



2024 Fact Book

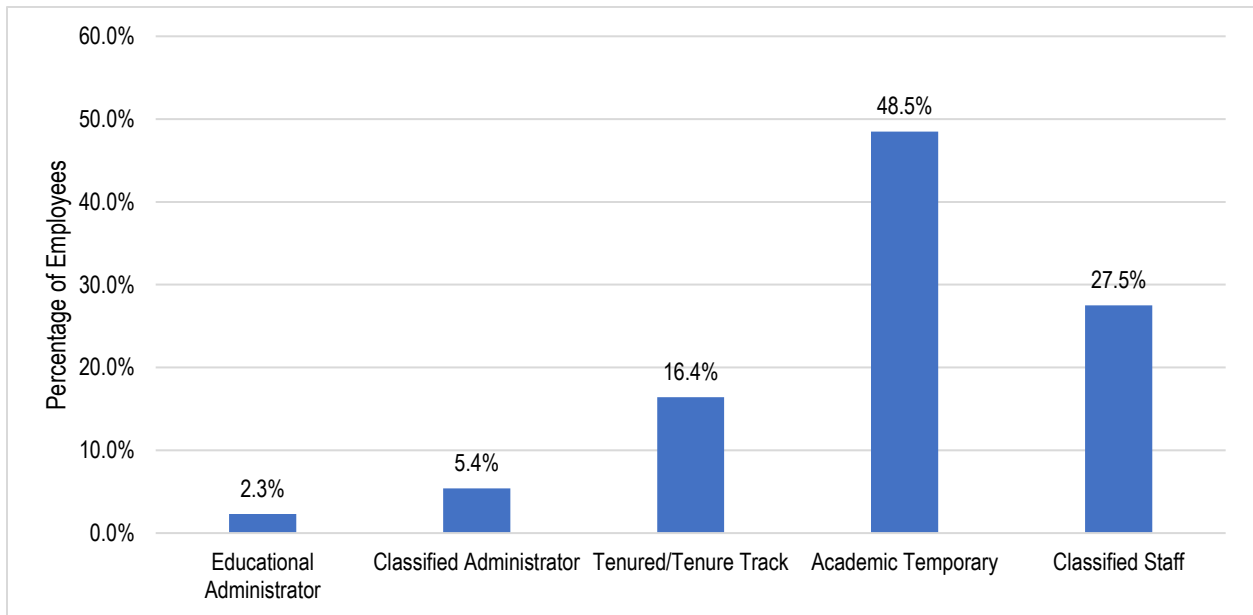
Employee Characteristics

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

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Employees by Job Classification Group, Fall 2023



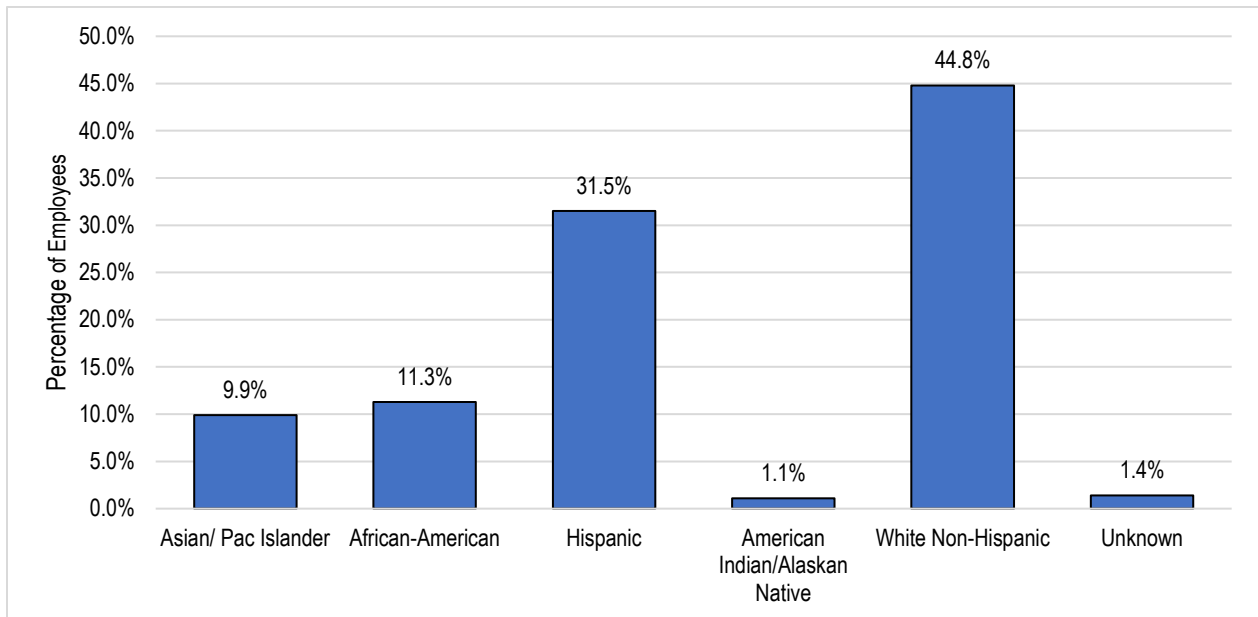
	SBCCD Total
Educational Administrator*	32
Classified Administrator	76
Tenured/Tenure Track	233
Academic Temporary	689
Classified Staff	390
Total	1,420

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)].

In Fall 2023, the number of individuals employed by the San Bernardino Community College District was 1,420.

Employee Racial/Ethnic Distribution, Fall 2023

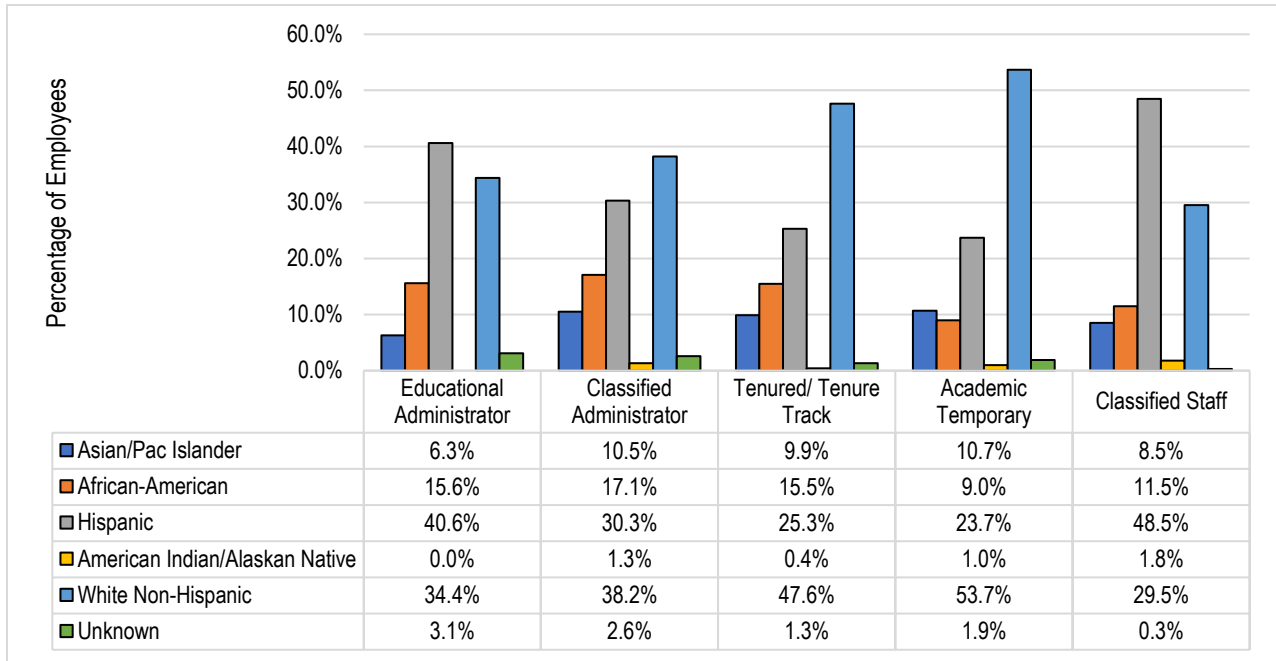


Ethnicity	SBCCD Total
Asian/Pacific Islander	140
African American	161
Hispanic	447
American Indian/Alaskan Native	16
White Non-Hispanic	636
Unknown	20
Total	1,420

Source: CCCC MIS Referential Data Files

In Fall 2023, approximately 53.8% of SBCCD employees were from historically underrepresented racial/ethnic groups.

Racial/Ethnic Frequency Distribution, Fall 2023

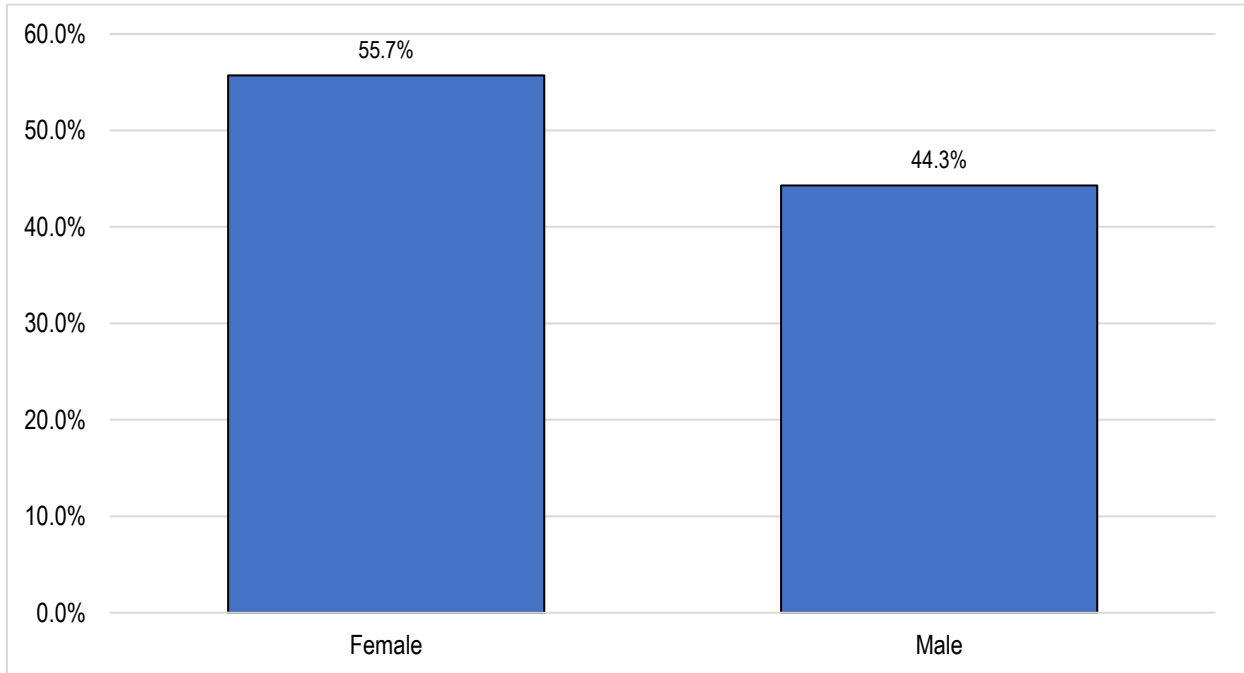


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2023 Total
Asian/Pacific Islander	2	8	23	74	33	140
African American	5	13	36	62	45	161
Hispanic	13	23	59	163	189	447
American Indian/Alaskan Native	0	1	1	7	7	16
White Non-Hispanic	11	29	111	370	115	636
Unknown	1	2	3	13	1	20
Total	32	76	233	689	390	1,420

Source: CCCC MIS Referential Data Files

In Fall 2023, the highest proportion of faculty were White Non-Hispanic, while the highest proportion of classified staff were Hispanic.

Gender Distribution, Fall 2023

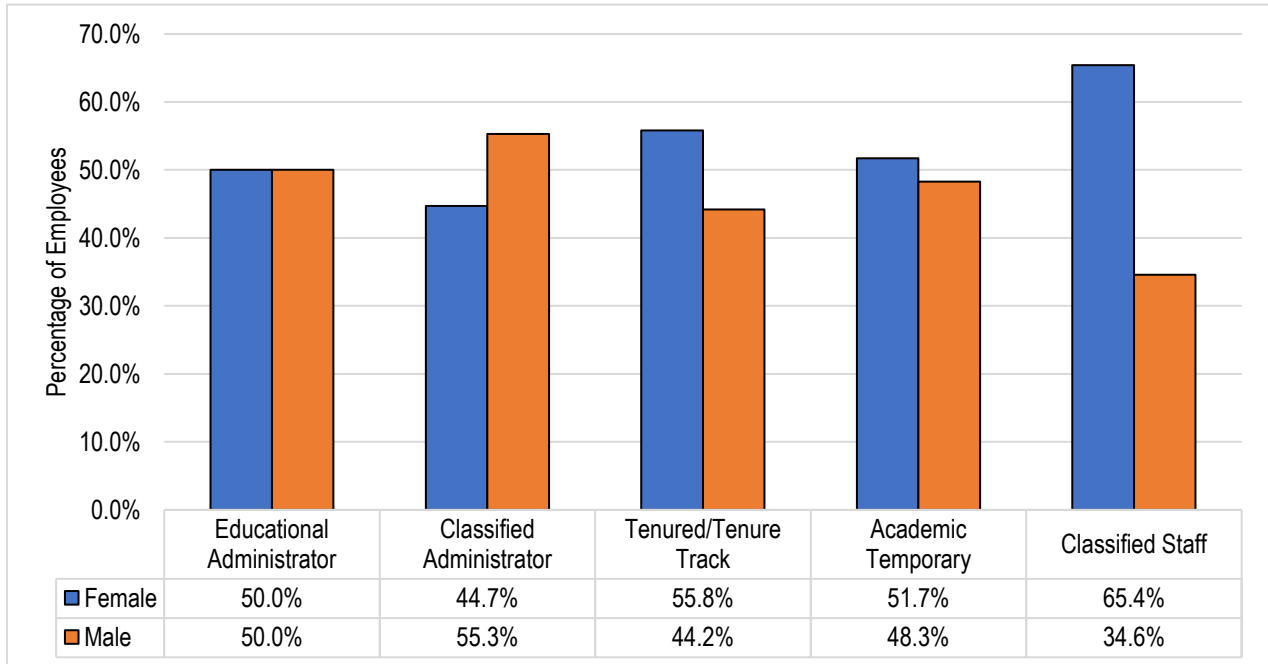


Gender	SBCCD Total
Female	791
Male	629
Total	1,420

Source: CCCC MIS Referential Data Files

In Fall 2023, 55.7% of SBCCD employees were female and 44.3% were male.

Gender Distribution By Employee Classification, Fall 2023

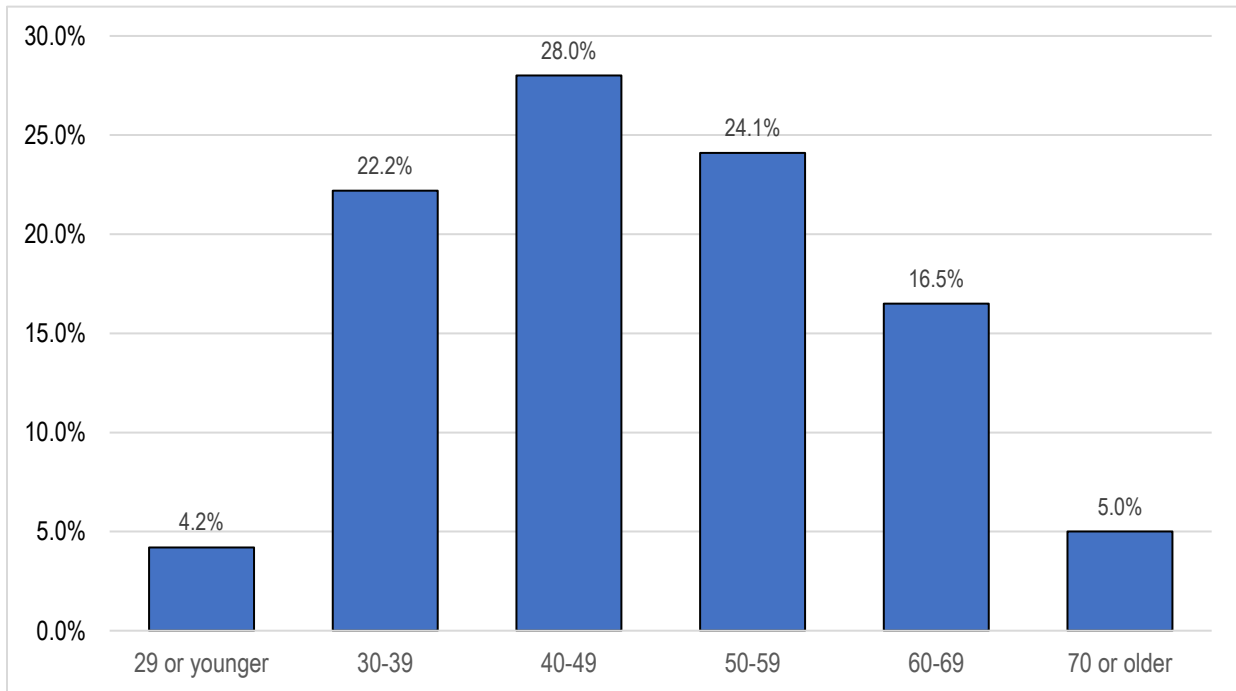


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2023 Total
Female	16	34	130	356	255	791
Male	16	42	103	333	135	629
Total	32	76	233	689	390	1,420

Source: CCCC MIS Referential Data Files

In Fall 2023, there was a higher number of males than females in classified administrator positions, while there was a higher number of females than males in tenured/tenure track faculty, academic temporary, and classified staff positions. Classified staff had the largest gender gap (30.8% - 65.4% female vs. 34.6% male), followed by tenured/tenure track faculty (11.6% - 55.8% female vs. 44.2% male), classified administrator (10.6% - 44.7% female vs. 55.3% male), and academic temporary (3.4% - 51.7% female vs. 48.3% male).

Age Distribution, Fall 2023

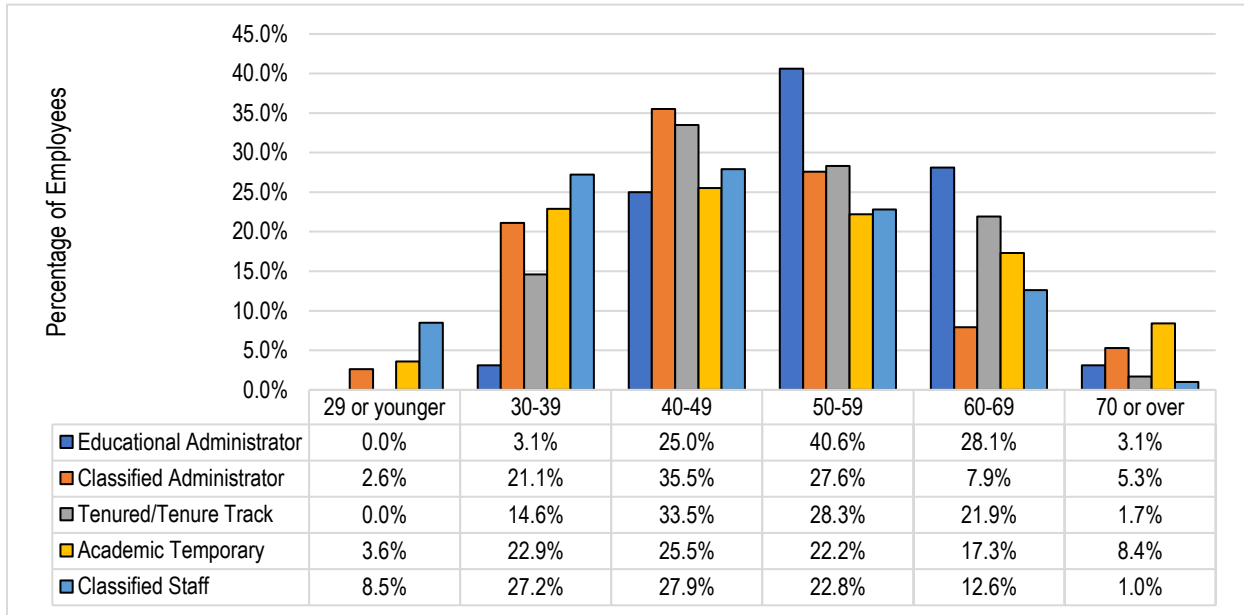


Age Group	SBCCD Total
29 or younger	60
30-39	315
40-49	398
50-59	342
60-69	234
70 or older	71
Total	1,420
Mean Age	48.61

Source: CCCC MIS Referential Data Files

In Fall 2023, the three largest age groups among SBCCD employees were employees 40-49 years of age (28.0%), employees 50-59 years of age (24.1%), and employees 30-39 years of age (22.2%). Together these age groups made up nearly 74.3% of employees at SBCCD.

Age Range Frequency Distribution By Employee Classification, Fall 2023



	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2023 Total
29 or younger	0	2	0	25	33	60
30-39	1	16	34	158	106	315
40-49	8	27	78	176	109	398
50-59	13	21	66	153	89	342
60-69	9	6	51	119	49	234
70 or older	1	4	4	58	4	71
Total	32	76	233	689	390	1,420
Mean Age	53.88	48.16	50.82	49.67	45.10	48.61
Median Age	54.50	48.50	50.00	48.00	44.00	48.00

Source: CCCC MIS Referential Data Files

In Fall 2023, the median age of educational administrator is the highest at 53.9 years. Tenured/Tenure track faculty median age of 50.9 years is the next highest. Classified Staff had the lowest median age (45.1 years).