



2027 Fact Book

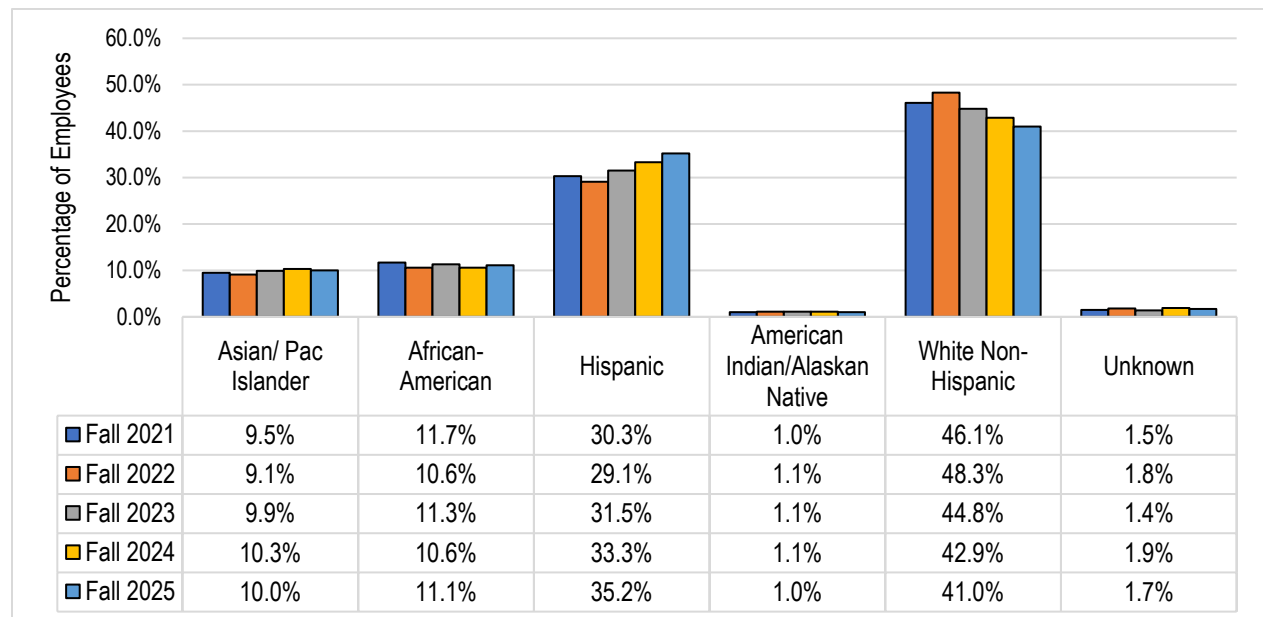
Employee Characteristics

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

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Trends in Employee Racial/Ethnic Distribution: SBCCD

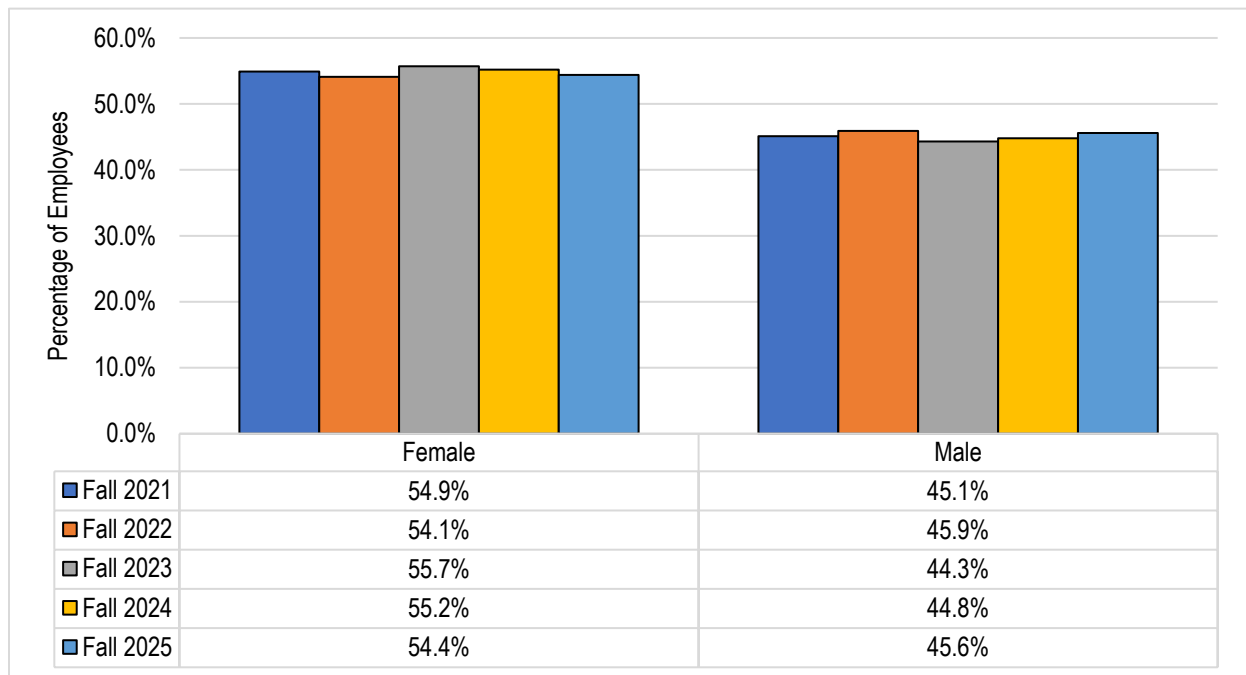


	Fall 2021	Fall 2022	Fall 2023	Fall 2024	Fall 2025	5 Year Change
Asian/Pacific Islander	132	144	140	171	162	+22.7%
African American	163	169	161	176	181	+11.0%
Hispanic	423	462	447	554	572	+35.2%
American Indian/Alaskan Native	14	18	16	18	17	+21.4%
White Non-Hispanic	643	767	636	714	667	+3.7%
Unknown	21	28	20	31	27	+28.6%
Total	1,396	1,588	1,420	1,664	1,626	+16.5%

Source: CCCCCO MIS Referential Data Files

Between Fall 2021 and Fall 2025, the number of individuals employed by the San Bernardino Community College District increased by 16.5%. Approximately 53.8% of SBCCD employees were from historically underrepresented racial/ethnic groups. Over this five-year period, the greatest increase was observed among Hispanic employee group. The percentage of employees who were Hispanic increased by 35.2%.

Trends in Gender Distribution: SBCCD

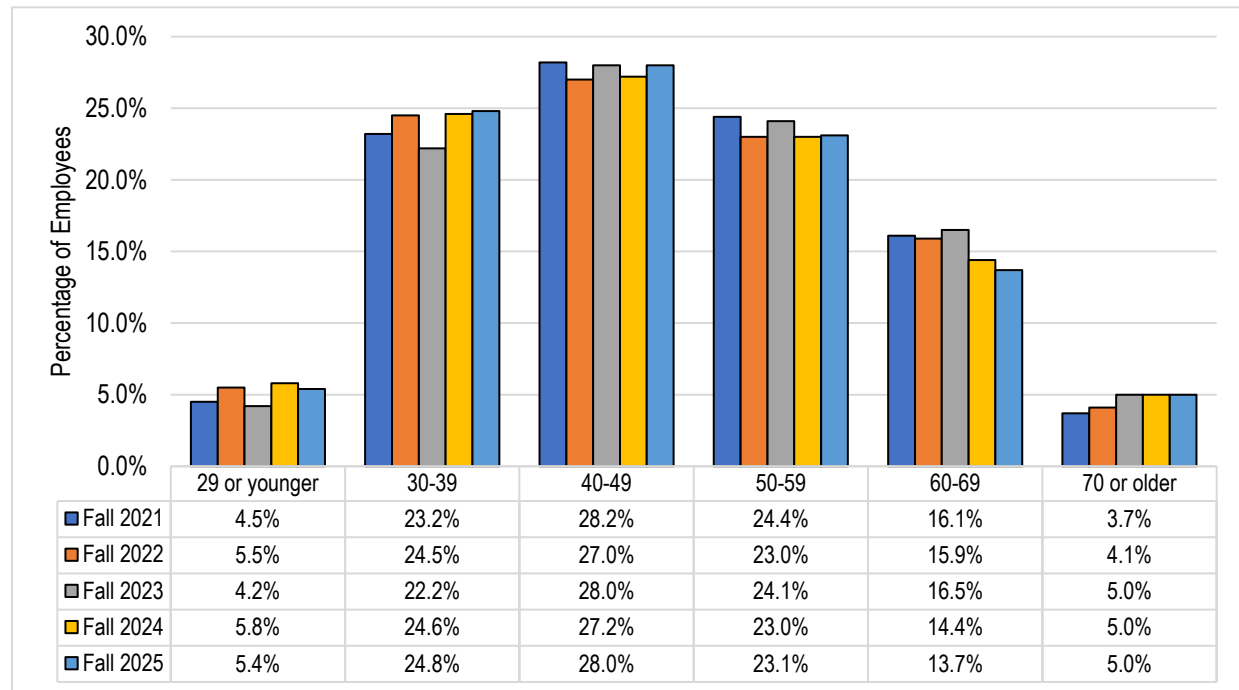


	Fall 2021	Fall 2022	Fall 2023	Fall 2024	Fall 2025	5 Year Change
Female	766	859	791	918	885	+15.5%
Male	630	729	629	746	741	+17.6%
Total	1,396	1,588	1,420	1,664	1,626	+16.5%

Source: CCCCCO MIS Referential Data Files

Between Fall 2021 and Fall 2025, approximately 54.8% of SBCCD employees were female and 45.2% were male. The percentage of male employees increased by 0.5% from 45.1% to 45.6%, while the percentage of female employees decreased by 0.5% from 54.9% to 54.4%. There were 766 female employees and 630 male employees in Fall 2021. Over this five-year period, the number of female employees increased by 119, and the number of male employees increased by 111.

Trends in Age Distribution: SBCCD

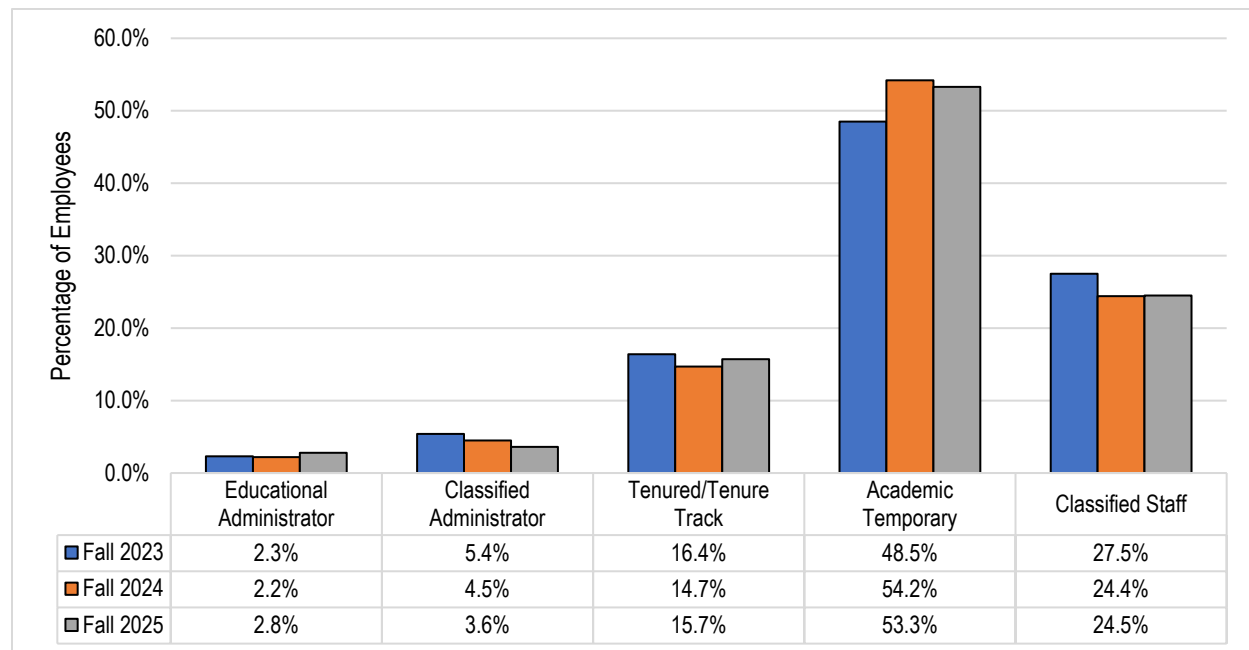


	Fall 2021	Fall 2022	Fall 2023	Fall 2024	Fall 2025	5 Year Change
29 or younger	63	87	60	97	88	+39.7%
30-39	324	389	315	409	403	+24.4%
40-49	393	428	398	452	455	+15.8%
50-59	340	366	342	382	375	+10.3%
60-69	225	253	234	240	223	-0.9%
70 or older	51	65	71	84	82	+60.8%
Total	1,396	1,588	1,420	1,664	1,626	+16.5%
Mean Age	47.98	47.72	48.61	47.51	47.53	
Median Age	48.00	47.00	48.00	47.00	46.00	

Source: CCCC MIS Referential Data Files

Between Fall 2021 and Fall 2025, an increase in the number of employees was observed among employees 30-39 years of age (+79, a 24.4% increase), employees 40-49 years of age (+62, a 15.8% increase), employees 29 years of age or younger (+25, a 39.7% increase), employees 70 years of age or older (+31, a 60.8% increase), and employees 50-59 years of age (+35, a 10.3% increase), while a decrease in the number of employees was observed among employees 60-69 years of age (-2, a 0.9% decrease). The median age decreased by 2 from 48 to 46.

Employees by Job Classification Group: SBCCD



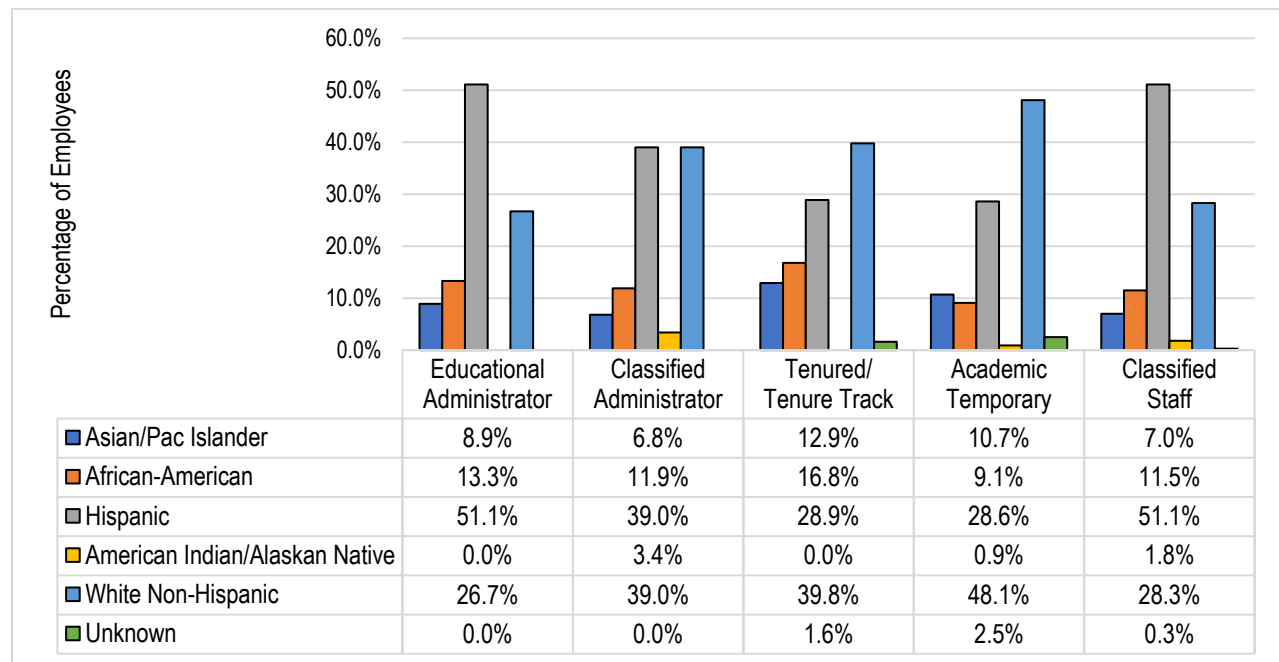
	Fall 2023	Fall 2024	Fall 2025	Three Year Change
Educational Administrator*	32	36	45	+40.6%
Classified Administrator	76	75	59	-22.4%
Tenured/Tenure Track	233	245	256	+9.9%
Academic Temporary	689	902	867	+25.8%
Classified Staff	390	406	399	+2.3%
Total	1,420	1,664	1,626	+14.5%

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)].

Between Fall 2023 and Fall 2025, the greatest increase in number of employees was observed among educational administrator (+13, a 40.6% increase), academic temporary (+178, a 25.8% increase), tenured/tenure track faculty (+23, a 9.9% increase), and classified staff (+9, a 2.3% increase). However, a decrease in number of employees was observed for classified administrator (-17, a 22.4% decrease).

Racial/Ethnic Frequency Distribution By Employee Classification, Fall 2025

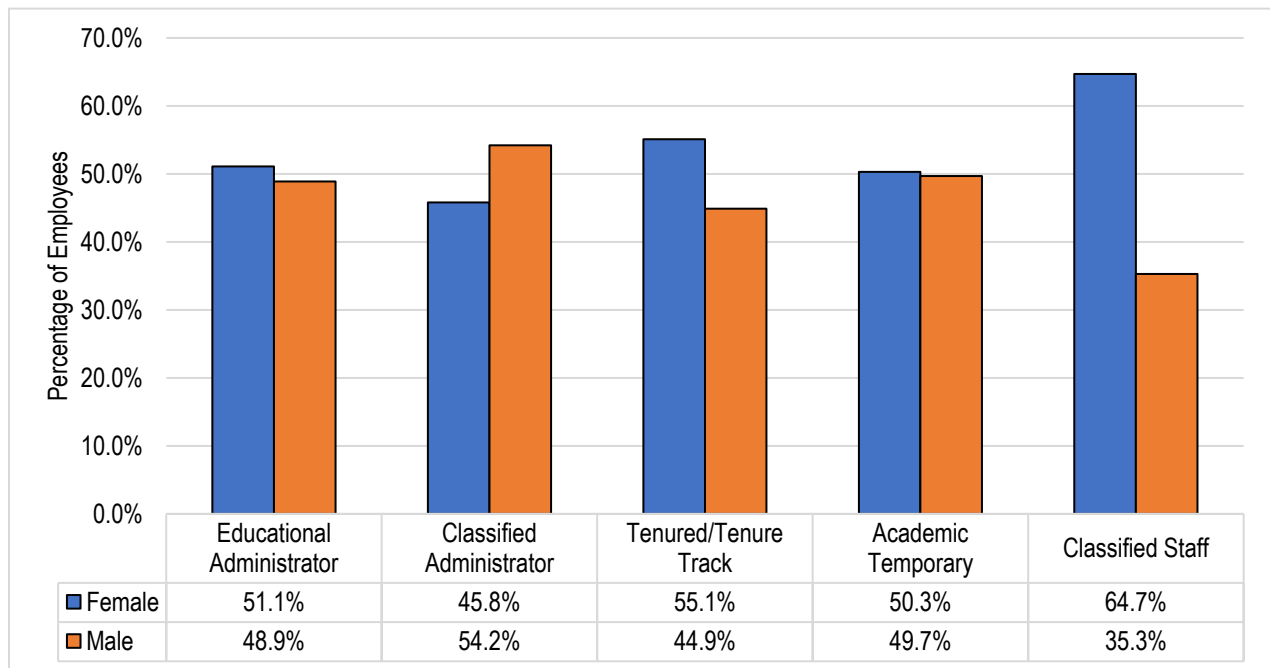


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2024 Total
Asian/Pacific Islander	4	4	33	93	28	162
African American	6	7	43	79	46	181
Hispanic	23	23	74	248	204	572
American Indian/Alaskan Native	0	2	0	8	7	17
White Non-Hispanic	12	23	102	417	113	667
Unknown	0	0	4	22	1	27
Total	45	59	256	867	399	1,626

Source: CCCC MIS Referential Data Files

In Fall 2025, the highest proportion of faculty were White Non-Hispanic, while the highest proportion of classified staff and educational administrators were Hispanic.

Gender Distribution By Employee Classification, Fall 2025

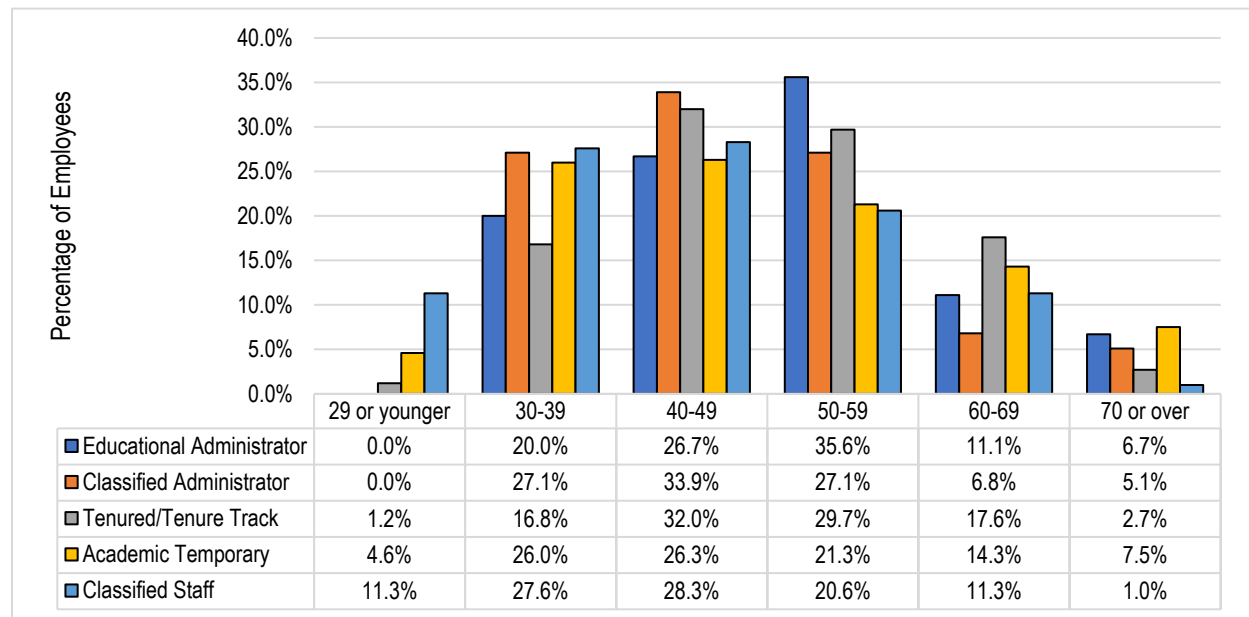


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2025 Total
Female	23	27	141	436	258	885
Male	22	32	115	431	141	741
Total	45	59	256	867	399	1,626

Source: CCCC MIS Referential Data Files

In Fall 2025, 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 and classified staff positions. Classified staff had the largest gender gap (29.4% - 64.7% female vs. 35.3% male), followed by tenured/tenure track faculty (10.2% - 55.1% female vs. 44.9% male) and classified administrator (8.5% - 45.8% female vs. 54.2% male).

Age Range Frequency Distribution By Employee Classification, Fall 2025



	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2025 Total
29 or younger	0	0	3	40	45	88
30-39	9	16	43	225	110	403
40-49	12	20	82	228	113	455
50-59	16	16	76	185	82	375
60-69	5	4	45	124	45	223
70 or older	3	3	7	65	4	82
Total	45	59	256	867	399	1,626
Mean Age	50.29	47.17	49.90	48.21	44.28	
Median Age	50.00	46.00	49.50	47.00	43.00	

Source: CCCC MIS Referential Data Files

In Fall 2025, the median age of educational administrators is the highest at 50.0 years. Tenured/Tenure track faculty median age of 49.50 years is the next highest. Classified Staff had the lowest median age (43.0 years).