



2020 Fact Book

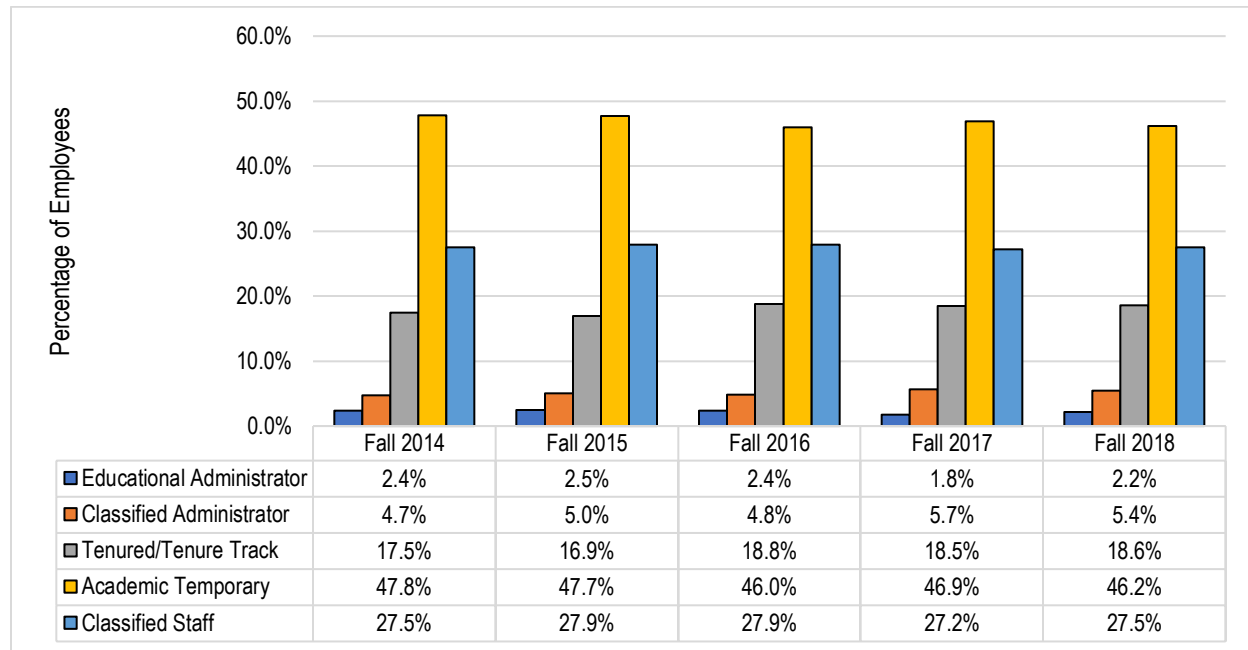
Employee Characteristics

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

Table of Contents

Employees By Job Classification Group: SBCCD	2
Employees By Job Classification Group: Crafton Hills College.....	3
Employees By Job Classification Group: San Bernardino Valley College	4
Trends in Employee Racial/Ethnic Distribution: SBCCD	5
Trends in Employee Racial/Ethnic Distribution: Crafton Hills College.....	6
Trends in Employee Racial/Ethnic Distribution: San Bernardino Valley College	7
Racial/Ethnic Frequency Distribution, Fall 2018: SBCCD	8
Racial/Ethnic Frequency Distribution, Fall 2018: Crafton Hills College.....	9
Racial/Ethnic Frequency Distribution, Fall 2018: San Bernardino Valley College.....	10
Trends in Gender Distribution: SBCCD	11
Trends in Gender Distribution: Crafton Hills College.....	12
Trends in Gender Distribution: San Bernardino Valley College	13
Gender Distribution By Employee Classification, Fall 2018: SBCCD.....	14
Gender Distribution By Employee Classification, Fall 2018: Crafton Hills College	15
Gender Distribution By Employee Classification, Fall 2018: San Bernardino Valley College	16
Trends in Age Distribution: SBCCD	17
Trends in Age Distribution: Crafton Hills College	18
Trends in Age Distribution: San Bernardino Valley College	19
Age Range Frequency Distribution By Employee Classification, Fall 2018: SBCCD.....	20
Age Range Frequency Distribution By Employee Classification, Fall 2018: Crafton Hills College	21
Age Range Frequency Distribution By Employee Classification, Fall 2018: San Bernardino Valley College	22

Employees By Job Classification Group: SBCCD



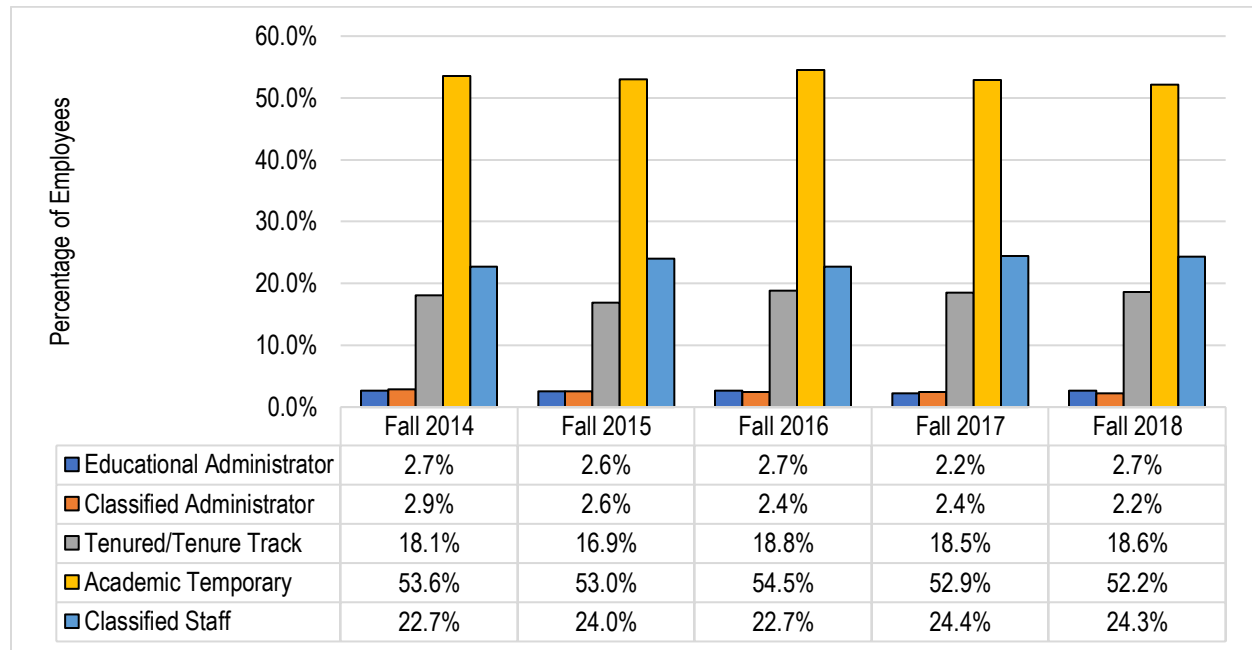
Classification	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	5 Year Change
Educational Administrator*	30	32	32	25	31	+3.3%
Classified Administrator	58	64	64	79	75	+29.3%
Tenured/Tenure Track	215	217	250	254	258	+20.0%
Academic Temporary	587	613	611	646	641	+9.2%
Classified Staff	337	358	370	372	382	+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%).

Employees By Job Classification Group: Crafton Hills College



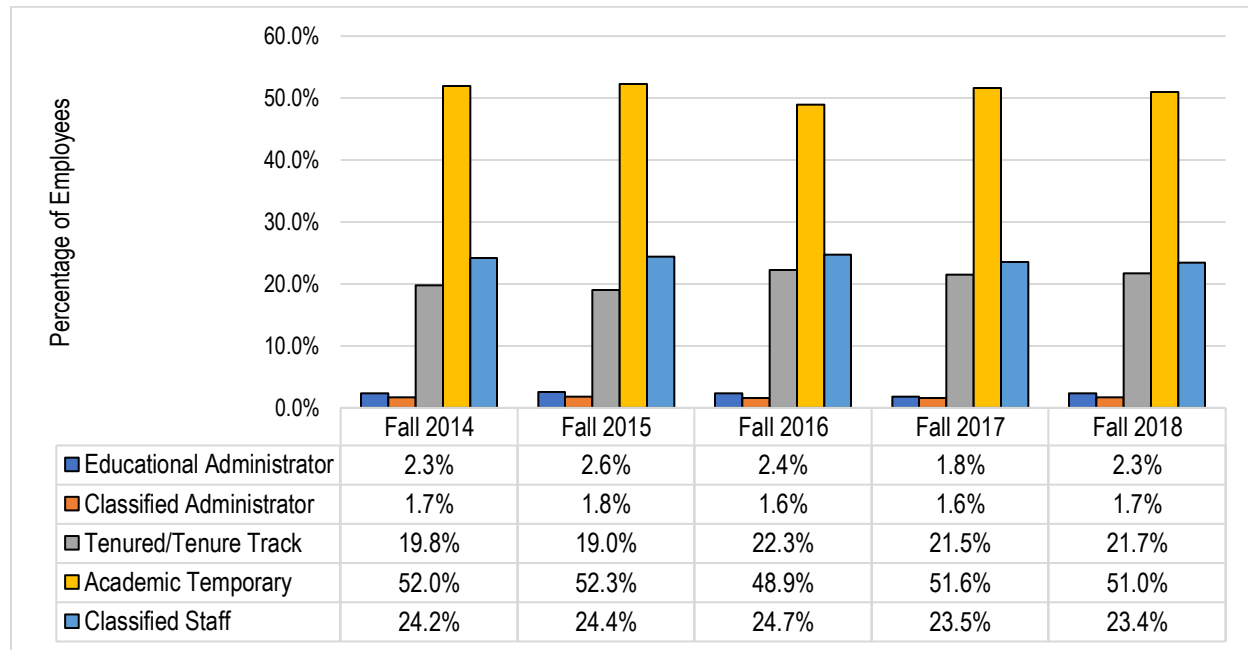
Classification	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	5 Year Change
Educational Administrator*	10	10	11	9	11	+10.0%
Classified Administrator	11	10	10	10	9	-18.2%
Tenured/Tenure Track	68	69	74	76	77	+13.2%
Academic Temporary	201	205	226	221	215	+7.0%
Classified Staff	85	93	94	102	100	+17.6%
Total	375	387	415	418	412	+9.9%

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 Crafton Hills College increased by 9.9% from 375 in Fall 2014 to 412 in Fall 2018. A large increase in number of employees was observed among classified staff (+17.6%), tenured/tenure track faculty (+13.2%), educational administrator (+10.0%), and academic temporary (+7.0%). However, a decrease in number of employees was observed for classified administrator (-18.2%).

Employees By Job Classification Group: San Bernardino Valley College



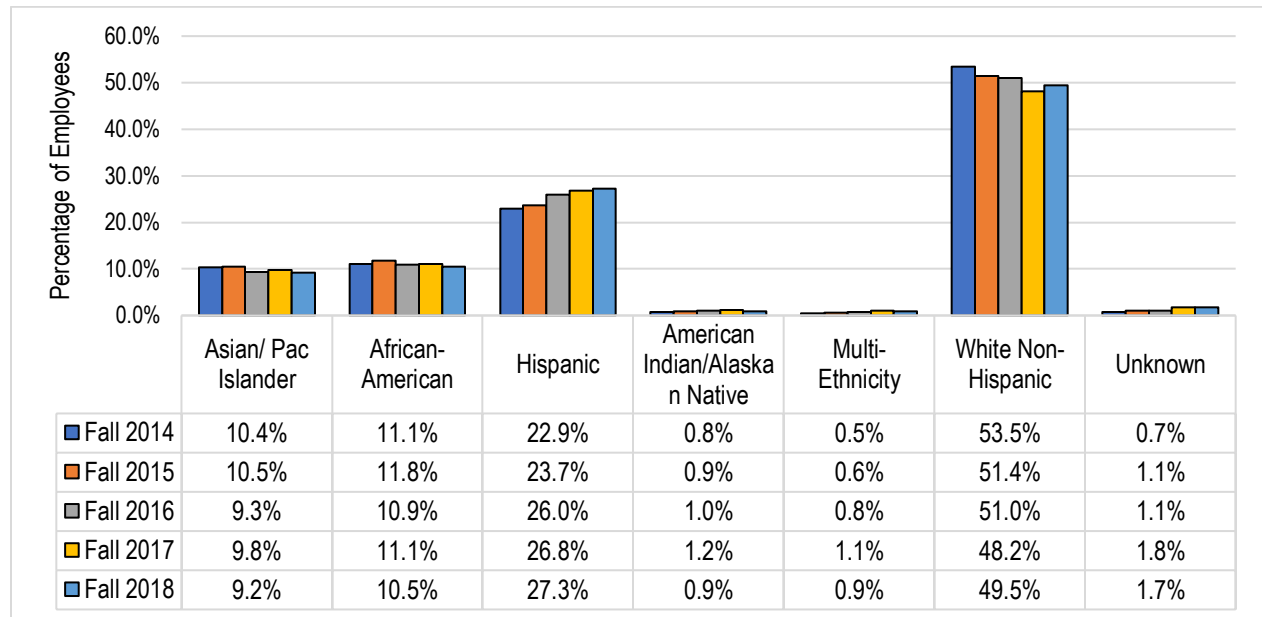
Classification	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	5 Year Change
Educational Administrator*	17	20	19	15	19	+11.8%
Classified Administrator	13	14	13	13	14	+7.7%
Tenured/Tenure Track	147	148	176	177	181	+23.1%
Academic Temporary	386	408	385	425	426	+10.4%
Classified Staff	180	190	195	194	196	+8.9%
Total	743	780	788	824	836	+12.5%

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)].

The number of individuals employed by San Bernardino Valley College increased by 12.5% from 743 in Fall 2014 to 836 in Fall 2018. A large increase in number of employees was observed among tenured/tenure track faculty (+23.1%), educational administrator (+11.8%), academic temporary (+10.4%), classified Staff (+8.9%), and classified administrators (+7.7%).

Trends in Employee Racial/Ethnic Distribution: SBCCD

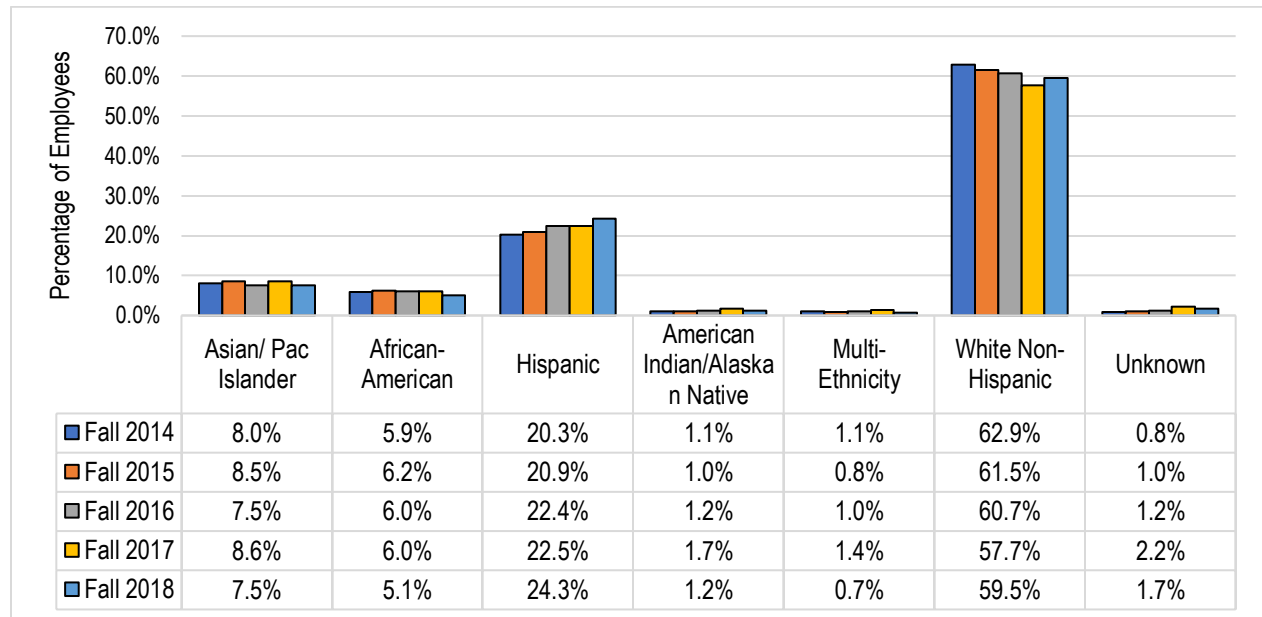


	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	5 Year Change
Asian/Pacific Islander	128	135	123	135	128	0.0%
African American	136	152	145	153	146	+7.4%
Hispanic	281	304	345	369	378	+34.5%
American Indian/Alaskan Native	10	11	13	16	13	+30.0%
Multi-Ethnicity	6	8	10	15	12	+100.0%
White Non-Hispanic	657	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/Alaskan Native employees increased by 30.0%.

Trends in Employee Racial/Ethnic Distribution: Crafton Hills College

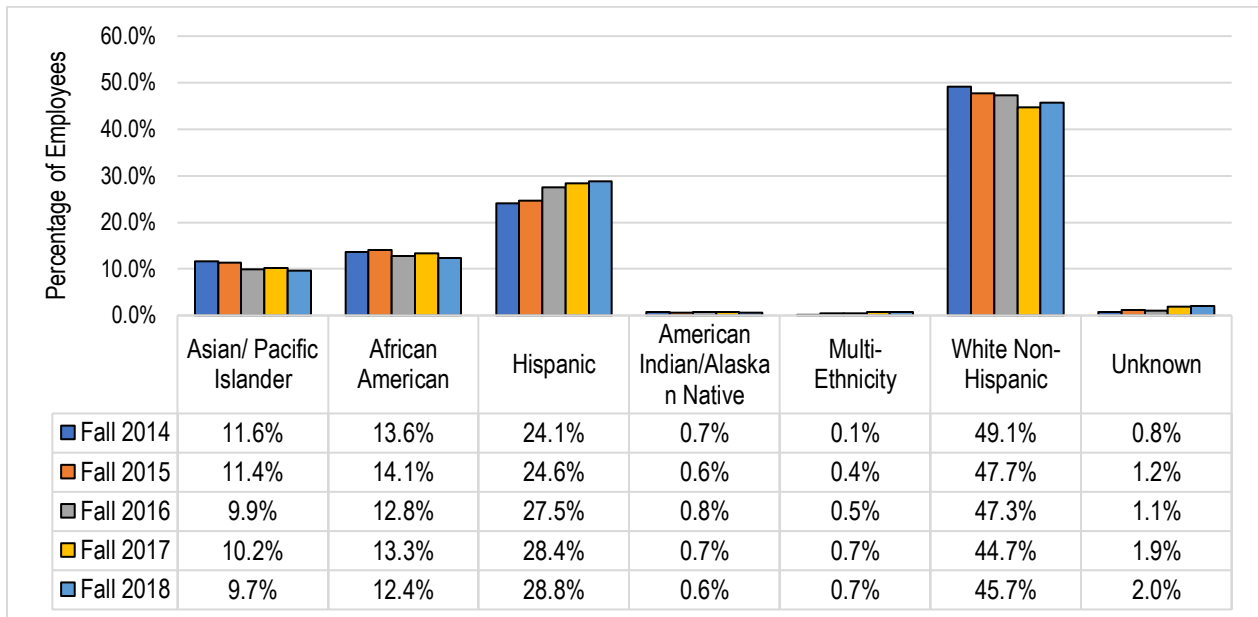


	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	5 Year Change
Asian/Pacific Islander	30	33	31	36	31	+3.3%
African American	22	24	25	25	21	-4.5%
Hispanic	76	81	93	94	100	+31.6%
American Indian/Alaskan Native	4	4	5	7	5	+25.0%
Multi-Ethnicity	4	3	4	6	3	-25.0%
White Non-Hispanic	236	238	252	241	245	+3.8%
Unknown	3	4	5	9	7	+133.3%
Total	375	387	415	418	412	+9.9%

Source: CCCC MIS Referential Data Files

In the Fall 2018 semester, approximately 39% of CHC 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 31.6% and the percentage of American Indian/Alaskan Native employees increased by 25.0%.

Trends in Employee Racial/Ethnic Distribution: San Bernardino Valley College

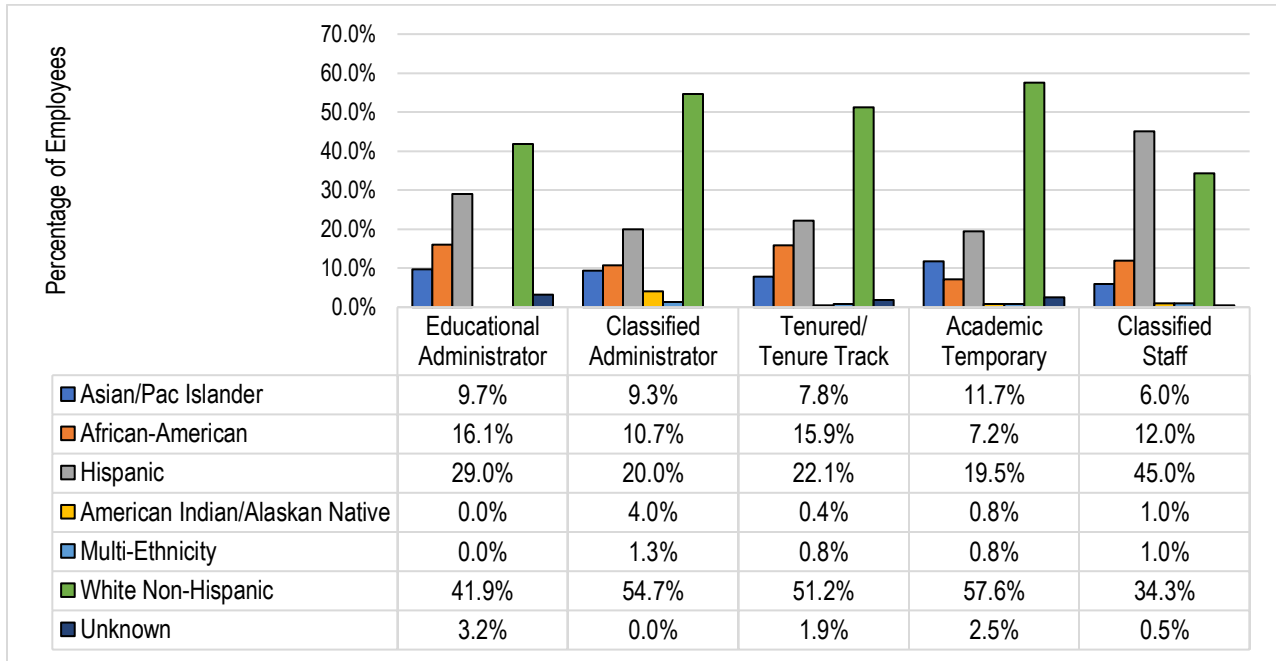


	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	5 Year Change
Asian/Pacific Islander	86	89	78	84	81	-5.8%
African American	101	110	101	110	104	+3.0%
Hispanic	179	192	217	234	241	+34.6%
American Indian/Alaskan Native	5	5	6	6	5	0.0%
Multi-Ethnicity	1	3	4	6	6	+500.0%
White Non-Hispanic	365	372	373	368	382	+4.7%
Unknown	6	9	9	16	17	+183.3%
Total	743	780	788	824	836	+12.5%

Source: CCCC MIS Referential Data Files

In the Fall 2018 semester, approximately 52% of SBVC employees were from historically underrepresented racial/ethnic groups. Over this five-year period, the largest increase was observed among Hispanic employee groups. Between Fall 2014 and Fall 2018, the percentage of employees who were Hispanic increased by 34.6%.

Racial/Ethnic Frequency Distribution, Fall 2018: SBCCD

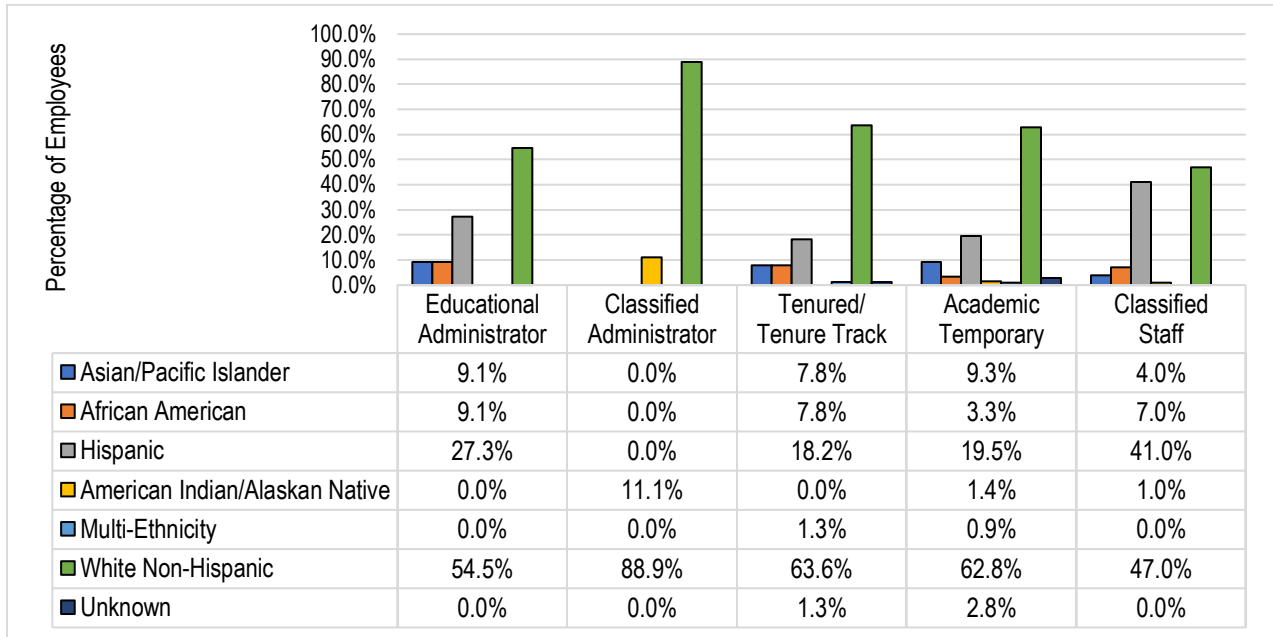


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2018 Total
Asian/Pacific Islander	3	7	20	75	23	128
African American	5	8	41	46	46	146
Hispanic	9	15	57	125	172	378
American Indian/Alaskan Native		3	1	5	4	13
Multi-Ethnicity		1	2	5	4	12
White Non-Hispanic	13	41	132	369	131	686
Unknown	1		5	16	2	24
Total	31	75	258	641	382	1,387

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.

Racial/Ethnic Frequency Distribution, Fall 2018: Crafton Hills College

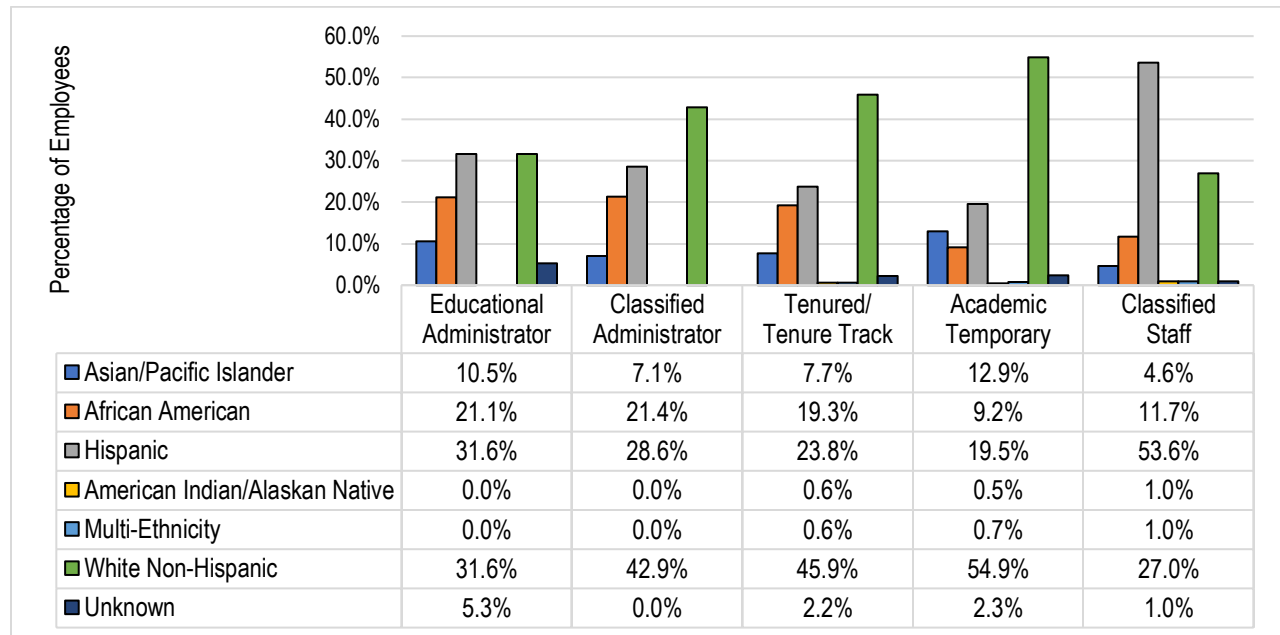


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2018 Total
Asian/Pacific Islander	1		6	20	4	31
African American	1		6	7	7	21
Hispanic	3		14	42	41	100
American Indian/Alaskan Native		1		3	1	5
Multi-Ethnicity			1	2		3
White Non-Hispanic	6	8	49	135	47	245
Unknown			1	6		7
Total	11	9	77	215	100	412

Source: CCCC MIS Referential Data Files

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

Racial/Ethnic Frequency Distribution, Fall 2018: San Bernardino Valley College

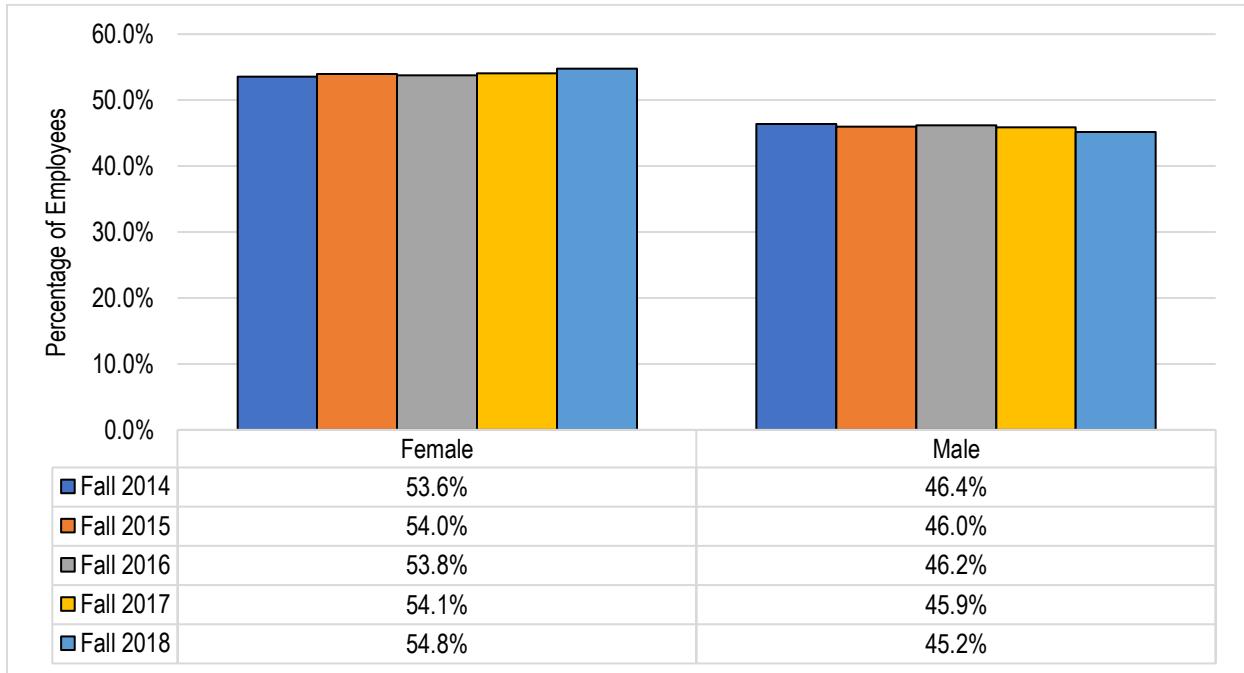


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2018 Total
Asian/Pacific Islander	2	1	14	55	9	81
African American	4	3	35	39	23	104
Hispanic	6	4	43	83	105	241
American Indian/Alaskan Native			1	2	2	5
Multi-Ethnicity			1	3	2	6
White Non-Hispanic	6	6	83	234	53	382
Unknown	1		4	10	2	17
Total	19	14	181	426	196	836

Source: CCCC MIS Referential Data Files

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

Trends in Gender Distribution: SBCCD

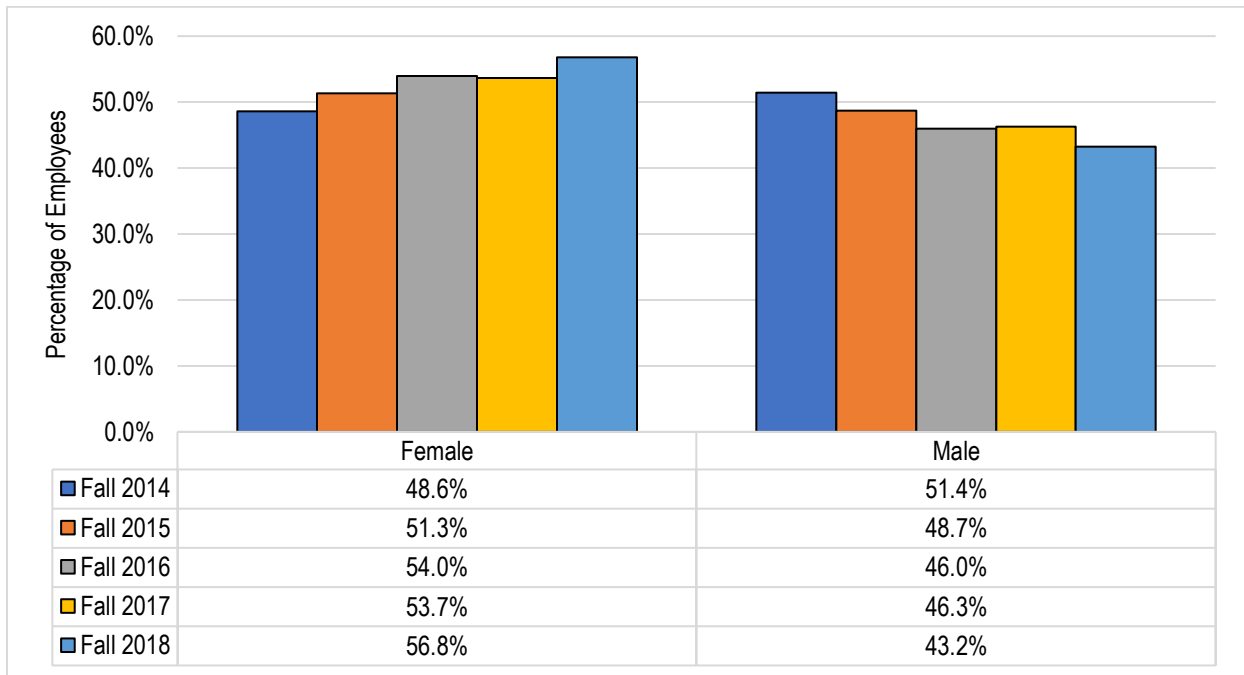


	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	5 Year Change
Female	658	693	714	745	760	+15.5%
Male	569	591	613	631	627	+10.2%
Total	1,227	1,284	1,327	1,376	1387	+13.0%

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.

Trends in Gender Distribution: Crafton Hills College

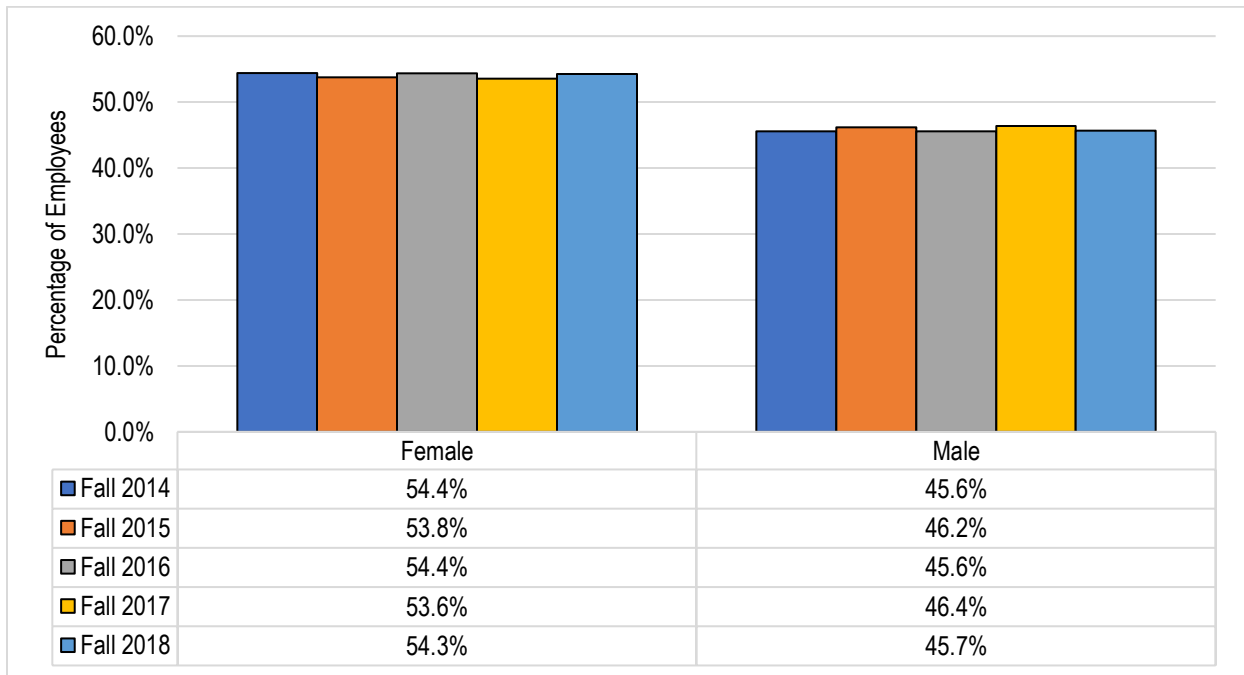


	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	5 Year Change
Female	201	213	218	231	227	+12.9%
Male	174	174	197	187	185	+6.3%
Total	375	387	415	418	412	+9.9%

Source: CCCC MIS Referential Data Files

Between Fall 2014 and Fall 2018, approximately 54.3% of CHC employees were female and 45.7% were male. The percentage of female employees increased by 8.2% from 48.6% to 56.8%, while the percentage of male employees decreased by 8.2% from 51.4% to 43.2%. There were 201 female employees and 174 male employees in Fall 2014. Over this five-year period, the number of female employees increased by 26, and the number of male employees increased by 11.

Trends in Gender Distribution: San Bernardino Valley College

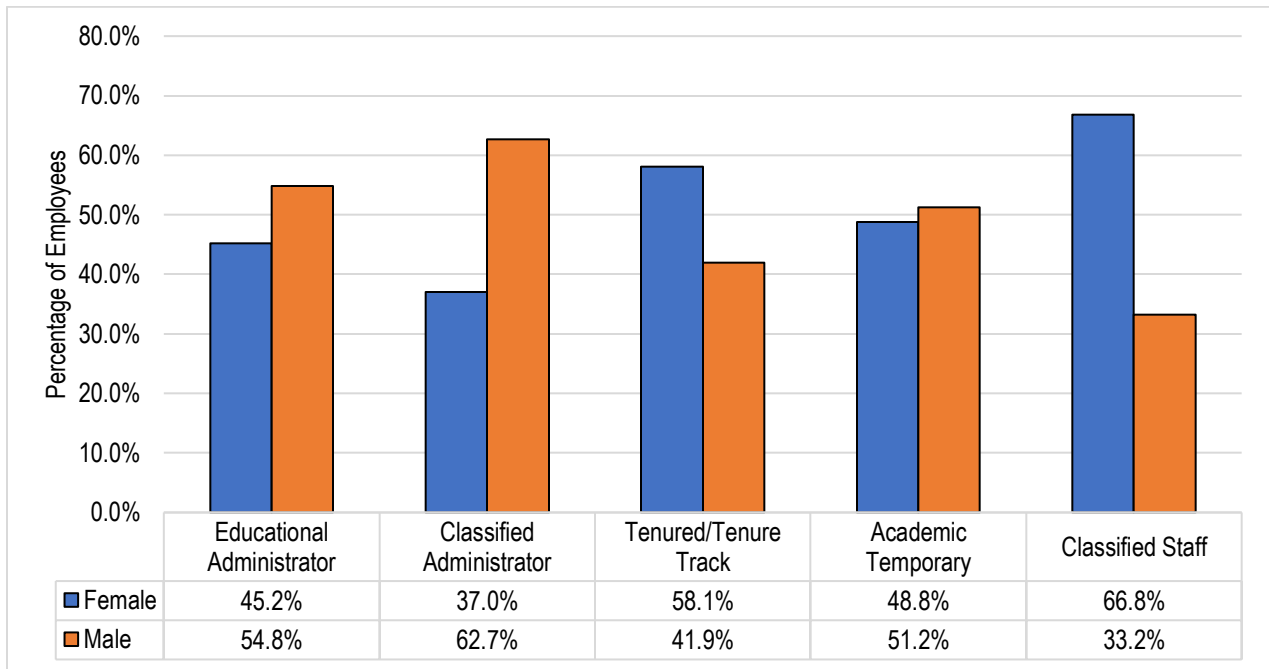


	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	5 Year Change
Female	404	420	429	442	454	+12.4%
Male	339	360	359	382	382	+12.7%
Total	743	780	788	824	836	+12.5%

Source: CCCC MIS Referential Data Files

Between Fall 2014 and Fall 2018, approximately 54.1% of SBVC employees were female and 45.9% were male. The percentage of female and male employees have remained stable. There were 404 female employees and 339 male employees in Fall 2014. Over this five-year period, the number of female employees increased by 50, and the number of male employees increased by 43.

Gender Distribution By Employee Classification, Fall 2018: SBCCD

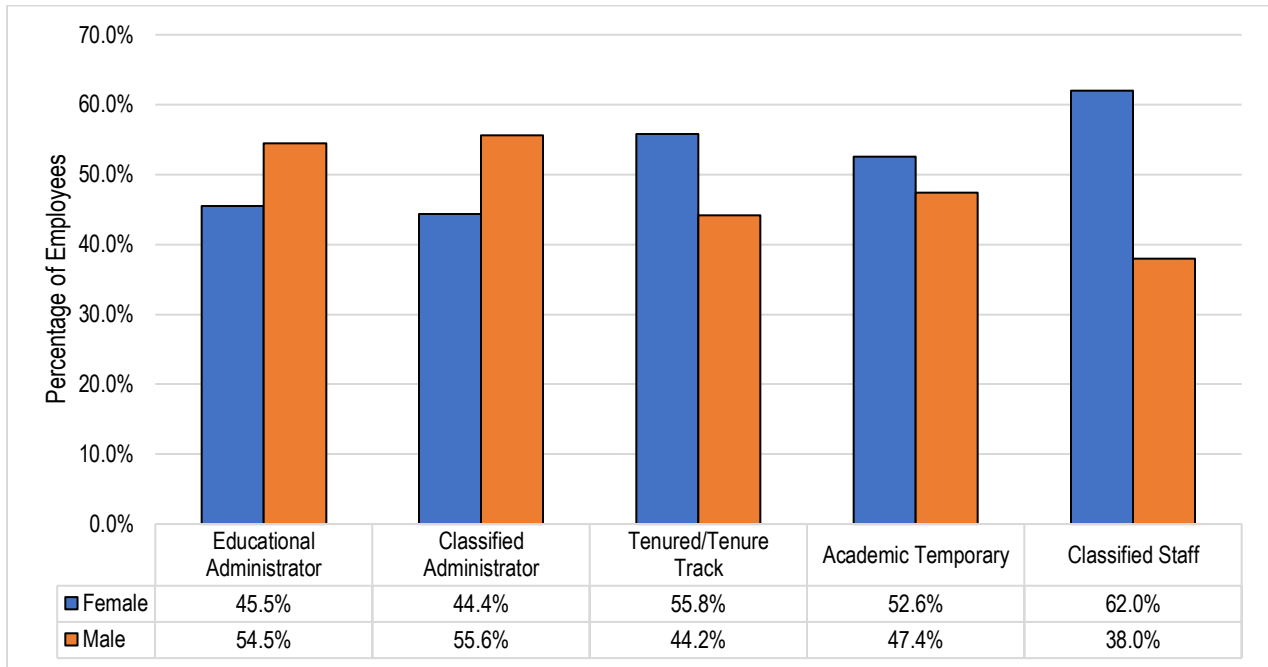


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2018 Total
Female	14	28	150	313	255	760
Male	17	47	108	328	127	627
Total	31	75	258	641	382	1,387

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 track 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 faculty (16.2%), educational administrator (9.6%), and academic temporary (2.4%)

Gender Distribution By Employee Classification, Fall 2018: Crafton Hills College

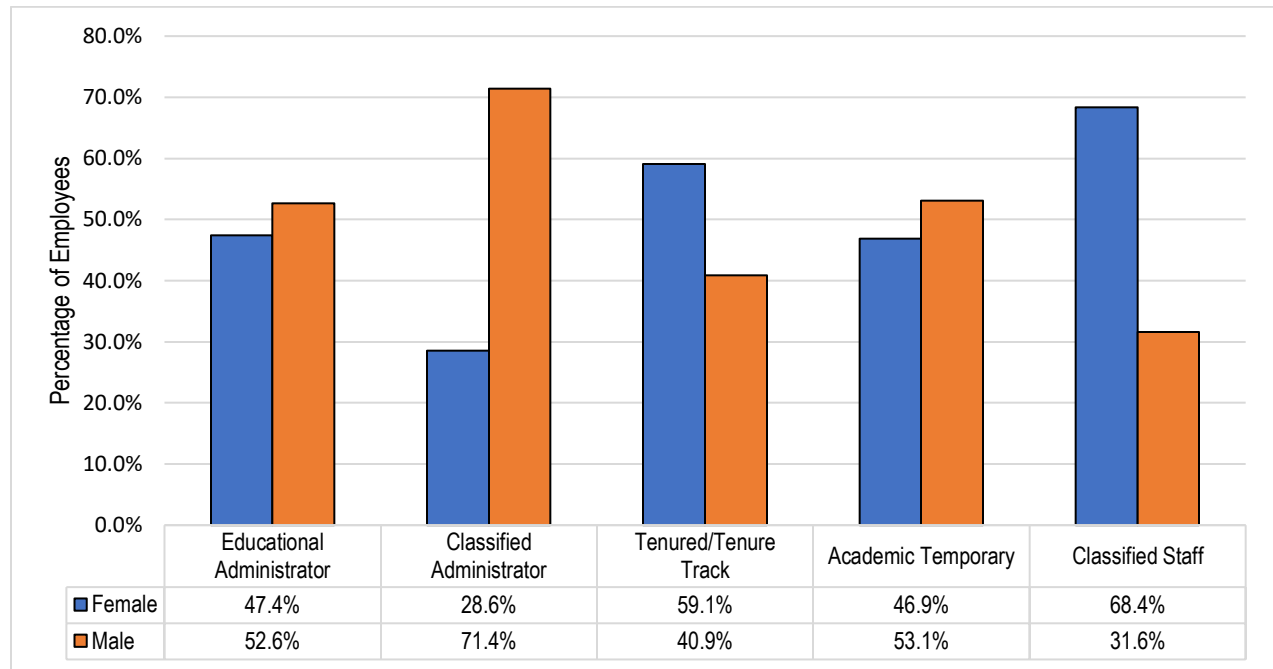


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2018 Total
Female	5	4	43	113	62	227
Male	6	5	34	102	38	185
Total	11	9	77	215	100	412

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 track faculty, academic temporary, and classified staff positions. The position with the largest gender gap was classified staff (24.0%), followed by tenured/tenure track faculty (11.6%), classified administrator (11.2%), educational administrator (9.0%), and academic temporary (5.2%)

Gender Distribution By Employee Classification, Fall 2018: San Bernardino Valley College

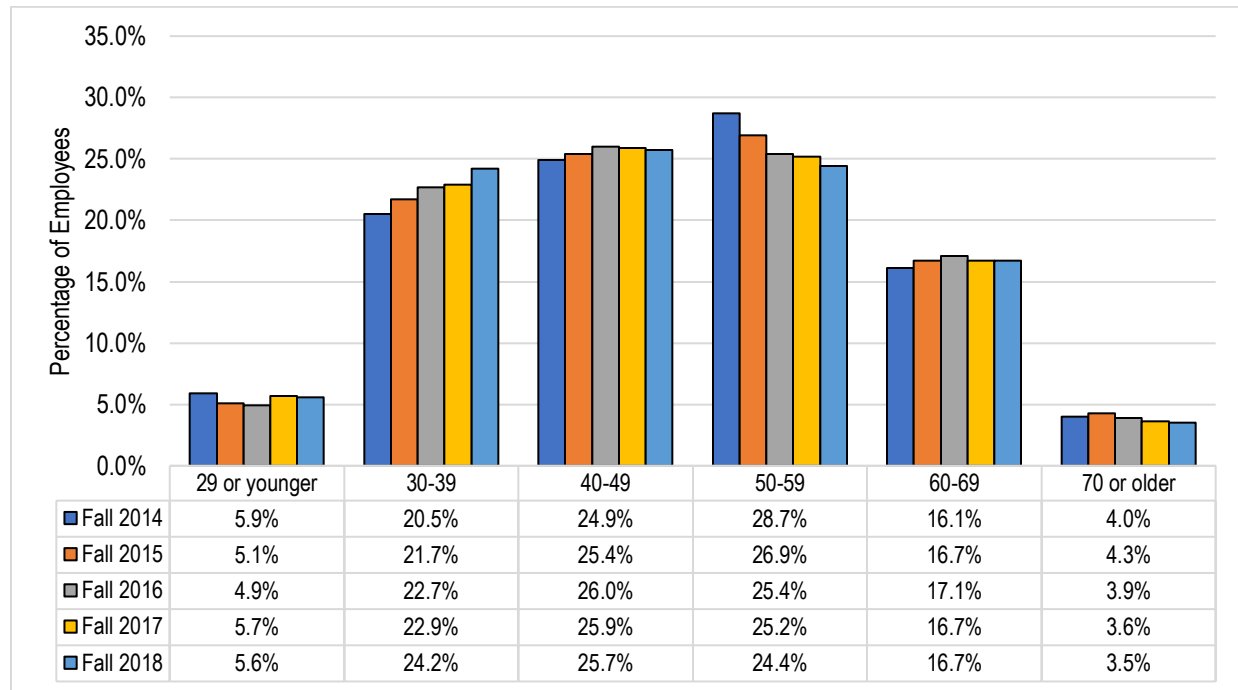


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2018 Total
Female	9	4	107	200	134	454
Male	10	10	74	226	62	382
Total	19	14	181	426	196	836

Source: CCCC MIS Referential Data Files

In Fall 2018, there was a higher number of males than females in administrator and academic temporary positions, while there was a higher number of females than males in tenured/tenure track faculty and classified staff positions. The position with the largest gender gap was by classified administrator (42.8%), followed by classified staff (36.8%), tenured/tenure track (18.2%), academic temporary (6.2%), and educational administrator (5.2%).

Trends in Age Distribution: SBCCD



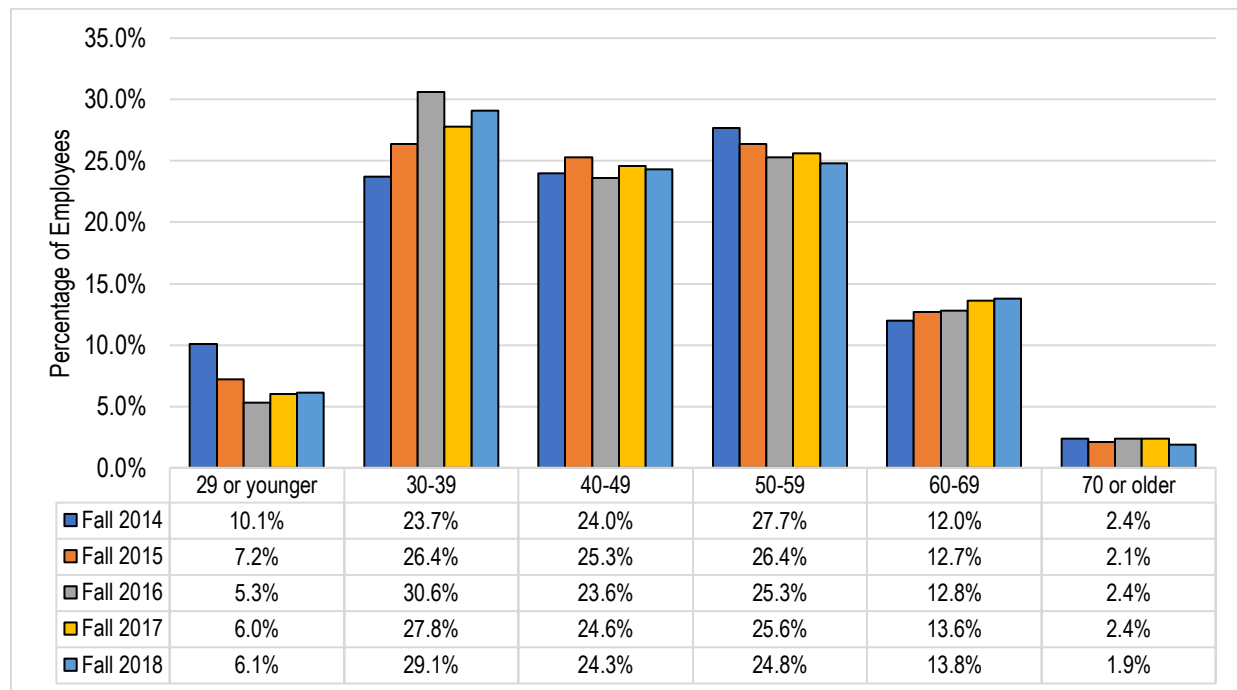
	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	5 Year Change
29 or younger	72	66	65	79	77	+6.9%
30-39	251	278	301	315	336	+33.9%
40-49	305	326	345	356	356	+16.7%
50-59	352	345	337	347	338	-4.0%
60-69	198	214	227	230	232	+17.2%
70 or older	49	55	52	49	48	-2.0%
Total	1,227	1,284	1,327	1,376	1,387	+13.0%
Mean Age	48.62	48.63	48.36	47.93	47.77	
Median Age	49.00	49.00	48.00	48.00	47.00	

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 30-39 years of age (+85), employees 40-49 years of age (+51), employees 60-69 years of age (+34), and employees 29 years of age or younger (+5). A decrease was observed among employees 50-59 years of age (-14), and employees 70 years of age or older (-1). The median age decreased by 2, from 49.0 in Fall 2014 to 47.0 in Fall 2018.

Trends in Age Distribution: Crafton Hills College



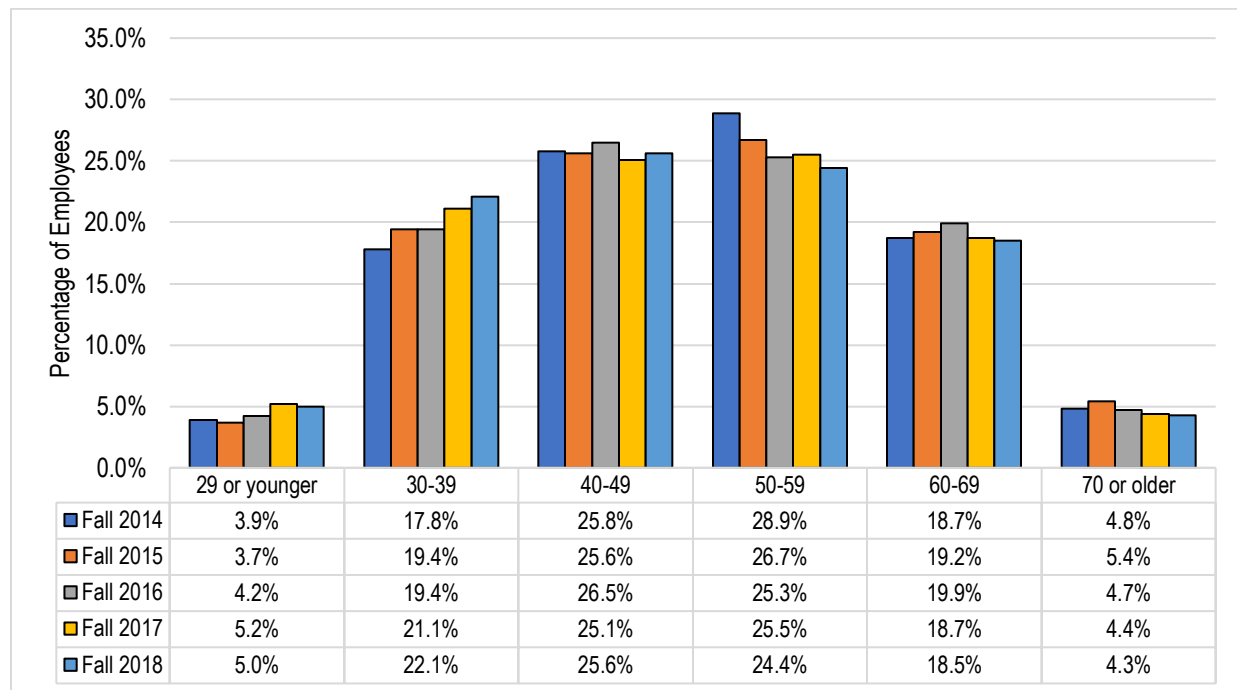
	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	5 Year Change
29 or younger	38	28	22	25	25	-34.2%
30-39	89	102	127	116	120	+34.8%
40-49	90	98	98	103	100	+11.1%
50-59	104	102	105	107	102	-1.9%
60-69	45	49	53	57	57	+26.7%
70 or older	9	8	10	10	8	-11.1%
Total	375	387	415	418	412	+9.9%
Mean Age	45.98	46.15	46.05	46.33	46.11	
Median Age	46.00	46.00	44.00	45.00	45.00	

Source: CCCC MIS Referential Data Files

In Fall 2018, the three largest age groups among CHC employees were employees 30-39 years of age (29.1%), employees 40-49 years of age (24.3%), and employees 50-59 years of age (24.8%). Together these age groups made up 78.2% of employees at CHC.

Between Fall 2014 and Fall 2018, an increase in the number of employees was observed among employees 30-39 years of age (+31), employees 60-69 years of age (+12), and employees 40-49 years of age (+10). A decrease was observed among employees 29 years of age or younger (-13), employees 50-59 years of age (-2), and employees 70 years of age or older (-1). The median age declined by 1.0, from 46.0 in Fall 2014 to 45.0 in Fall 2018.

Trends in Age Distribution: San Bernardino Valley College



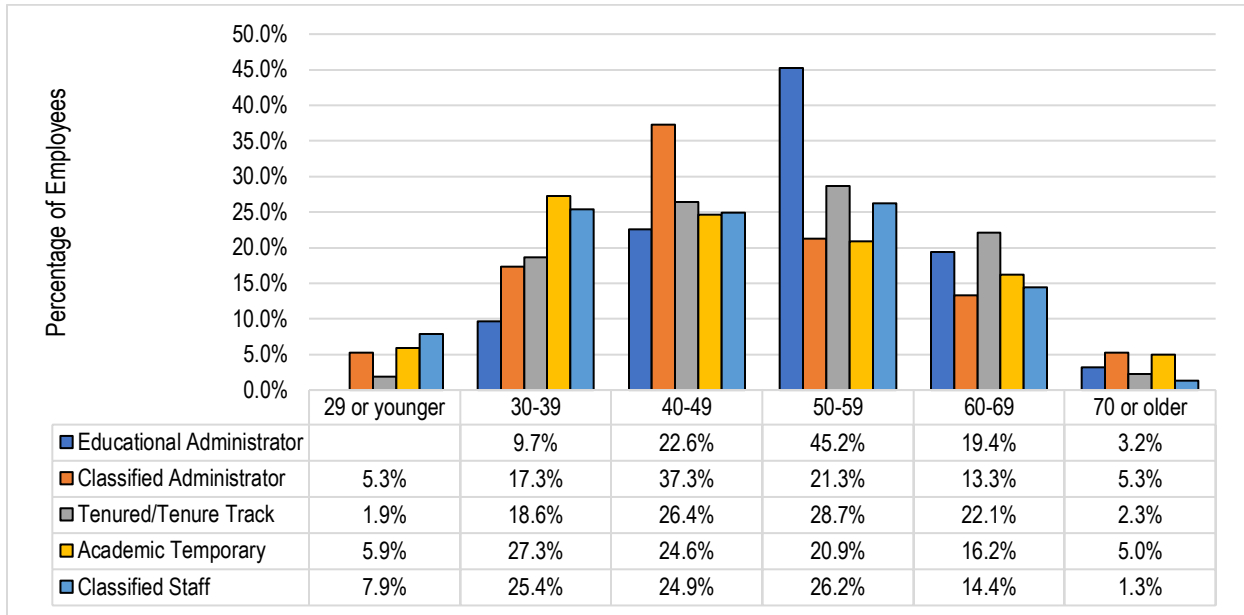
	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	5 Year Change
29 or younger	29	29	33	43	42	+44.8%
30-39	132	151	153	174	185	+40.2%
40-49	192	200	209	207	214	+11.5%
50-59	215	208	199	210	204	-5.1%
60-69	139	150	157	154	155	+11.5%
70 or older	36	42	37	36	36	+0.0%
Total	743	780	788	824	836	+12.5%
Mean Age	50.12	49.98	49.68	48.92	48.71	
Median Age	51.00	50.00	49.00	49.00	48.50	

Source: CCCC MIS Referential Data Files

In Fall 2018, the three largest age groups among SBVC employees were employees 30-39 years of age (22.1%), employees 40-49 years of age (25.6%), and employees 50-59 years of age (24.4%). Together these age groups made up nearly 72% of employees at SBVC.

Between Fall 2014 and Fall 2018, an increase in the number of employees was observed among employees 30-39 years of age (+53), employees 40-49 years of age (+22), and employees 60-69 years of age (+16), and employees 29 years of age or younger (+13). A decrease was observed among employees 60-69 years of age or older (-11). The median age decreased by 2.5, from 51.0 in Fall 2014 to 48.5 in Fall 2018.

Age Range Frequency Distribution By Employee Classification, Fall 2018: SBCCD

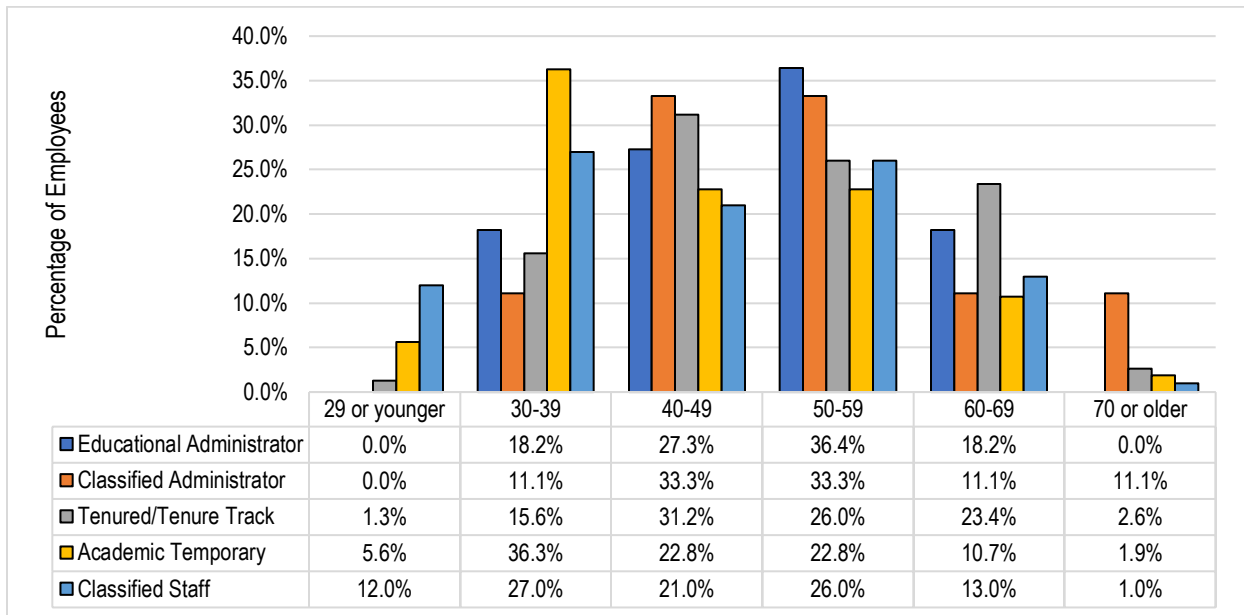


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2018 Total
29 or younger		4	5	38	30	77
30-39	3	13	48	175	97	336
40-49	7	28	68	158	95	356
50-59	14	16	74	134	100	338
60-69	6	10	57	104	55	232
70 or older	1	4	6	32	5	48
Total	31	75	258	641	382	1,387
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

In Fall 2018, 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).

Age Range Frequency Distribution By Employee Classification, Fall 2018: Crafton Hills College

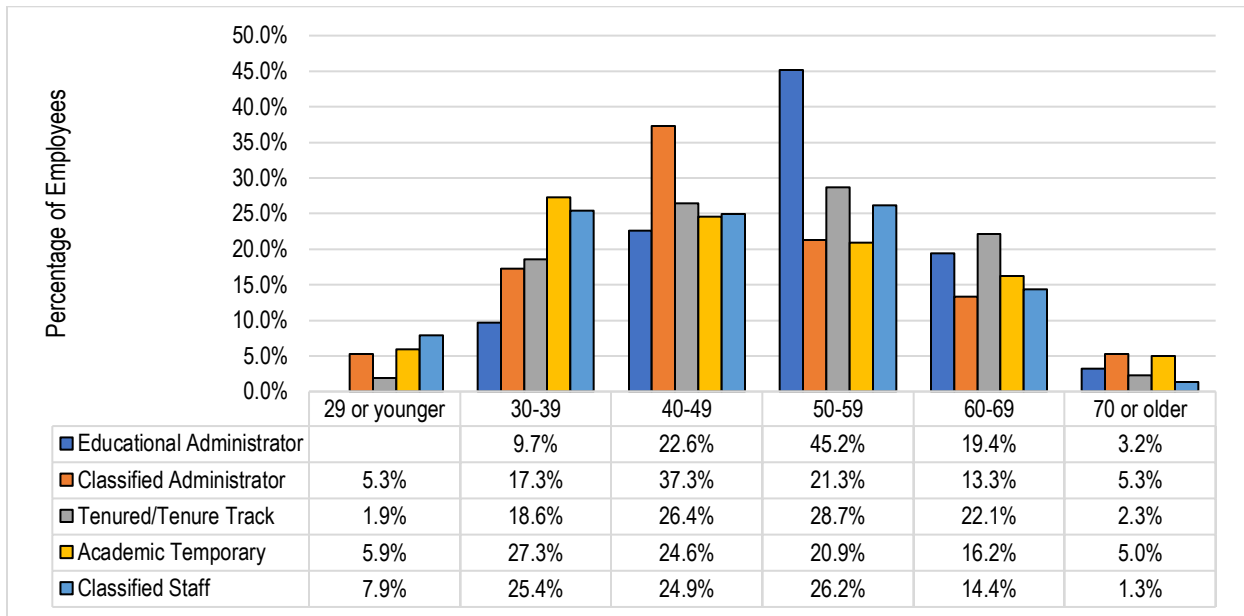


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2018 Total
29 or younger			1	12	12	25
30-39	2	1	12	78	27	120
40-49	3	3	24	49	21	100
50-59	4	3	20	49	26	102
60-69	2	1	18	23	13	57
70 or older		1	2	4	1	8
Total	11	9	77	215	100	412
Mean Age	49.09	52.00	50.86	44.66	44.73	
Median Age	50.00	57.00	51.00	42.00	44.00	

Source: CCCC MIS Referential Data Files

In Fall 2018, the median age of classified administrator is the highest at 57 years. Tenured/Tenure track faculty median age of 51 years is the next highest. Academic temporary had the lowest median age (42 years).

Age Range Frequency Distribution By Employee Classification, Fall 2018: San Bernardino Valley College



	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2018 Total
29 or younger			4	26	12	42
30-39	1	2	36	97	49	185
40-49	4	7	44	109	50	214
50-59	10	3	54	85	52	204
60-69	3	2	39	81	30	155
70 or older	1		4	28	3	36
Total	19	14	181	426	196	836
Mean Age	54.11	48.14	50.25	48.73	46.76	
Median Age	55.00	48.00	50.00	47.00	47.00	

Source: CCCC MIS Referential Data Files

In Fall 2018, the median age of educational administrator is the highest at 55 years. Tenured/Tenure track faculty median age of 50 years is the next highest. Classified staff and academic temporary had the lowest median age (47 years).