall 2018 semester, approximately 49% of SBCCD employees were from historically underrepresented racial/ethnic groups. Over this five-year period, the largest increase was observed among Hispanic and American Indian/Alaskan Native employee groups. Between Fall 2014 and Fall 2018, the percentage of employees who were Hispanic increased by 34.5% and the percentage of American Indian employees increased by 30.0%.

Racial/Ethnic Frequency Distribution: Fall 2018

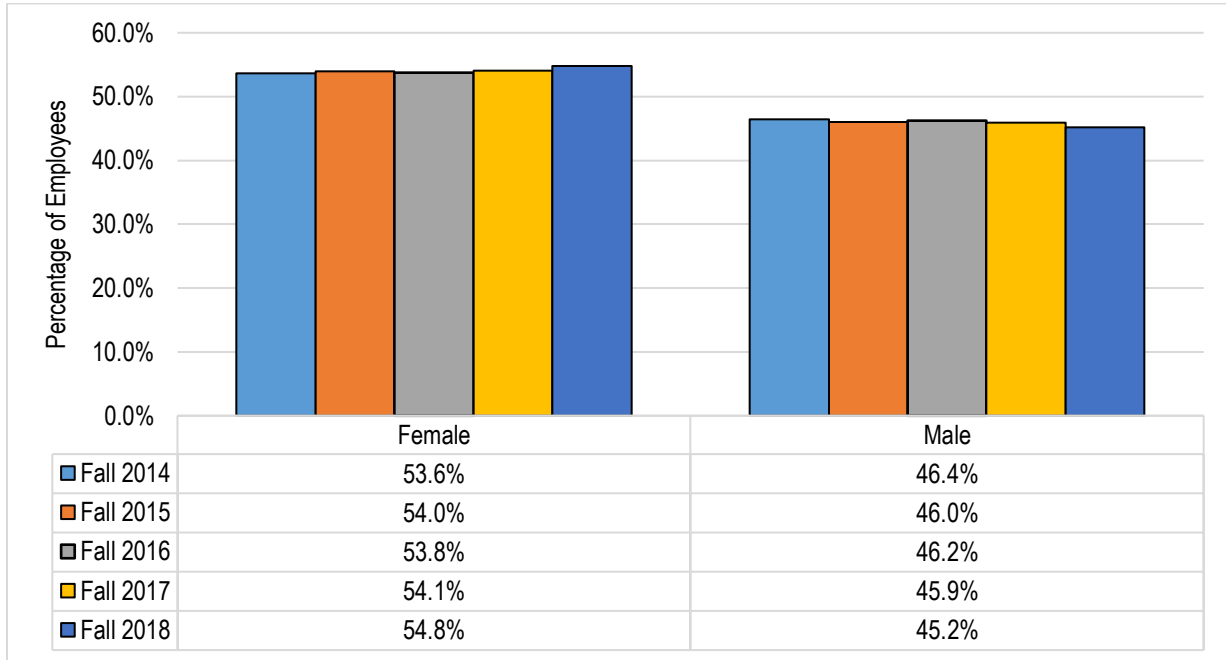


	Educational Administrator	Classified Administrator	Tenured/Tenure Track	Academic Temporary	Classified Staff
Asian/Pacific Islander	3	7	20	75	23
African American	5	8	41	46	46
Hispanic	9	15	57	125	172
American Indian/Alaskan Native		3	1	5	4
Multi-Ethnicity		1	2	5	4
White Non-Hispanic	13	41	132	369	131
Unknown	1		5	16	2
Total	31	75	258	641	382

Source: CCCC MIS Referential Data Files

In Fall 2018, the highest proportion of administrators and faculty were White Non-Hispanic, while the highest proportion of classified staff were Hispanic.

Trends in Gender Distribution: Fall 2014 – Fall 2018

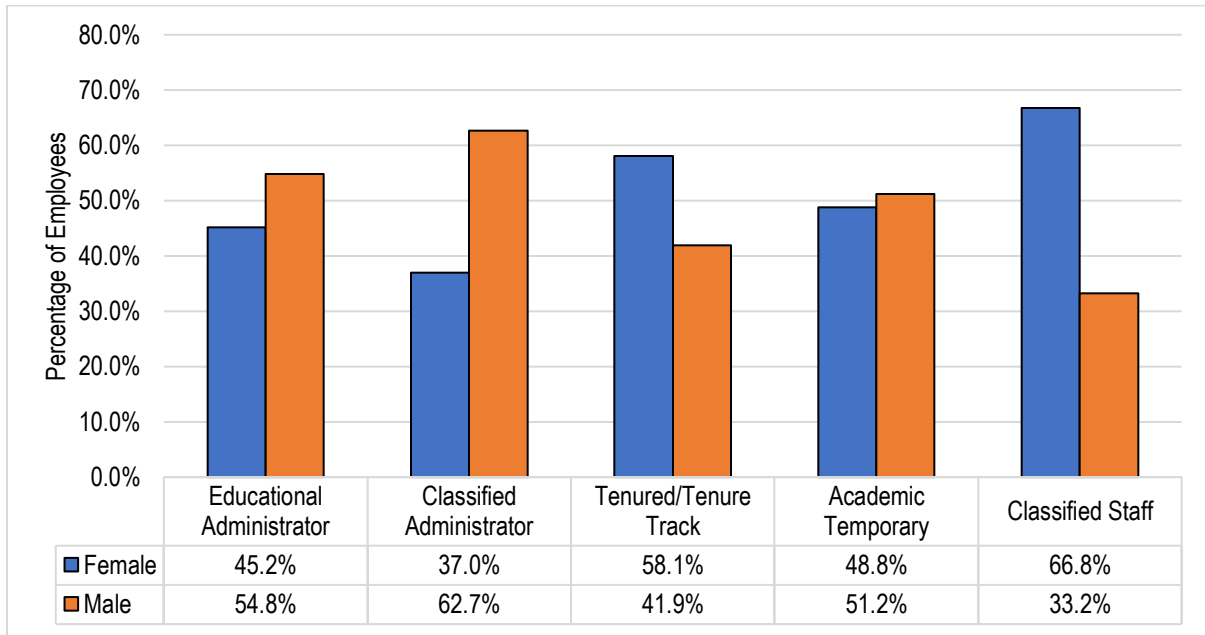


	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	5 Year Change
Female	658	693	714	745	760	15.5%
Male	569	591	613	631	627	10.2%
Total	1,227	1,284	1,327	1,376	1387	13.0%

Source: CCCC MIS Referential Data Files

Between Fall 2014 and Fall 2018, approximately 54.1% of SBCCD employees were female and 45.9% were male. The percentage of female employees increased by 1.2% from 53.6% to 54.8%, while the percentage of male employees decreased by 1.2% from 46.4% to 45.2%. There were 658 female employees and 569 male employees in Fall 2014. Over this five-year period, the number of female employees increased by 102, and the number of male employees increased by 58.

Gender Distribution By Employee Classification: Fall 2018

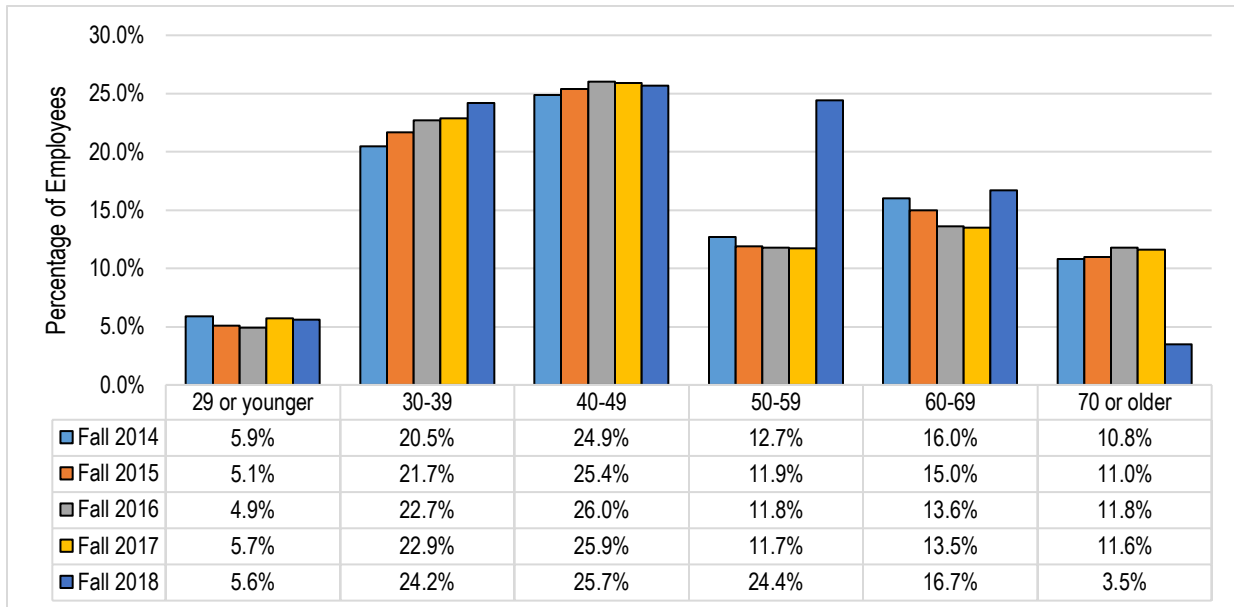


	Educational Administrator	Classified Administrator	Tenured/Tenure Track	Academic Temporary	Classified Staff
Female	14	28	150	313	255
Male	17	47	108	328	127
Total	31	75	258	641	382

Source: CCCC MIS Referential Data Files

In Fall 2018, there was a higher number of males than females in administrator positions, while there was a higher number of females than males in tenured/tenure faculty and classified staff positions. The position with the largest gender gap was classified staff (33.6%), followed by classified administrator (25.7%), tenured/tenure track (16.2%), educational administrator (9.6%), and academic temporary (2.4%).

Trends in Age Distribution: Fall 2014 – Fall 2018



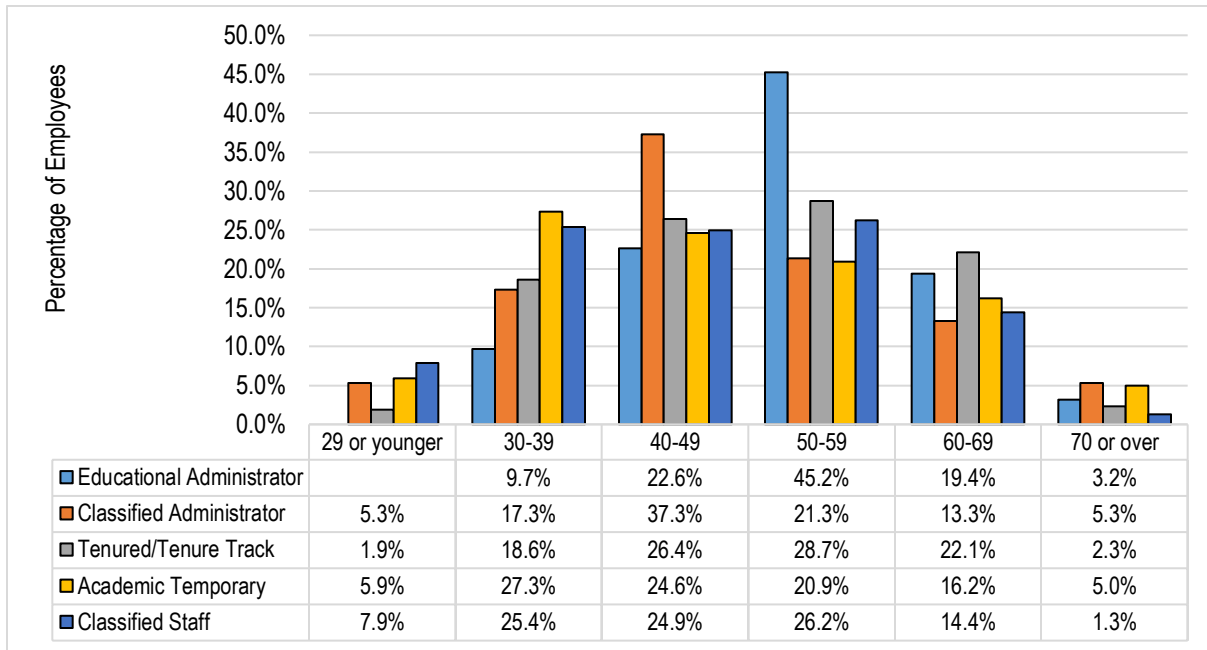
	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	5 Year Change
29 or younger	72	66	65	79	77	6.9%
30-39	251	278	301	315	336	33.9%
40-49	305	326	345	356	356	16.7%
50-59	156	153	157	161	338	116.7%
60-69	196	192	180	186	232	18.4%
70 or older	132	141	157	159	48	-63.6%
Total	1,227	1,284	1,327	1,376	1387	13.0%
Mean Age	48.6	48.6	48.4	47.9	47.8	
Median Age	49.0	49.0	48.0	48.0	47.0	

Source: CCCC MIS Referential Data Files

In Fall 2018, the three largest age groups among SBCCD employees were employees 30-39 years of age (24.2%), employees 40-49 years of age (25.7%), and employees 50-59 years of age (24.4%). Together these age groups made up nearly 75% of employees at SBCCD.

Between Fall 2014 and Fall 2018, an increase in the number of employees was observed among employees 50-59 years of age (+182), employees 30-39 years of age (+85), employees 40-49 years of age (+51), employees 60-69 years of age (+36), and employees 29 years of age or younger (+5). A decrease was observed among employees 70 years of age or older (-84). The median age decreased by 2, from 49.0 in Fall 2014 to 47.0 in Fall 2018.

Age Range Frequency Distribution By Employee Classification: Fall 2018



	Educational Administrator	Classified Administrator	Tenured/Tenure Track	Academic Temporary	Classified Staff
29 or younger		4	5	38	30
30-39	3	13	48	175	97
40-49	7	28	68	158	95
50-59	14	16	74	134	100
60-69	6	10	57	104	55
70 or older	1	4	6	32	5
Total	31	75	258	641	382
Mean Age	52.58	48.27	50.43	47.36	46.18
Median Age	51.00	48.00	50.00	46.00	46.00

Source: CCCC MIS Referential Data Files

The median age of Educational Administrator is the highest at 51 years. Tenured/Tenure track faculty median age of 50 years is the next highest. Classified Staff had the lowest median age (46 years).