



## **2025 Fact Book**

# **Employee Characteristics**

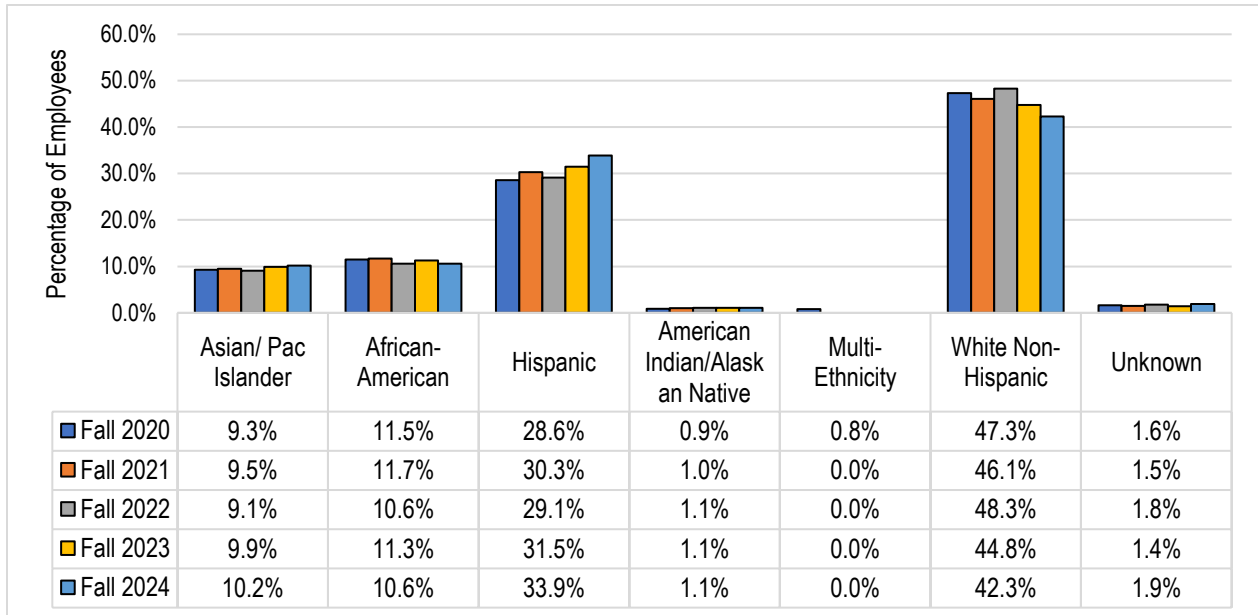
Note that the Annual Fall 2020 employee data was impacted by the COVID-19 Pandemic.

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

# Table of Contents

<b>Trends in Employee Racial/Ethnic Distribution: SBCCD .....</b>	<b>2</b>
<b>Trends in Gender Distribution: SBCCD .....</b>	<b>3</b>
<b>Trends in Age Distribution: SBCCD .....</b>	<b>4</b>
<b>Employees by Job Classification Group, Fall 2024 .....</b>	<b>5</b>
<b>Racial/Ethnic Distribution, Fall 2024 .....</b>	<b>6</b>
<b>Racial/Ethnic Frequency Distribution By Employee Classification, Fall 2024 .....</b>	<b>7</b>
<b>Gender Distribution, Fall 2024 .....</b>	<b>8</b>
<b>Gender Distribution By Employee Classification, Fall 2024 .....</b>	<b>9</b>
<b>Age Distribution, Fall 2024 .....</b>	<b>10</b>
<b>Age Range Frequency Distribution By Employee Classification, Fall 2024 .....</b>	<b>11</b>

## Trends in Employee Racial/Ethnic Distribution: SBCCD

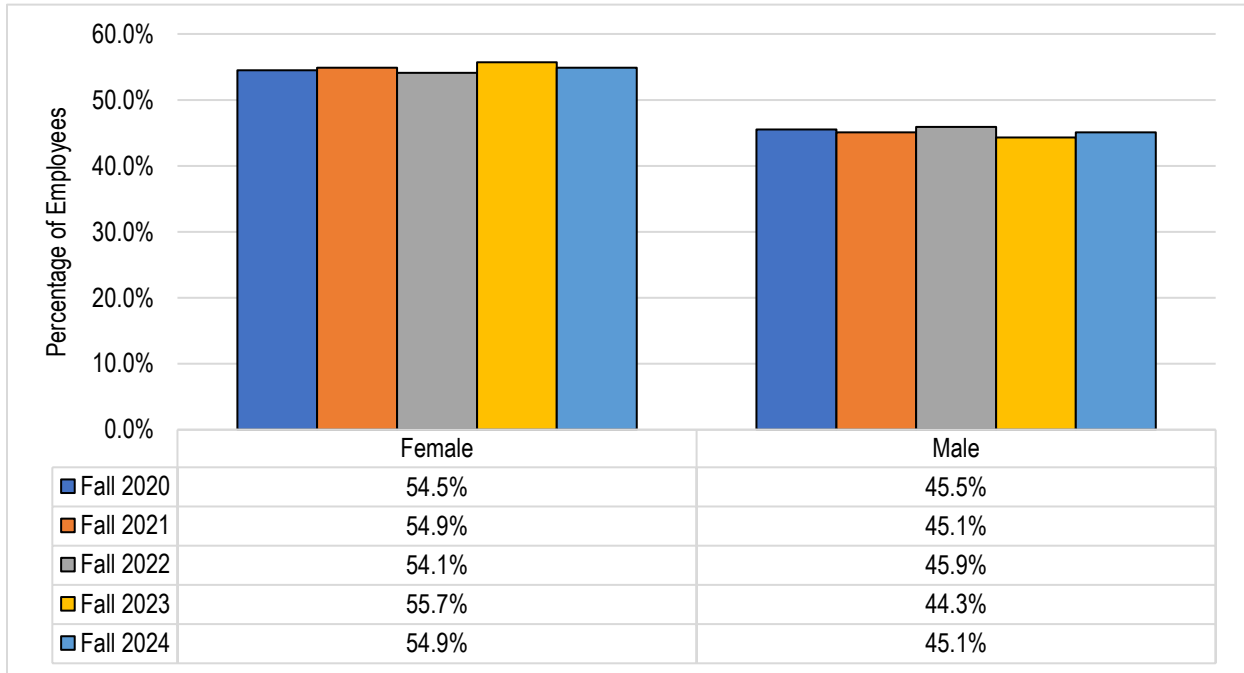


	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024	5 Year Change
Asian/Pacific Islander	136	132	144	140	166	+22.1%
African American	167	163	169	161	172	+3.0%
Hispanic	417	423	462	447	550	+31.9%
American Indian/Alaskan Native	13	14	18	16	18	+38.5%
Multi-Ethnicity	12	0	0	0	0	-100.0%
White Non-Hispanic	689	643	767	636	686	-0.4%
Unknown	24	21	28	20	31	+29.2%
<b>Total</b>	<b>1,458</b>	<b>1,396</b>	<b>1,588</b>	<b>1,420</b>	<b>1,623</b>	<b>+11.3%</b>

Source: CCCC MIS Referential Data Files

In the Fall 2024 semester, approximately 55.8% of SBCCD employees were from historically underrepresented racial/ethnic groups. Over this five-year period, the largest increase was observed among Hispanic employee group. Between Fall 2020 and Fall 2024, the number of employees who were Hispanic increased by 31.9%.

### Trends in Gender Distribution: SBCCD

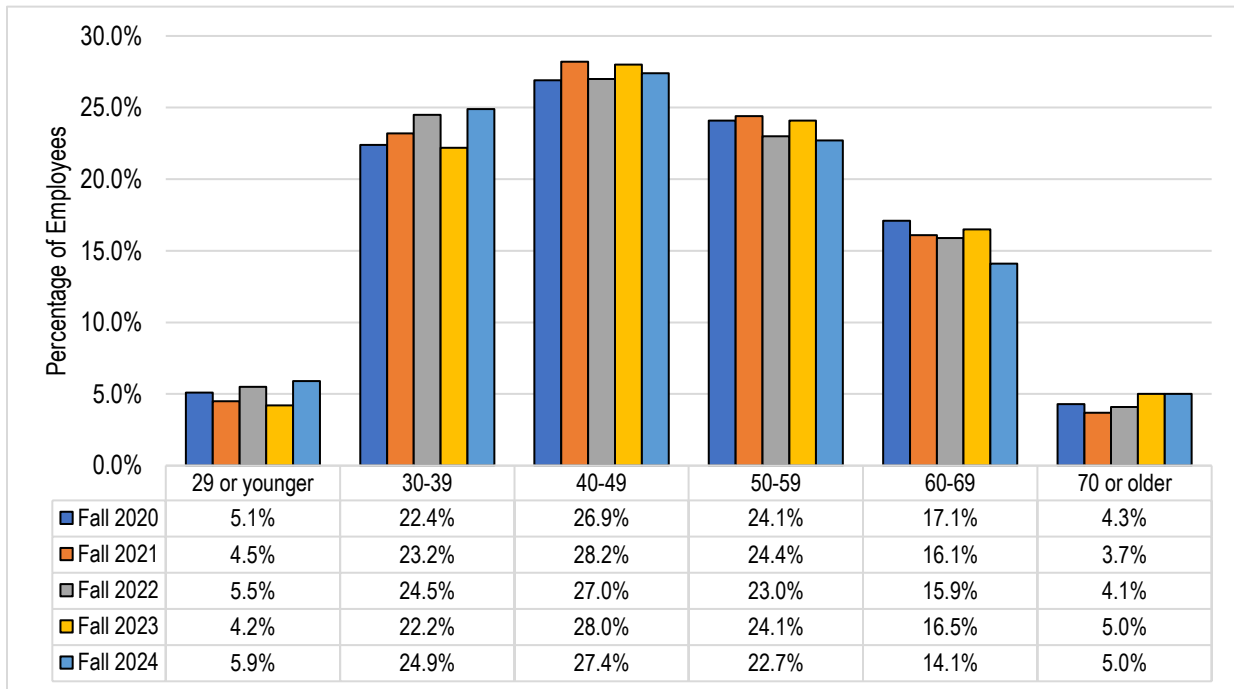


	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024	5 Year Change
Female	795	766	859	791	891	+12.1%
Male	663	630	729	629	732	+10.4%
<b>Total</b>	<b>1,458</b>	<b>1,396</b>	<b>1,588</b>	<b>1,420</b>	<b>1,623</b>	<b>+11.3%</b>

Source: CCCC MIS Referential Data Files

Between Fall 2020 and Fall 2024, approximately 54.9% of SBCCD employees were female and 45.1% were male. The percentage of female employees increased by 0.4% from 54.5% to 54.9%, while the percentage of male employees decreased by 0.4% from 45.5% to 45.1%. There were 795 female employees and 663 male employees in Fall 2020. Over this five-year period, the number of female employees increased by 96, and the number of male employees increased by 69.

## Trends in Age Distribution: SBCCD



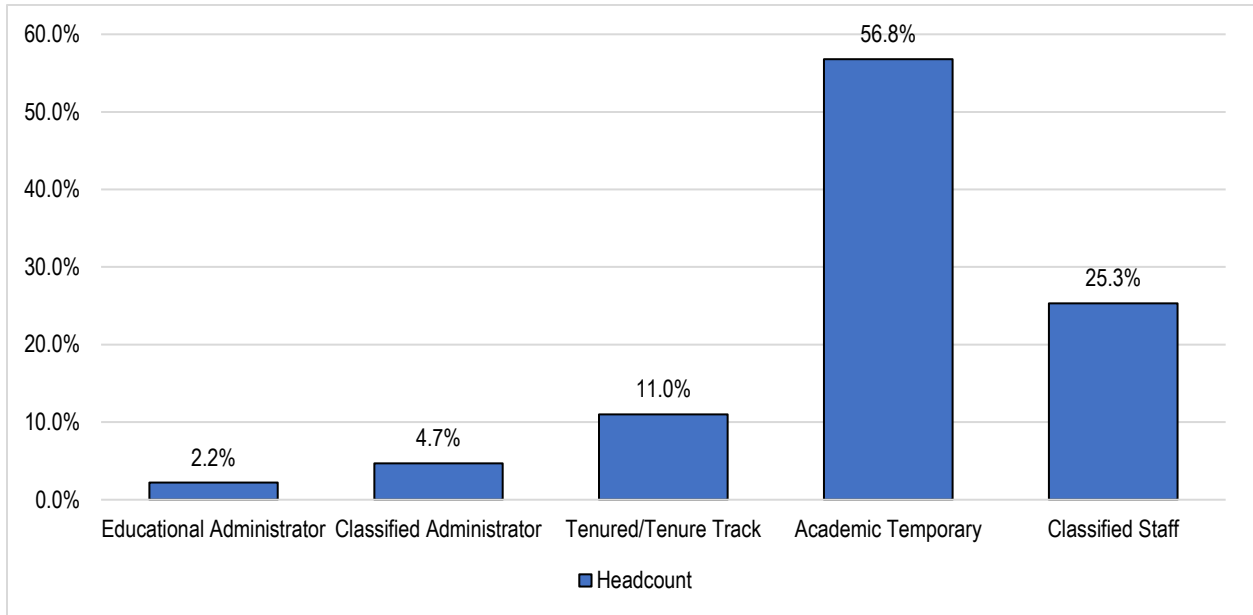
	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024	5 Year Change
29 or younger	75	63	87	60	96	+28.0%
30-39	326	324	389	315	404	+23.9%
40-49	392	393	428	398	444	+13.3%
50-59	352	340	366	342	369	+4.8%
60-69	250	225	253	234	229	-8.4%
70 or older	63	51	65	71	81	+28.6%
<b>Total</b>	<b>1,458</b>	<b>1,396</b>	<b>1,588</b>	<b>1,420</b>	<b>1,623</b>	<b>+11.3%</b>
Mean Age	48.37	47.98	47.72	48.61	47.36	
Median Age	48.00	48.00	47.00	48.00	47.00	

Source: CCCCO MIS Referential Data Files

In Fall 2024, the three largest age groups among SBCCD employees were employees 30-39 years of age (24.9%), employees 40-49 years of age (27.4%), and employees 50-59 years of age (22.1%). Together these age groups made up nearly 75.0% of employees at SBCCD.

Between Fall 2020 and Fall 2024, an increase in the number of employees was observed among employees 30-39 years of age (+78, a 23.9% increase), employees 40-49 years of age (+52, a 13.3% increase), employees 29 years of age or younger (+21, a 28.0% increase), employees 70 years of age or older (+18, a 28.6% increase), and employees 50-59 years of age (+17, a 4.8% increase), while a decrease in the number of employees was observed among employees 60-69 years of age (-21, a 8.4% decrease). The median age decreased by 1 from 48 to 47.

## Employees by Job Classification Group, Fall 2024



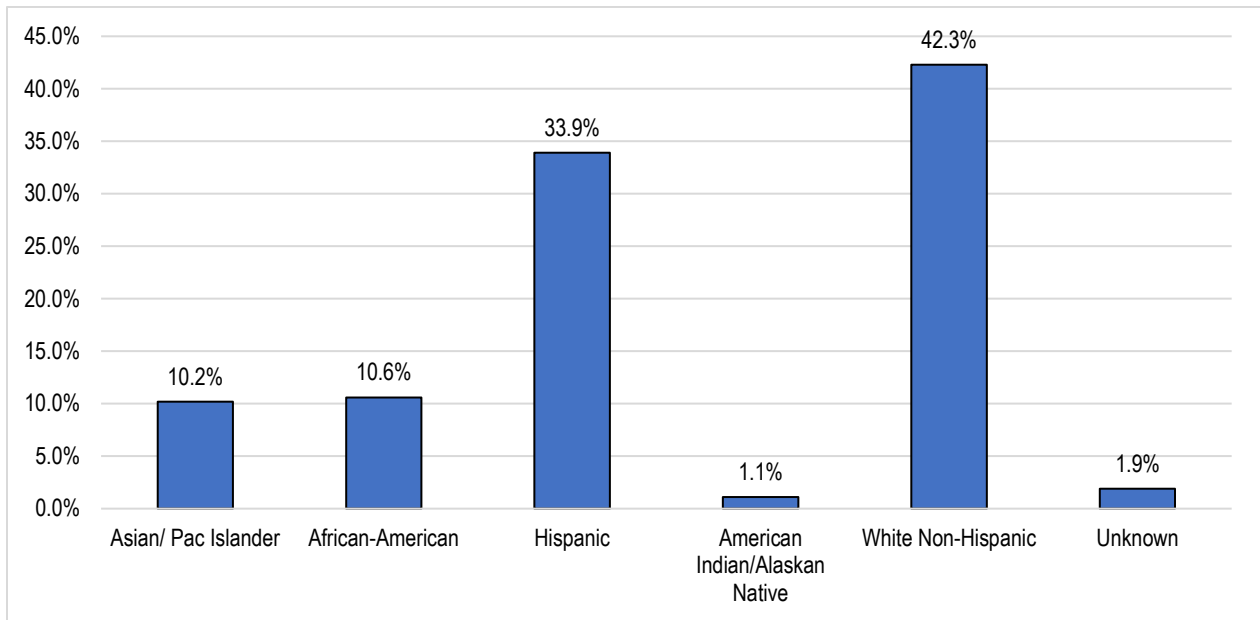
	<b>SBCCD</b>
Educational Administrator*	36
Classified Administrator	76
Tenured/Tenure Track	178
Academic Temporary	922
Classified Staff	411
<b>Total</b>	<b>1,623</b>

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 2024, the number of individuals employed by the San Bernardino Community College District was 1,623. Among them, 56.8% of the SBCCD employees were academic temporary, followed by classified staff (25.3%).

### Racial/Ethnic Distribution, Fall 2024

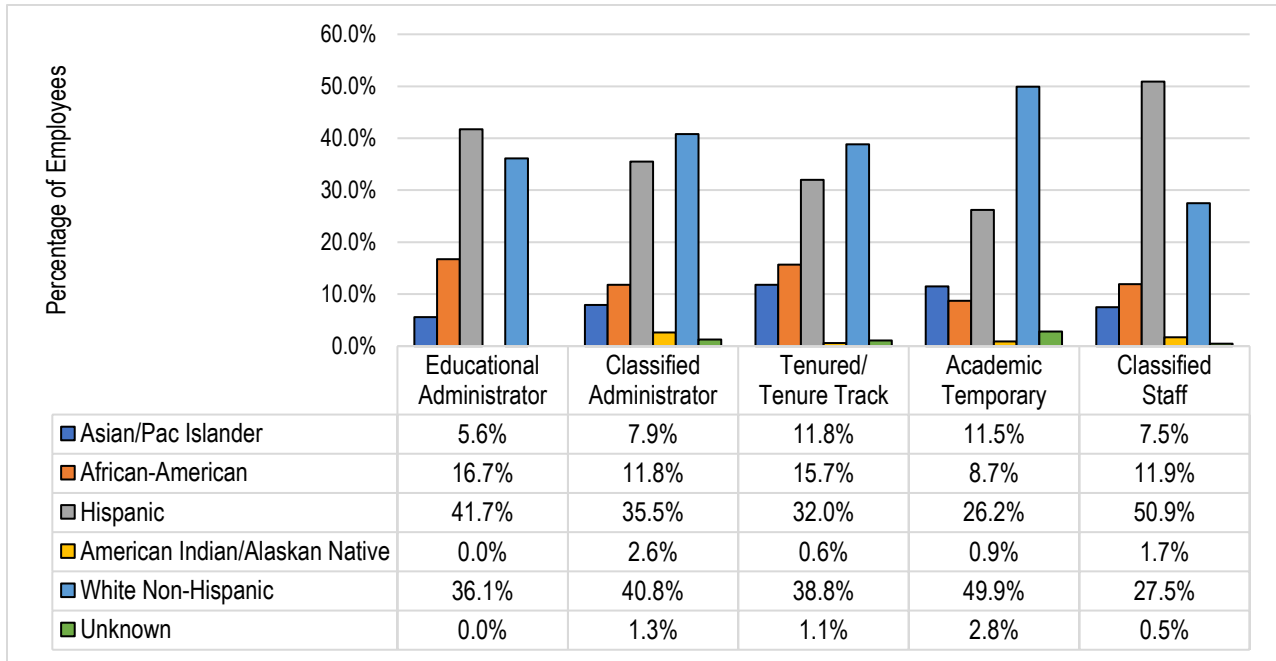


	<b>SBCCD</b>
Asian/Pacific Islander	166
African American	172
Hispanic	550
American Indian/Alaskan Native	18
White Non-Hispanic	686
Unknown	31
<b>Total</b>	<b>1,623</b>

Source: CCCC MIS Referential Data Files

In the Fall 2024 semester, approximately 55.8% of SBCCD employees were from historically underrepresented racial/ethnic groups.

### Racial/Ethnic Frequency Distribution By Employee Classification, Fall 2024



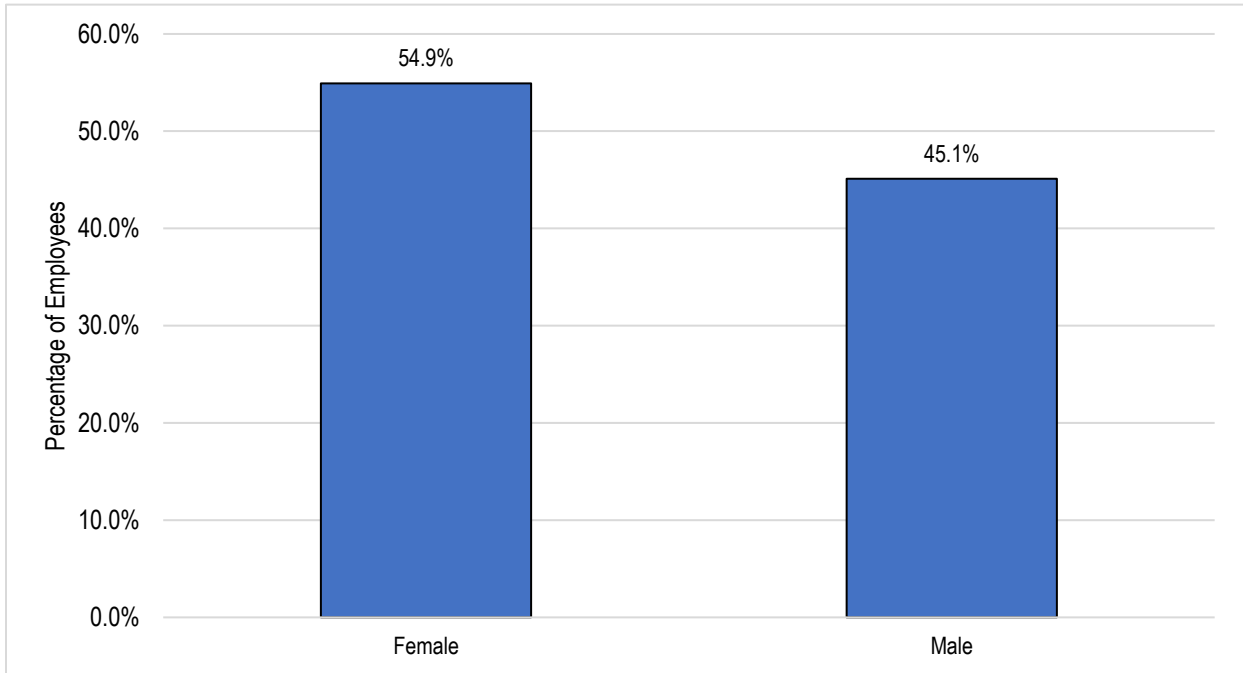
	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2024 Total
Asian/Pacific Islander	2	6	21	106	31	166
African American	6	9	28	80	49	172
Hispanic	15	27	57	242	209	550
American Indian/Alaskan Native		2	1	8	7	18
White Non-Hispanic	13	31	69	460	113	686
Unknown	0	1	2	26	2	31
<b>Total</b>	<b>36</b>	<b>76</b>	<b>178</b>	<b>922</b>	<b>411</b>	<b>1,623</b>

Source: CCCC MIS Referential Data Files

In Fall 2024, the highest proportion of classified administrators and faculty were White Non-Hispanic, while the highest proportion of classified staff were Hispanic.



### Gender Distribution, Fall 2024

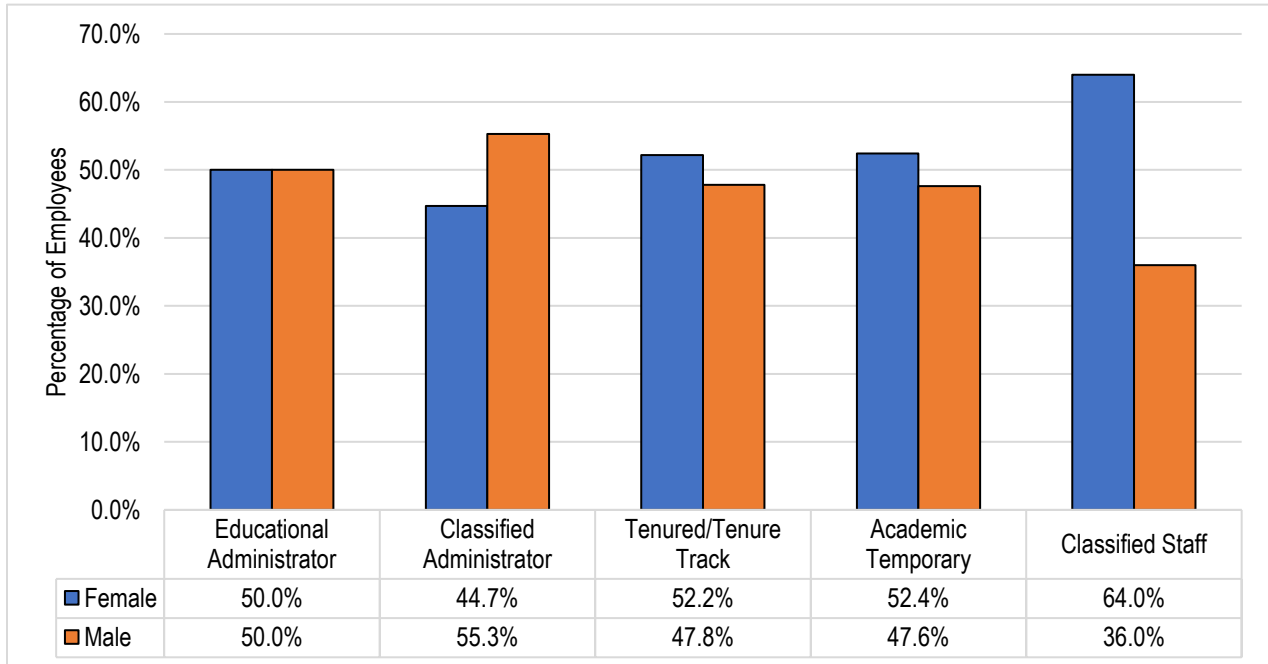


Gender	SBCCD
Female	891
Male	732
<b>Total</b>	<b>1,623</b>

Source: CCCC MIS Referential Data Files

In Fall 2024, 54.9% of SBCCD employees were female and 45.1% were male.

## Gender Distribution By Employee Classification, Fall 2024

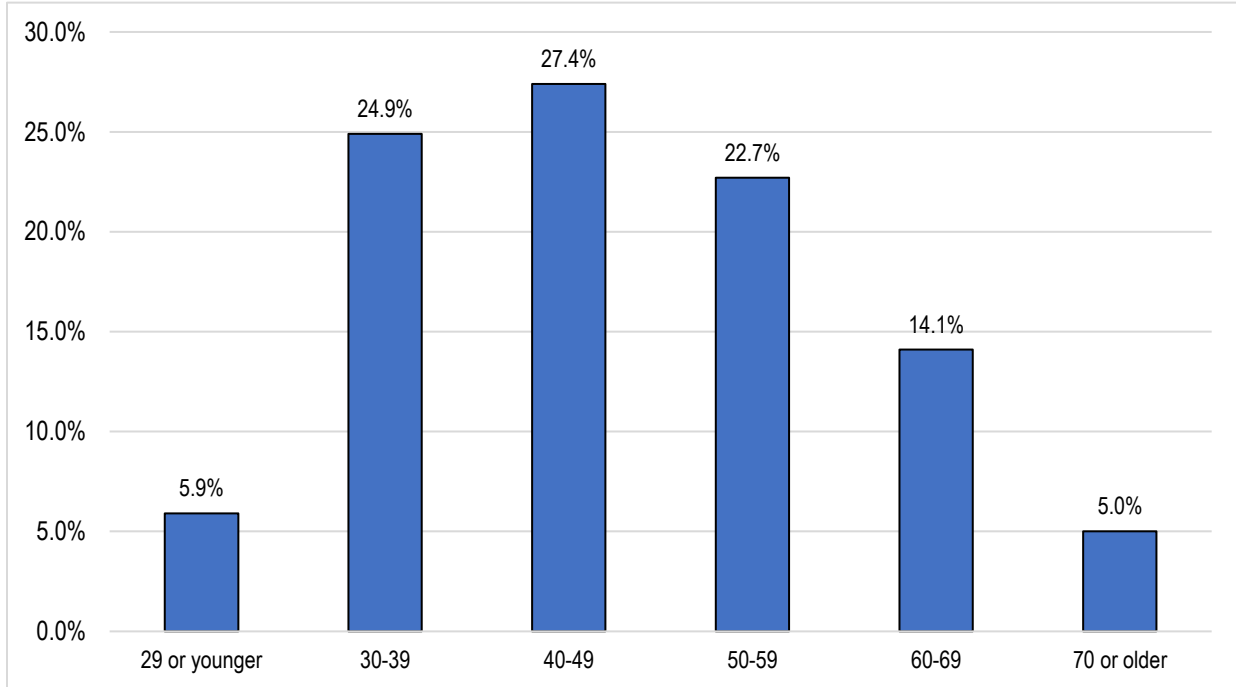


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2024 Total
Female	18	34	93	483	263	891
Male	18	42	85	439	148	732
<b>Total</b>	<b>36</b>	<b>76</b>	<b>178</b>	<b>922</b>	<b>411</b>	<b>1,623</b>

Source: CCCCO MIS Referential Data Files

In Fall 2024, 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 (28.0% - 64.0% female vs. 36.0% male), followed by classified administrator (10.6% - 44.7% female vs. 55.3% male), academic temporary (4.8% - 52.4% female vs. 47.6% male), and tenured/tenure track faculty (4.5% - 52.2% female vs. 47.8% male).

## Age Distribution, Fall 2024

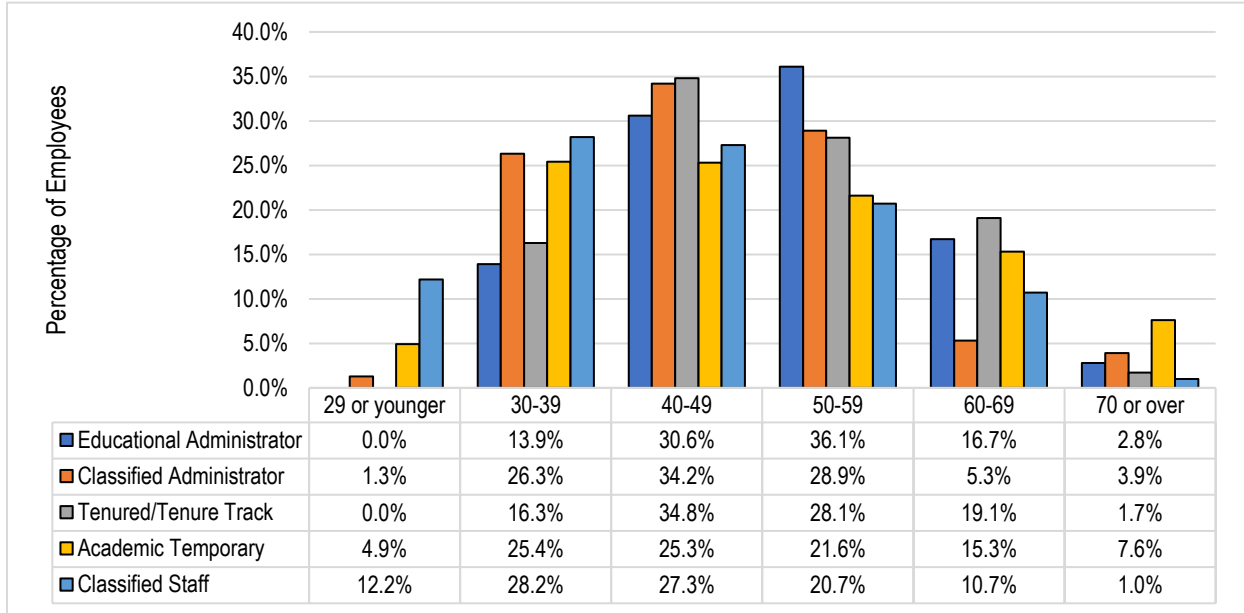


Age	SBCCD
29 or younger	96
30-39	404
40-49	444
50-59	369
60-69	229
70 or older	81
<b>Total</b>	<b>1,623</b>
Mean Age	47.36
Median Age	47.00

Source: CCCCO MIS Referential Data Files

In Fall 2024, the three largest age groups among SBCCD employees were employees 30-39 years of age (24.9%), employees 40-49 years of age (27.4%), and employees 50-59 years of age (22.7%). Together these age groups made up nearly 75.0% of employees at SBCCD.

### Age Range Frequency Distribution By Employee Classification, Fall 2024



	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2024 Total
29 or younger	0	1	0	45	50	96
30-39	5	20	29	234	116	404
40-49	11	26	62	233	112	444
50-59	13	22	50	199	85	369
60-69	6	4	34	141	44	229
70 or older	1	3	3	70	4	81
<b>Total</b>	<b>36</b>	<b>76</b>	<b>178</b>	<b>922</b>	<b>411</b>	<b>1,623</b>
Mean Age	50.42	46.33	49.94	48.38	43.86	47.36
Median Age	51.00	45.00	49.00	48.00	43.00	47.00

Source: CCCC MIS Referential Data Files

In Fall 2024, the median age of educational administrator is the highest at 51.0 years. Tenured/Tenure track faculty median age of 49.0 years is the next highest. Classified Staff had the lowest median age (43.0 years).