



2022 Fact Book

Employee Characteristics

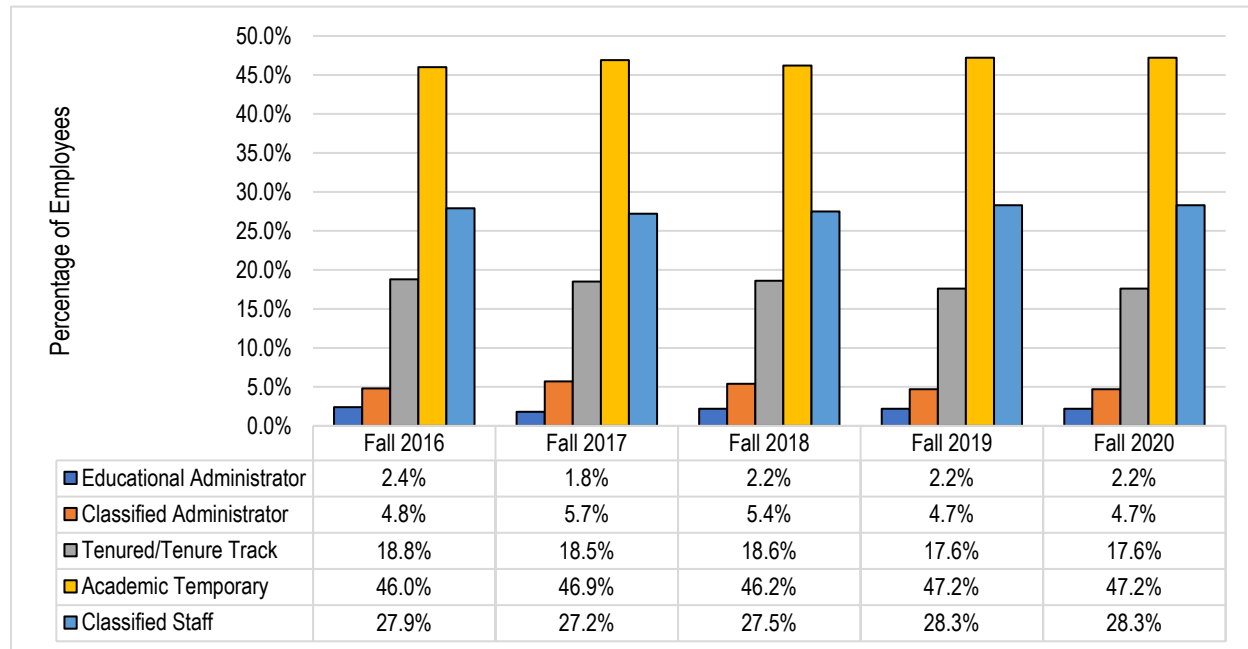
Note that the 2020-2021 employee data was impacted by the COVID-19 Pandemic.

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

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Employees by Job Classification Group: SBCCCD



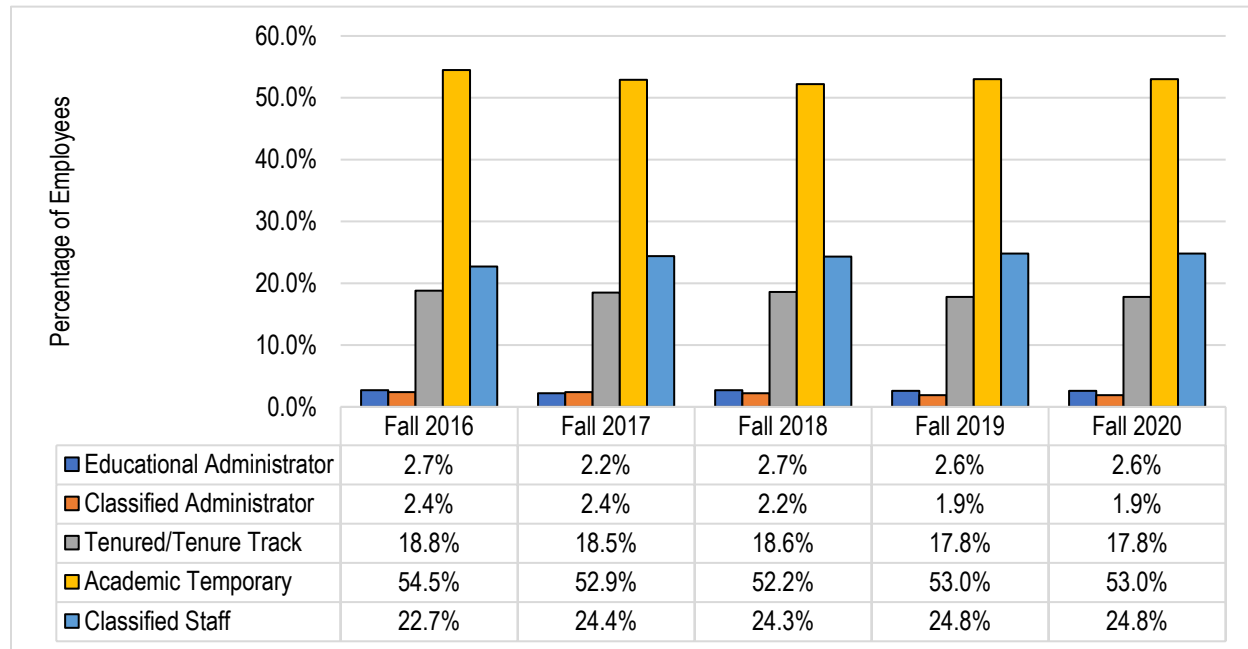
Classification	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	5 Year Change
Educational Administrator*	32	25	31	32	32	0.0%
Classified Administrator	64	79	75	68	68	+6.3%
Tenured/Tenure Track	250	254	258	257	257	+2.8%
Academic Temporary	611	646	641	688	688	+12.6%
Classified Staff	370	372	382	413	413	+11.6%
Total	1,327	1,376	1,387	1,458	1,458	+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 the San Bernardino Community College District increased by 9.9% from 1,327 in Fall 2016 to 1,458 in Fall 2020. The greatest increase in number of employees was observed among academic temporary (+77, a 12.6% increase), classified staff (+43, a 11.6% increase), tenured/tenure track faculty (+7, a 2.8% increase), and classified administrator (+4, a 6.3% increase).

Employees by Job Classification Group: Crafton Hills College



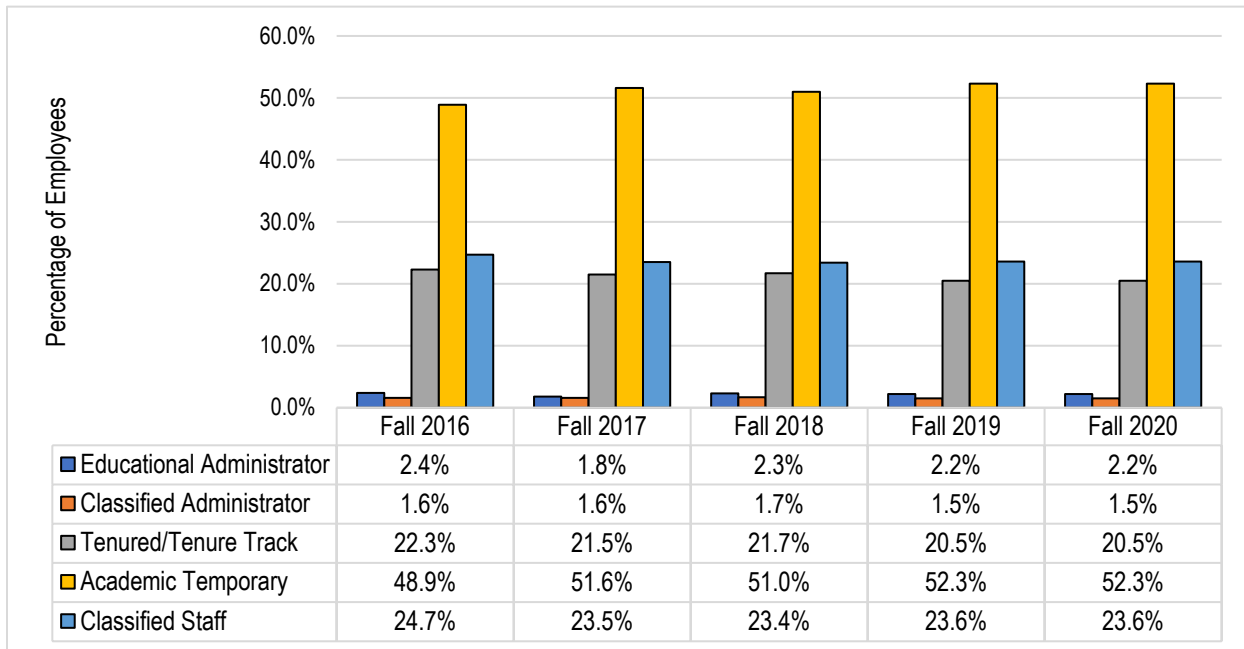
Classification	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	5 Year Change
Educational Administrator*	11	9	11	11	11	0.0%
Classified Administrator	10	10	9	8	8	-20.0%
Tenured/Tenure Track	74	76	77	76	76	+2.7%
Academic Temporary	226	221	215	227	227	+0.4%
Classified Staff	94	102	100	106	106	+12.8%
Total	415	418	412	428	428	+3.1%

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 3.1% from 415 in Fall 2016 to 428 in Fall 2020. The greatest increase in number of employees was observed among classified staff (+12, a 12.8% increase), tenured/tenure track faculty (+2, a 2.7% increase), and academic temporary (+1, a 0.4% increase). However, a decrease in number of employees was observed for classified administrator (-2, a 20.0% decrease).

Employees by Job Classification Group: San Bernardino Valley College



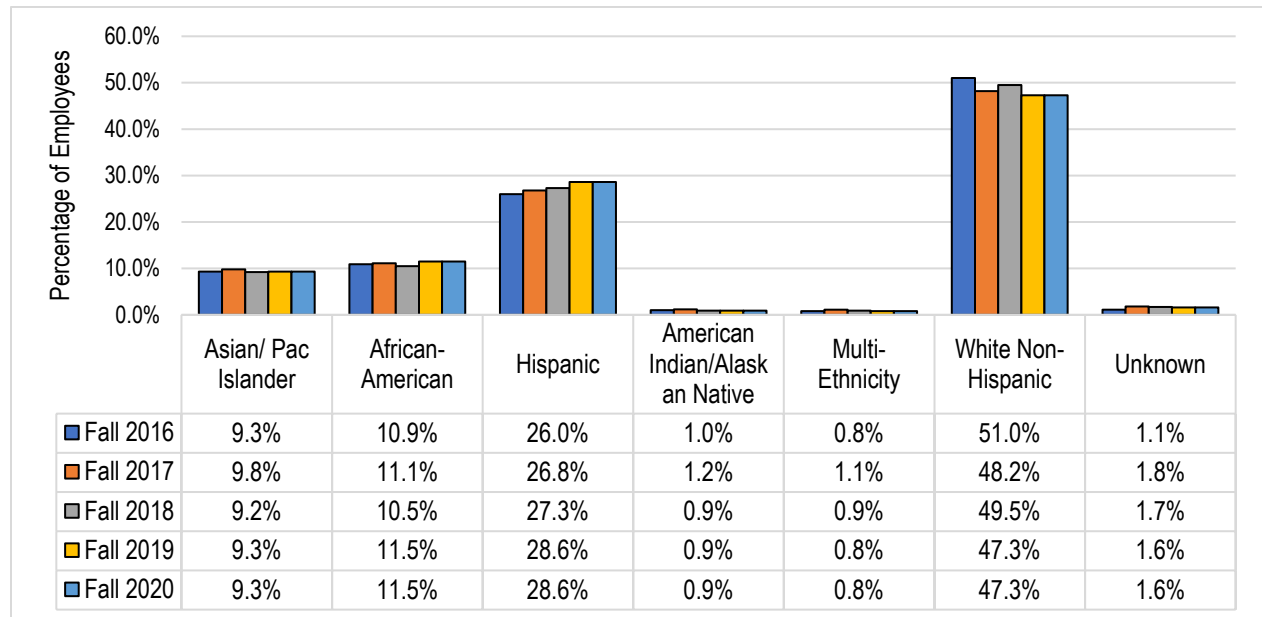
Classification	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	5 Year Change
Educational Administrator*	19	15	19	19	19	0.0%
Classified Administrator	13	13	14	13	13	0.0%
Tenured/Tenure Track	176	177	181	181	181	+2.8%
Academic Temporary	385	425	426	461	461	+19.7%
Classified Staff	195	194	196	208	208	+6.7%
Total	788	824	836	882	882	+11.9%

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 San Bernardino Valley College increased by 11.9% from 788 in Fall 2016 to 882 in Fall 2020. The greatest increase in number of employees was observed among academic temporary (+76, a 19.7%), classified Staff (+13, a 6.7% increase), and tenured/tenure track faculty (+5, a 2.8% increase).

Trends in Employee Racial/Ethnic Distribution: SBCCD

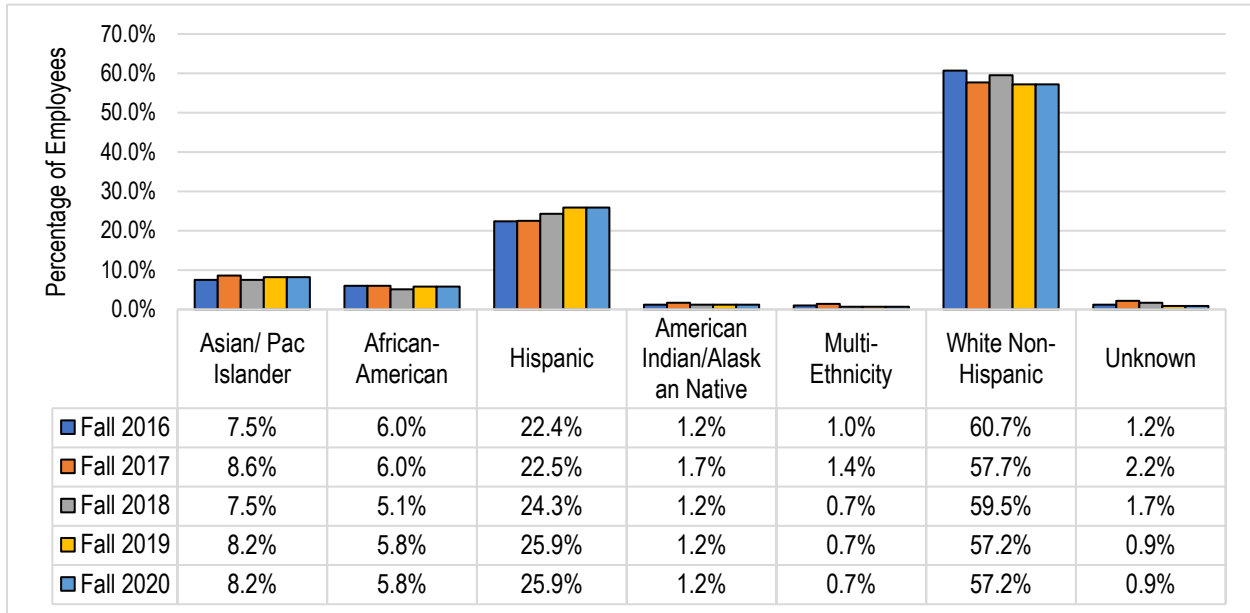


	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	5 Year Change
Asian/Pacific Islander	123	135	128	136	136	10.6%
African American	145	153	146	167	167	15.2%
Hispanic	345	369	378	417	417	20.9%
American Indian/Alaskan Native	13	16	13	13	13	0.0%
Multi-Ethnicity	10	15	12	12	12	20.0%
White Non-Hispanic	677	663	686	689	689	1.8%
Unknown	14	25	24	24	24	71.4%
Total	1,327	1,376	1,387	1,458	1,458	+9.9%

Source: CCCC MIS Referential Data Files

In the Fall 2020 semester, approximately 51.1% 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 2016 and Fall 2020, the percentage of employees who were Hispanic increased by 20.9%.

Trends in Employee Racial/Ethnic Distribution: Crafton Hills College

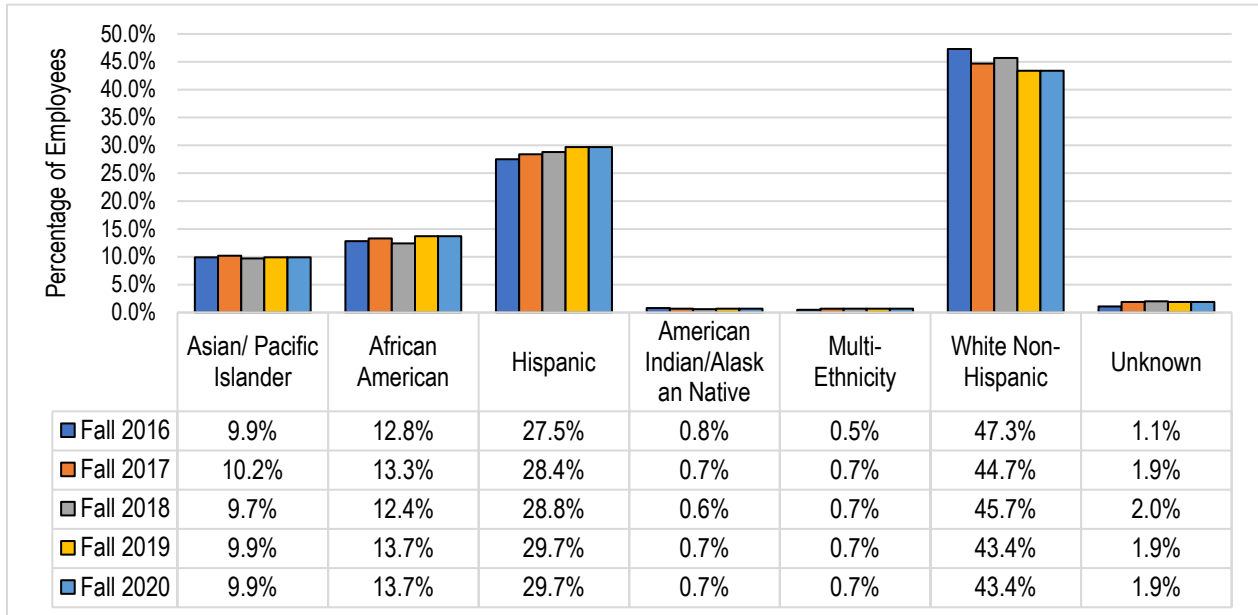


	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	5 Year Change
Asian/Pacific Islander	31	36	31	35	35	+12.9%
African American	25	25	21	25	25	0.0%
Hispanic	93	94	100	111	111	+19.4%
American Indian/Alaskan Native	5	7	5	5	5	0.0%
Multi-Ethnicity	4	6	3	3	3	-25.0%
White Non-Hispanic	252	241	245	245	245	-2.8%
Unknown	5	9	7	4	4	-20.0%
Total	415	418	412	428	428	+3.1%

Source: CCCC MIS Referential Data Files

In the Fall 2020 semester, approximately 41.8% of CHC employees were from historically underrepresented racial/ethnic groups. Over this five-year period, the greatest increase was observed among Hispanic employee group. Between Fall 2016 and Fall 2020, the percentage of employees who were Hispanic increased by 19.4%.

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

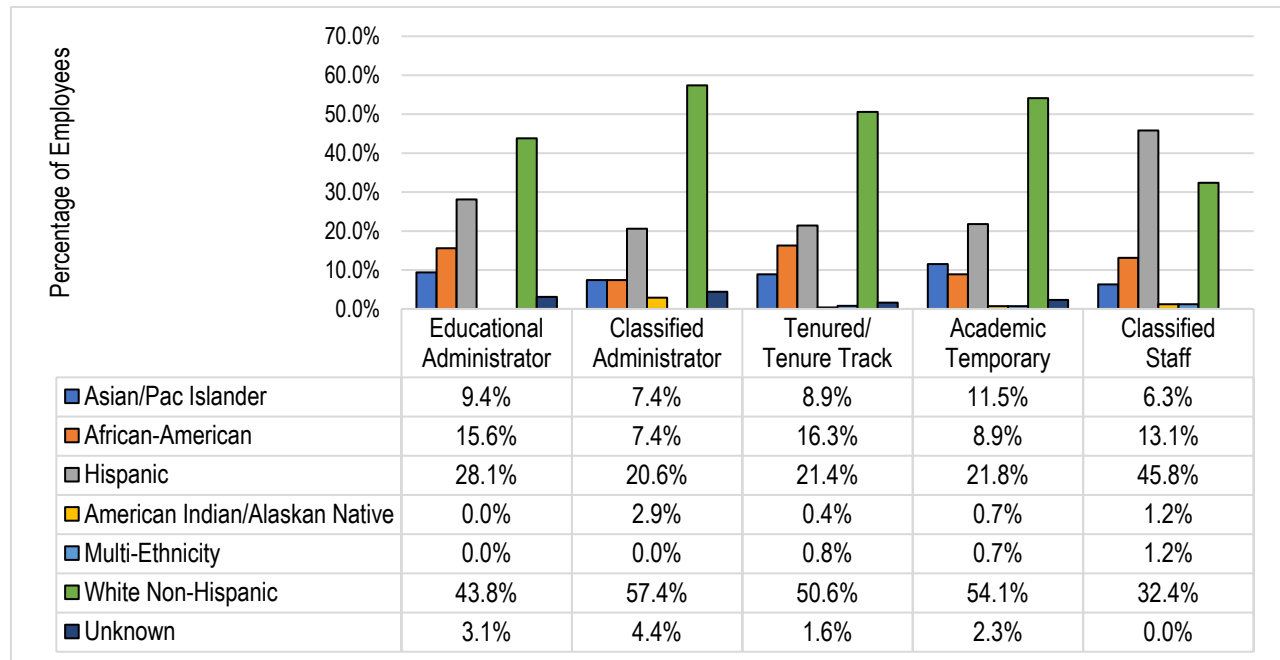


	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	5 Year Change
Asian/Pacific Islander	78	84	81	87	87	+11.5%
African American	101	110	104	121	121	+19.8%
Hispanic	217	234	241	262	262	+20.7%
American Indian/Alaskan Native	6	6	5	6	6	0.0%
Multi-Ethnicity	4	6	6	6	6	+50.0%
White Non-Hispanic	373	368	382	383	383	+2.7%
Unknown	9	16	17	17	17	+88.9%
Total	788	824	836	882	882	+11.9%

Source: CCCC MIS Referential Data Files

In the Fall 2020 semester, approximately 54.6% of SBVC employees were from historically underrepresented racial/ethnic groups. Over this five-year period, the greatest increase was observed among Hispanic employee group. Between Fall 2016 and Fall 2020, the percentage of employees who were Hispanic increased by 20.7%.

Racial/Ethnic Frequency Distribution, Fall 2020: SBCCD

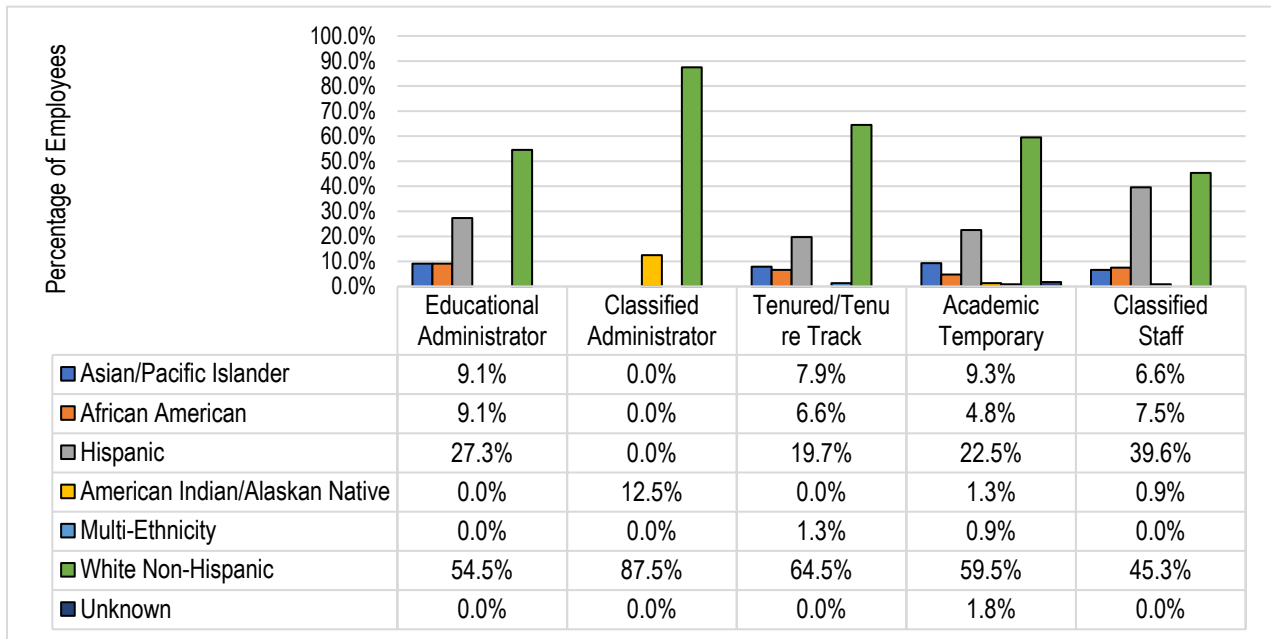


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2020 Total
Asian/Pacific Islander	3	5	23	79	26	136
African American	5	5	42	61	54	167
Hispanic	9	14	55	150	189	417
American Indian/Alaskan Native	0	2	1	5	5	13
Multi-Ethnicity	0	0	2	5	5	12
White Non-Hispanic	14	39	130	372	134	689
Unknown	1	3	4	16		24
Total	32	68	257	688	413	1,458

Source: CCCC MIS Referential Data Files

In Fall 2020, 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 2020: Crafton Hills College

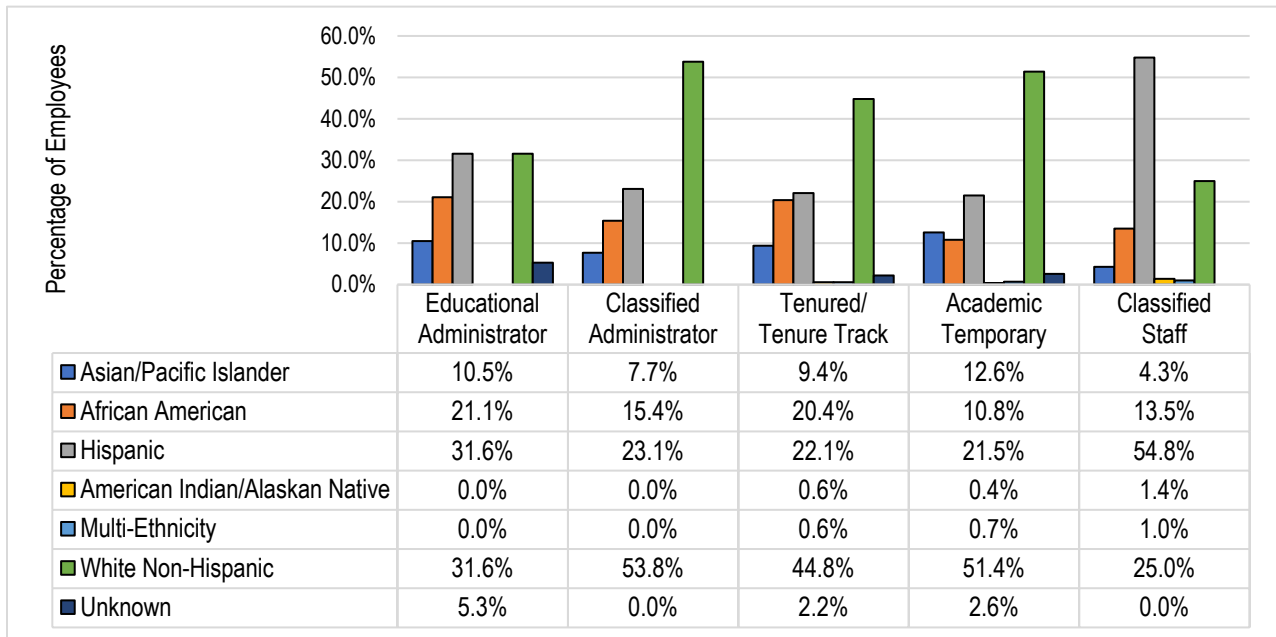


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2020 Total
Asian/Pacific Islander	1	0	6	21	7	35
African American	1	0	5	11	8	25
Hispanic	3	0	15	51	42	111
American Indian/Alaskan Native	0	1	0	3	1	5
Multi-Ethnicity	0	0	1	2	0	3
White Non-Hispanic	6	7	49	135	48	245
Unknown	0	0	0	4	0	4
Total	11	8	76	227	106	428

Source: CCCC MIS Referential Data Files

In Fall 2020, the highest proportion of administrators, faculty, and classified staff were White Non-Hispanic.

Racial/Ethnic Frequency Distribution, Fall 2020: San Bernardino Valley College

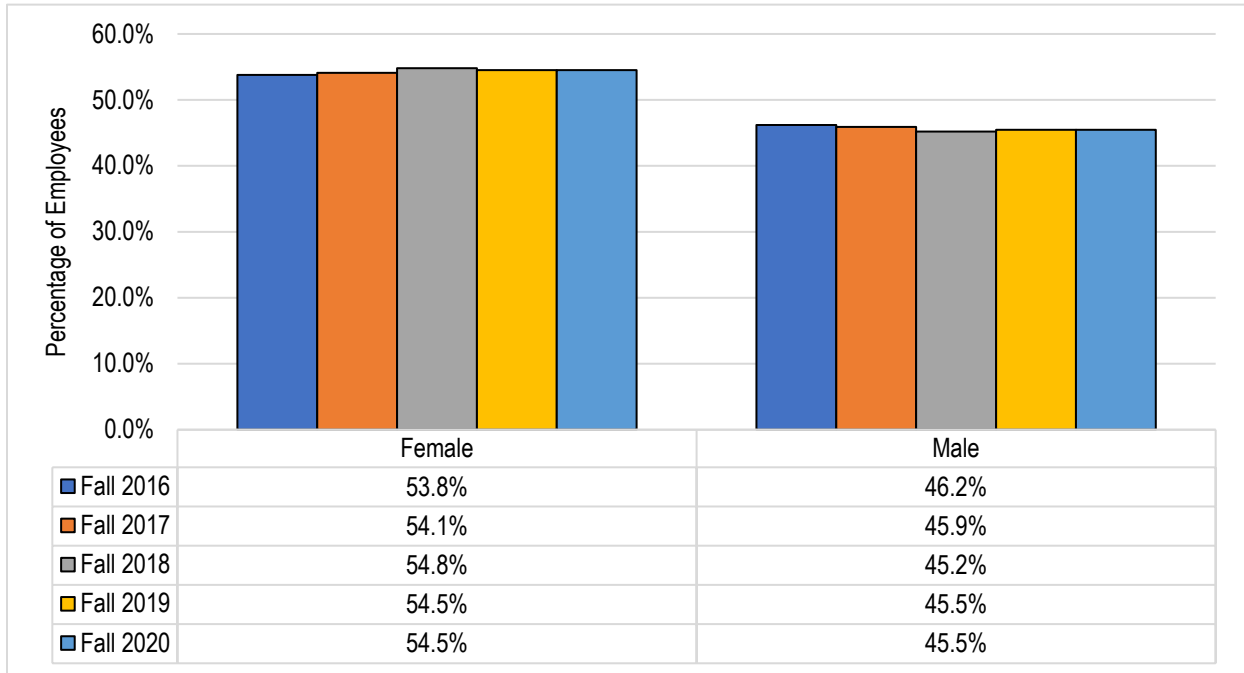


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2020 Total
Asian/Pacific Islander	2	1	17	58	9	87
African American	4	2	37	50	28	121
Hispanic	6	3	40	99	114	262
American Indian/Alaskan Native	0	0	1	2	3	6
Multi-Ethnicity	0	0	1	3	2	6
White Non-Hispanic	6	7	81	237	52	383
Unknown	1	0	4	12	0	17
Total	19	13	181	461	208	882

Source: CCCC MIS Referential Data Files

In Fall 2020, the highest proportion of classified administrators and faculty were White Non-Hispanic, while the highest proportion of educational administrator and classified staff were Hispanic. The highest proportion of educational administrator were White and Hispanic.

Trends in Gender Distribution: SBCCD

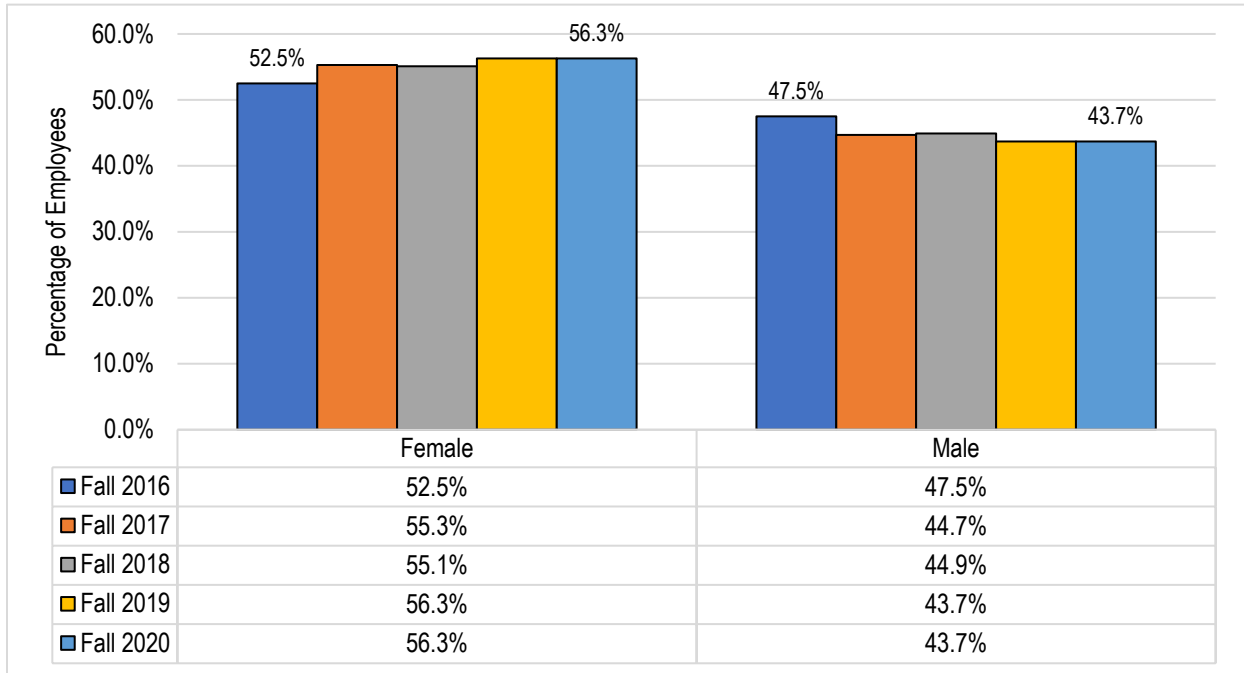


	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	5 Year Change
Female	714	745	760	795	795	+11.3%
Male	613	631	627	663	663	+8.2%
Total	1,327	1,376	1387	1,458	1,458	+9.9%

Source: CCCC MIS Referential Data Files

Between Fall 2016 and Fall 2020, approximately 54.4% of SBCCD employees were female and 45.6% were male. The percentage of female employees increased by 0.7% from 53.8% to 54.5%, while the percentage of male employees decreased by 0.7% from 46.2% to 45.5%. There were 714 female employees and 613 male employees in Fall 2016. Over this five-year period, the number of female employees increased by 81, and the number of male employees increased by 50.

Trends in Gender Distribution: Crafton Hills College

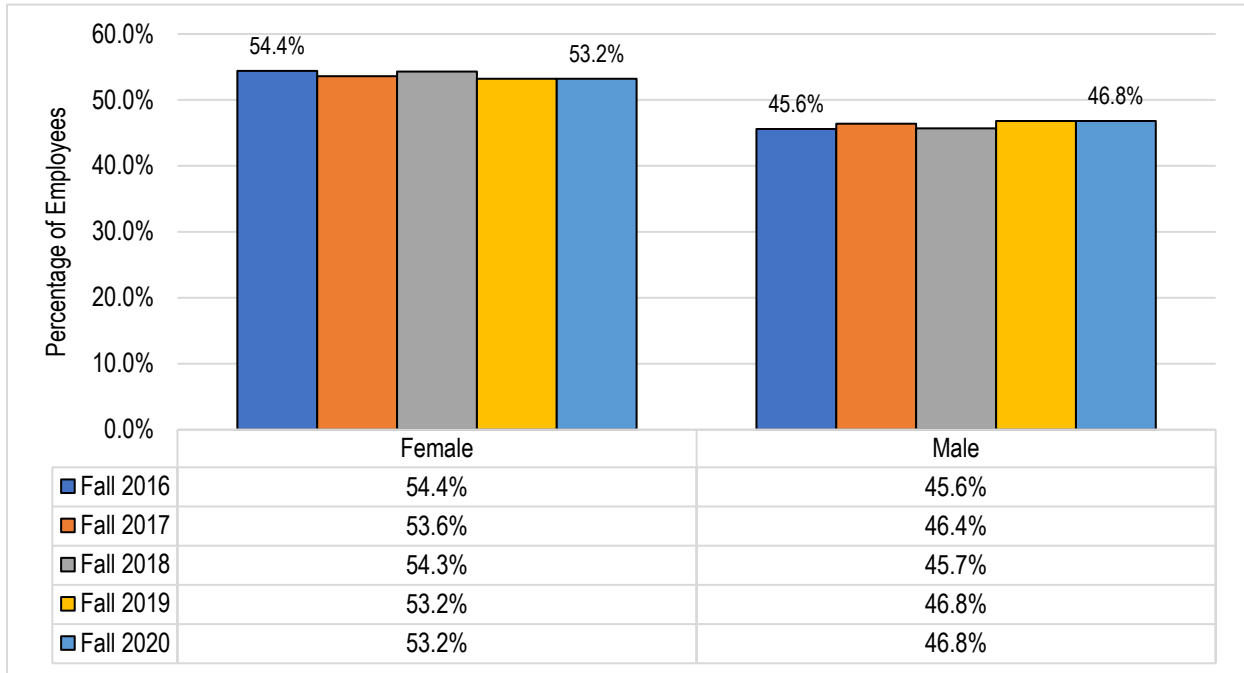


	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	5 Year Change
Female	218	231	227	241	241	+10.6%
Male	197	187	185	187	187	-5.1%
Total	415	418	412	428	428	+3.1%

Source: CCCC MIS Referential Data Files

Between Fall 2016 and Fall 2020, approximately 55.1% of CHC employees were female and 44.9% were male. The percentage of female employees increased by 3.8% from 52.5% to 56.3%, while the percentage of male employees decreased by 3.8% from 47.5% to 43.7%. There were 218 female employees and 197 male employees in Fall 2016. Over this five-year period, the number of female employees increased by 23, and the number of male employees decreased by 10.

Trends in Gender Distribution: San Bernardino Valley College

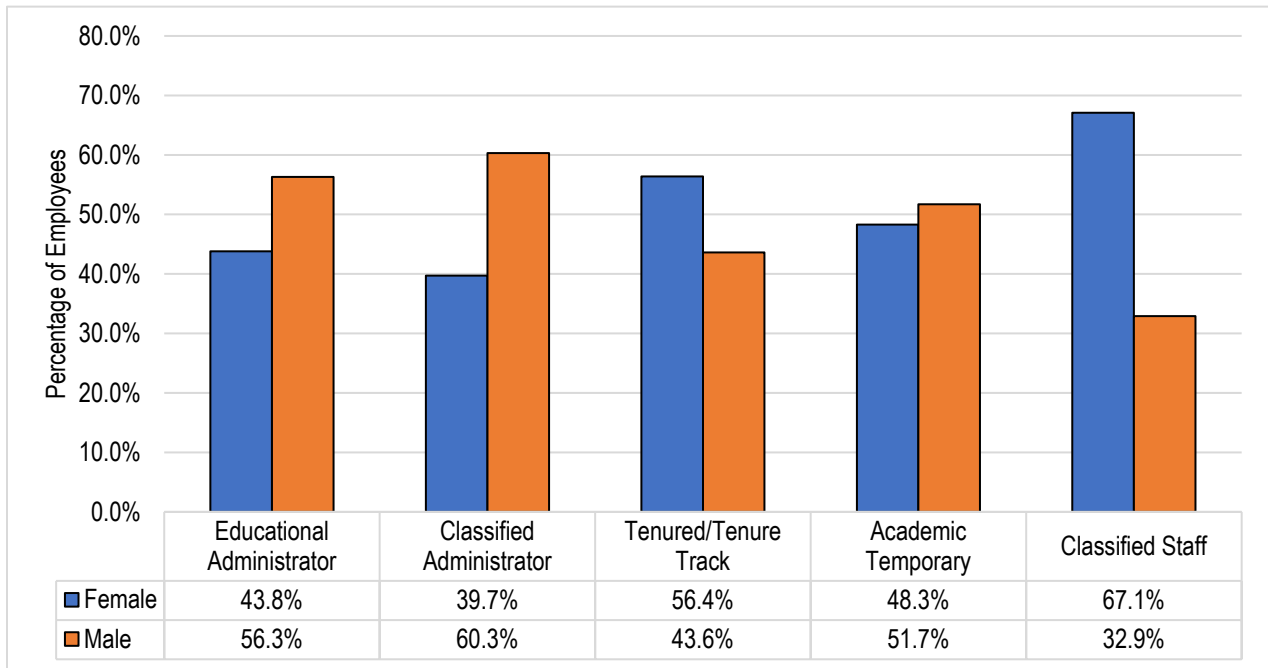


	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	5 Year Change
Female	429	442	454	469	469	+9.3%
Male	359	382	382	413	413	+15.0%
Total	788	824	836	882	882	+11.9%

Source: CCCC MIS Referential Data Files

Between Fall 2016 and Fall 2020, approximately 53.7% of SBVC employees were female and 46.3% were male. The percentage of female employees decreased by 1.2% from 54.4% to 53.2%, while the percentage of male employees increased by 1.2% from 45.6% to 46.8%. There were 429 female employees and 359 male employees in Fall 2016. Over this five-year period, the number of female employees increased by 40, and the number of male employees increased by 50.

Gender Distribution By Employee Classification, Fall 2020: SBCCD

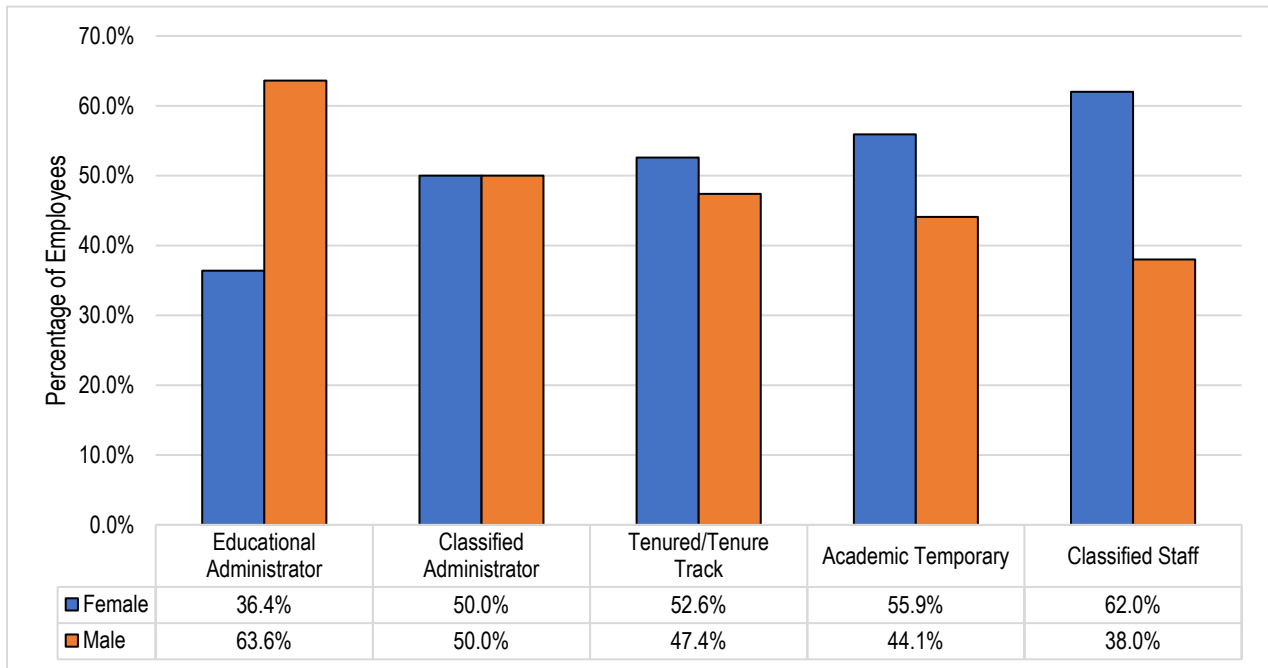


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2020 Total
Female	14	27	145	332	277	795
Male	18	41	112	356	136	663
Total	32	68	257	688	413	1,458

Source: CCCC MIS Referential Data Files

In Fall 2020, 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. Classified staff had the largest gender gap (34.1% - 67.1% female vs. 32.9% male), followed by classified administrator (20.6% - 39.9% female vs. 60.3% male), tenured/tenure track faculty (12.8% - 56.4% female vs. 43.6% male), educational administrator (12.5% - 43.8% female vs. 56.3% male), and academic temporary (3.4% - 48.3% female vs. 51.7% male).

Gender Distribution By Employee Classification, Fall 2020: Crafton Hills College

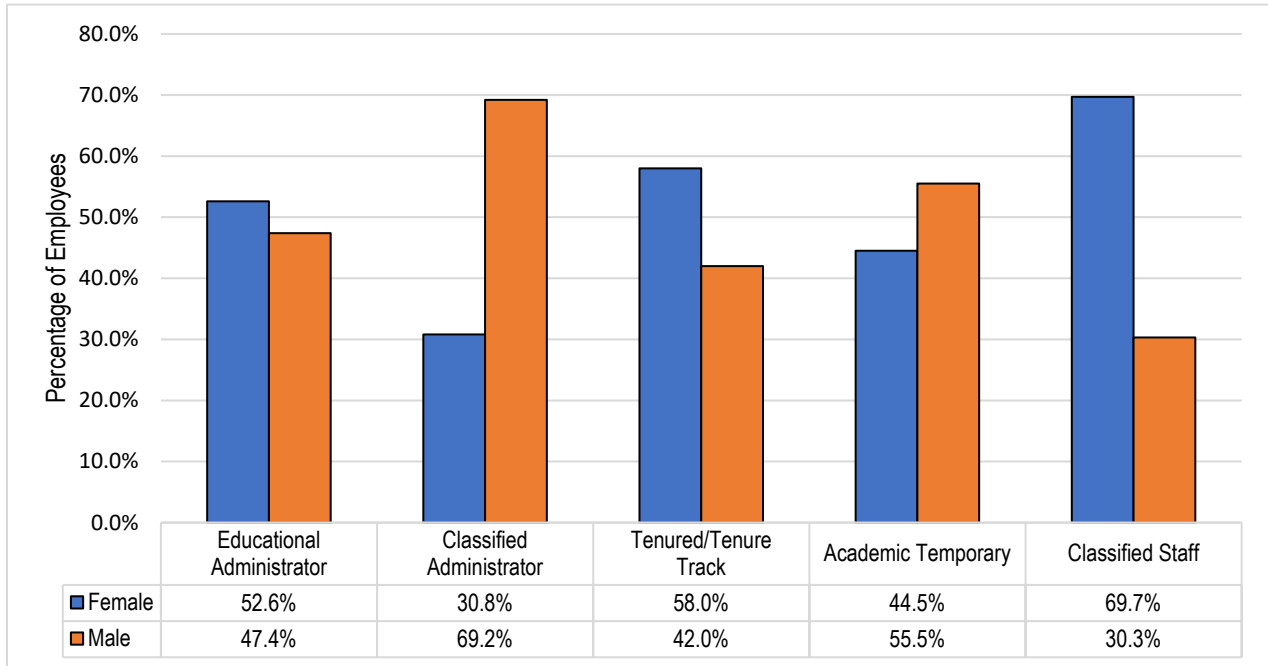


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2020 Total
Female	4	4	40	127	66	241
Male	7	4	36	100	40	187
Total	11	8	76	227	106	428

Source: CCCC MIS Referential Data Files

In Fall 2020, there was a higher number of males than females in educational administrator positions, while there was a higher number of females than males in tenured/tenure track faculty, academic temporary, and classified staff positions. Educational administrators had the largest gender gap (27.2% - 36.4% female vs.63.6% male), followed by classified staff (24.0% - 62.0% female vs. 38.0% male), academic temporary (11.9% - 55.9% female vs. 44.1% male), and tenured/tenure track faculty (5.3% - 52.6% female vs. 47.4% male).

Gender Distribution By Employee Classification, Fall 2020: San Bernardino Valley College

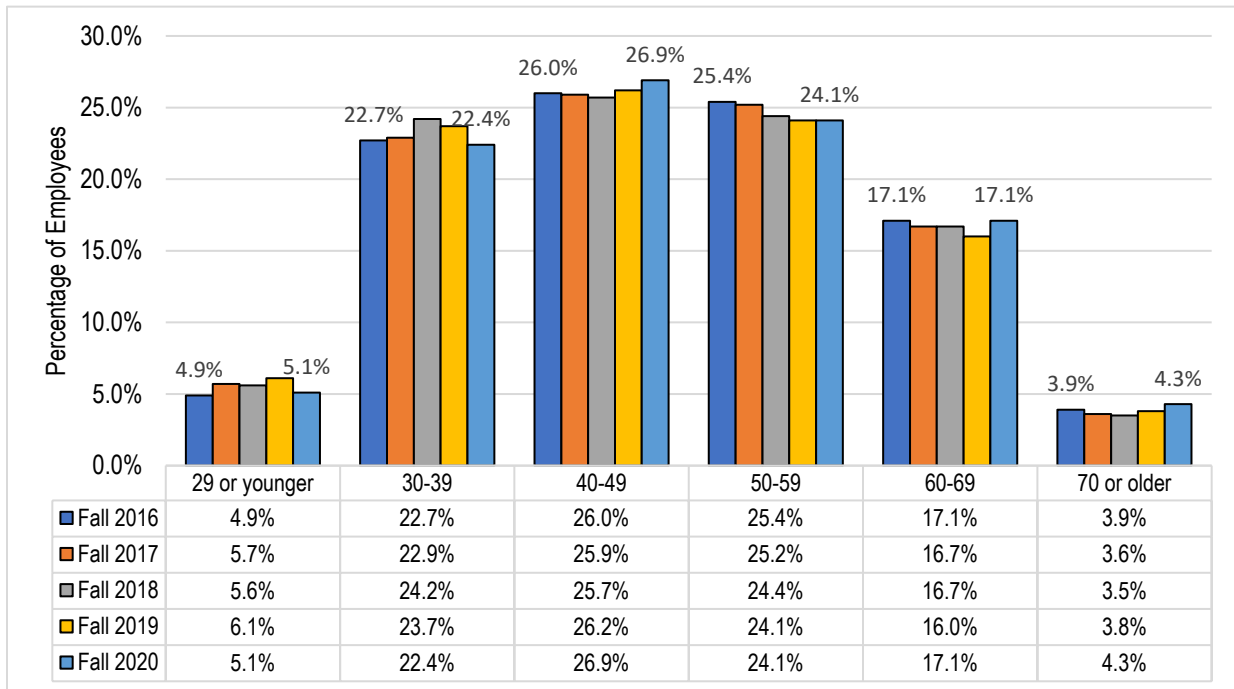


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2020 Total
Female	10	4	105	205	145	469
Male	9	9	76	256	63	413
Total	19	13	181	461	208	882

Source: CCCC MIS Referential Data Files

In Fall 2020, there was a higher number of males than females in classified administrator and academic temporary positions, while there was a higher number of females than males in educational administrator, tenured/tenure track faculty and classified staff positions. Classified staff had the largest gender gap (39.4%, 69.7% female vs. 30.3% male), followed by classified administrator (38.4% - 30.8% female vs 69.2% male), tenured/tenure track (16.0% - 58.0% female vs.42.0% male), academic temporary (11.0% - 44.5% female vs. 55.5% male), and educational administrator (5.2% - 52.6% female vs. 47.4% male).

Trends in Age Distribution: SBCCD



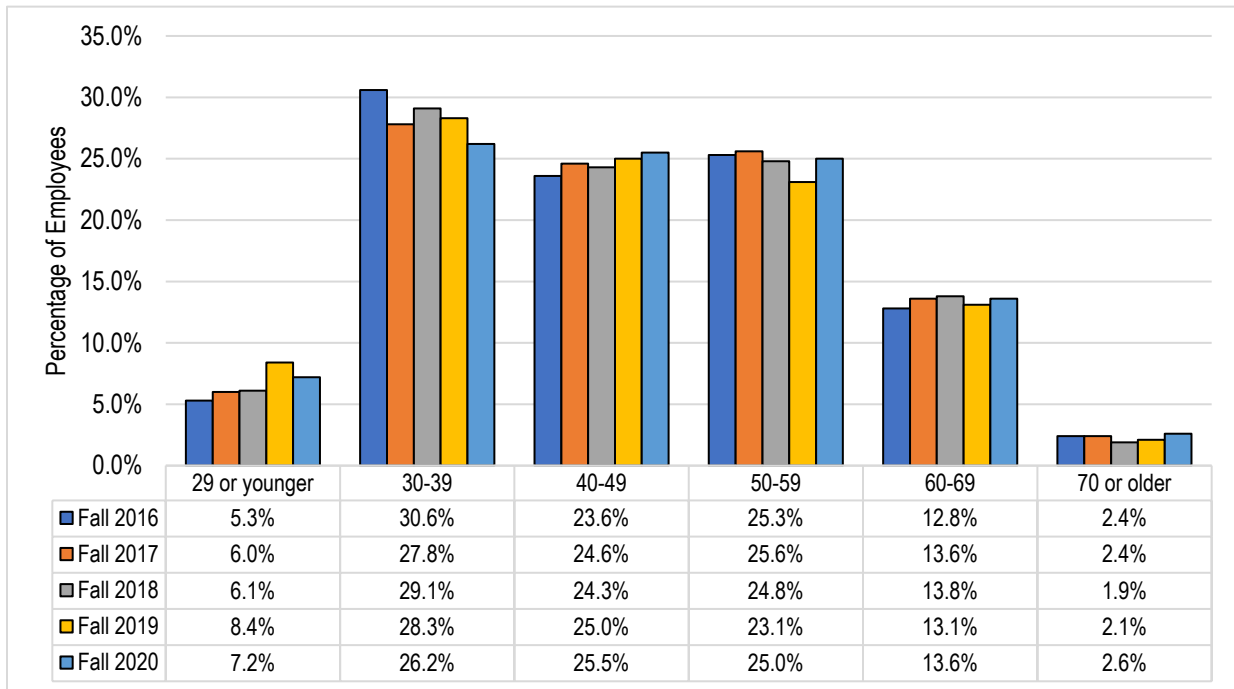
	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	5 Year Change
29 or younger	65	79	77	89	75	+15.4%
30-39	301	315	336	346	326	+8.3%
40-49	345	356	356	382	392	+13.6%
50-59	337	347	338	352	352	+4.5%
60-69	227	230	232	234	250	+10.1%
70 or older	52	49	48	55	63	+21.2%
Total	1,327	1,376	1,387	1,458	1,458	+9.9%
Mean Age	48.36	47.93	47.77	47.70	48.37	
Median Age	48.00	48.00	47.00	47.00	48.00	

Source: CCCC MIS Referential Data Files

In Fall 2020, the three largest age groups among SBCCD employees were employees 30-39 years of age (22.4%), employees 40-49 years of age (26.9%), and employees 50-59 years of age (24.1%). Together these age groups made up nearly 73.4% of employees at SBCCD.

Between Fall 2016 and Fall 2020, an increase in the number of employees was observed among employees 40-49 years of age (+47, a 13.6% increase), employees 30-39 years of age (+25, a 8.3% increase), employees 60-69 years of age (+23, a 10.1% increase), employees 50-59 years of age (+15, a 4.5% increase), employees 70 years of age or older (+11, a 21.2% increase), and employees 29 years of age or younger (+10, a 15.4% increase). The median age stayed the same at 48.00.

Trends in Age Distribution: Crafton Hills College



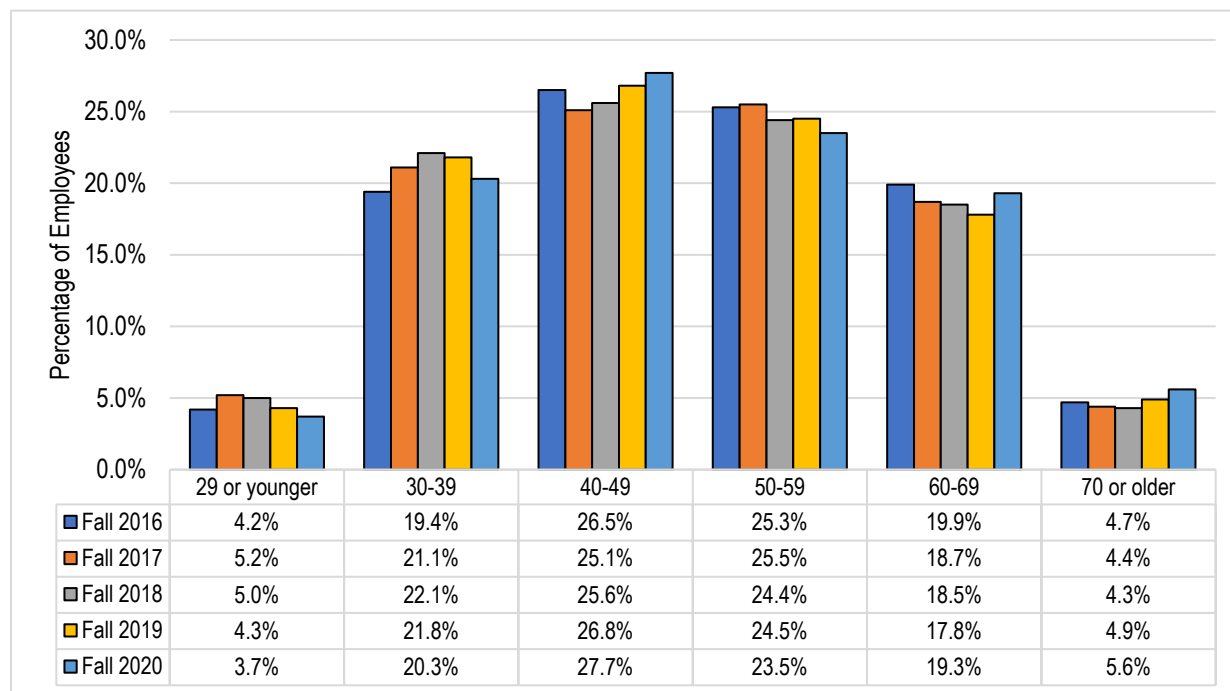
	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	5 Year Change
29 or younger	22	25	25	36	31	+40.9%
30-39	127	116	120	121	112	-11.8%
40-49	98	103	100	107	109	+11.2%
50-59	105	107	102	99	107	+1.9%
60-69	53	57	57	56	58	+9.4%
70 or older	10	10	8	9	11	+10.0%
Total	415	418	412	428	428	+3.1%
Mean Age	46.05	46.33	46.11	45.66	46.33	
Median Age	44.00	45.00	45.00	45.00	45.50	

Source: CCCC MIS Referential Data Files

In Fall 2020, the three largest age groups among CHC employees were employees 30-39 years of age (26.2%), employees 40-49 years of age (25.5%), and employees 50-59 years of age (25.0%). Together these age groups made up 76.6% of employees at CHC.

Between Fall 2016 and Fall 2020, an increase in the number of employees was observed among employees 40-49 years of age (+11, a 11.2% increase), employees 29 years of age or younger (+9, a 40.9% increase), employees 60-69 years of age (+5, a 9.4% increase), employees 50-59 years of age (+2, a 1.9% increase), and employees 70 years of age or older (+1, a 10.0% increase). A decrease was observed among employees 30-39 years of age (-15, a 11.8% decrease). The median age increased by 1.5, from 44.0 in Fall 2016 to 45.50 in Fall 2020.

Trends in Age Distribution: San Bernardino Valley College



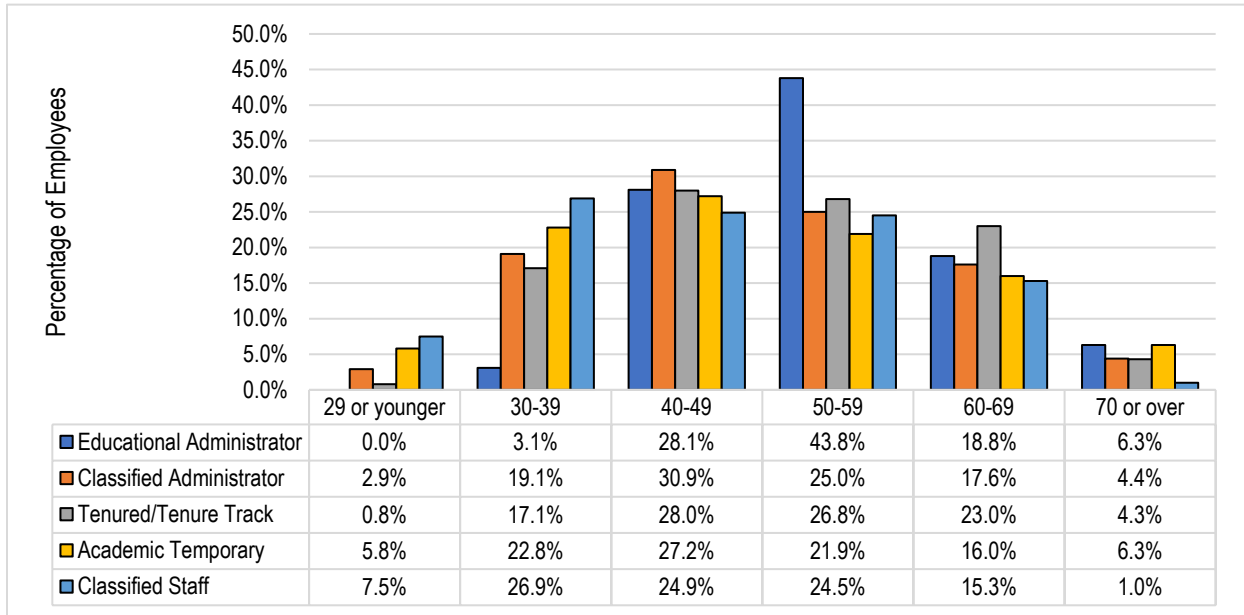
	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	5 Year Change
29 or younger	33	43	42	38	33	0.0%
30-39	153	174	185	192	179	+17.0%
40-49	209	207	214	236	244	+16.7%
50-59	199	210	204	216	207	+4.0%
60-69	157	154	155	157	170	+8.3%
70 or older	37	36	36	43	49	+32.4%
Total	788	824	836	882	882	+11.9%
Mean Age	49.68	48.92	48.71	48.97	49.64	
Median Age	49.00	49.00	48.50	48.00	49.00	

Source: CCCC MIS Referential Data Files

In Fall 2020, the three largest age groups among SBVC employees were employees 30-39 years of age (21.8%), employees 40-49 years of age (26.8%), and employees 50-59 years of age (24.5%). Together these age groups made up nearly 73.0% of employees at SBVC.

Between Fall 2016 and Fall 2020, an increase in the number of employees was observed among employees 40-49 years of age (+35, a 16.7% increase), employees 30-39 years of age (+26, a 17.0% increase), employees 60-69 years of age (+13, an 8.3% increase), employees 70 years of age or older (+12, a 32.4% increase), and employees 50-59 years of age (+8, a 4.0% increase). The median age stayed the same at 49.

Age Range Frequency Distribution By Employee Classification, Fall 2020: SBCCD

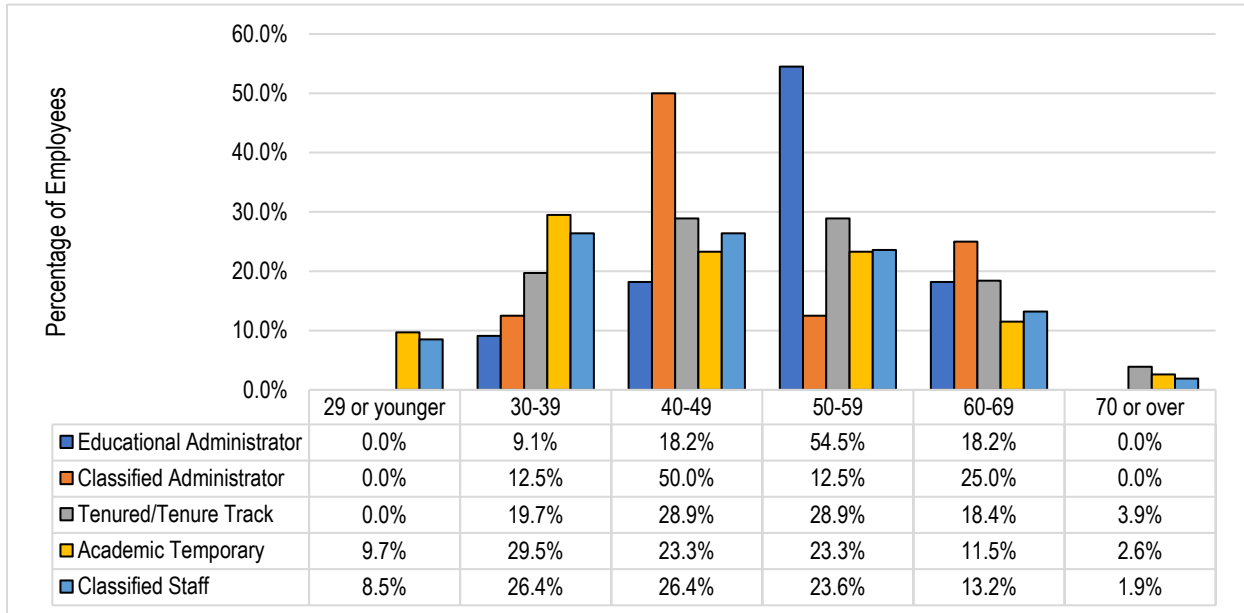


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2020 Total
29 or younger	0	2	2	40	31	75
30-39	1	13	44	157	111	326
40-49	9	21	72	187	103	392
50-59	14	17	69	151	101	352
60-69	6	12	59	110	63	250
70 or older	2	3	11	43	4	63
Total	32	68	257	688	413	1,458
Mean Age	53.97	48.87	50.88	48.50	46.07	
Median Age	52.50	47.00	51.00	47.00	46.00	

Source: CCCC MIS Referential Data Files

In Fall 2020, the median age of educational administrator is the highest at 52.5 years. Tenured/Tenure track faculty median age of 51 years is the next highest. Classified Staff had the lowest median age (46 years).

Age Range Frequency Distribution By Employee Classification, Fall 2020: Crafton Hills College

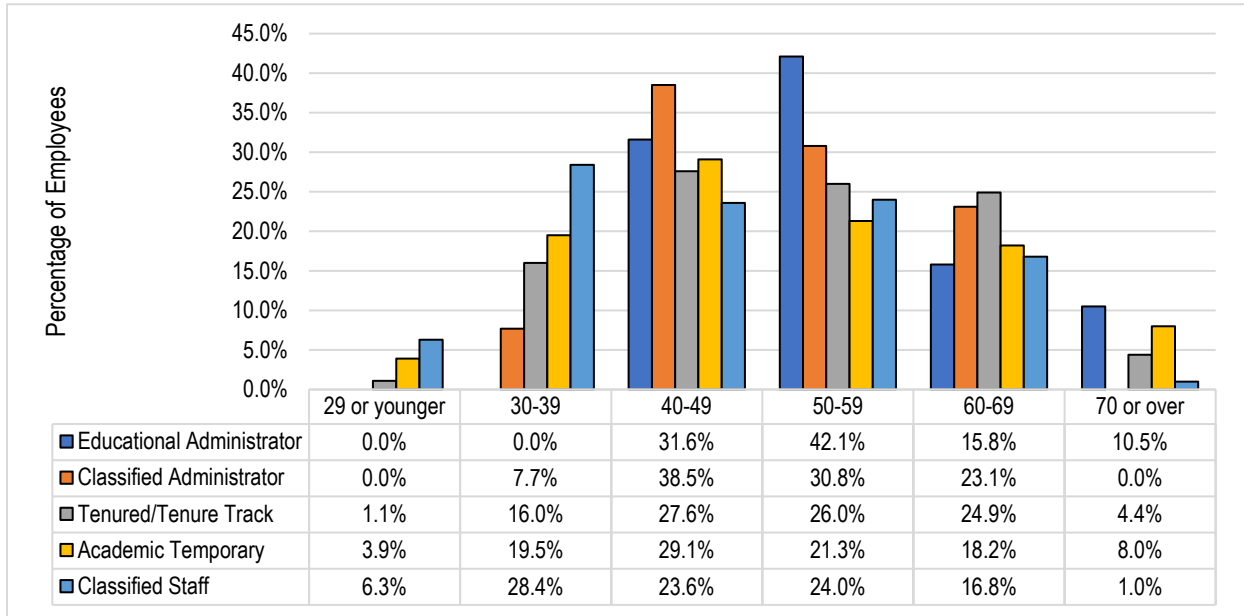


	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2020 Total
29 or younger	0	0	0	22	9	31
30-39	1	1	15	67	28	112
40-49	2	4	22	53	28	109
50-59	6	1	22	53	25	107
60-69	2	2	14	26	14	58
70 or older	0	0	3	6	2	11
Total	11	8	76	227	106	428
Mean Age	52.27	49.13	49.78	45.21	45.45	
Median Age	53.00	45.00	50.00	42.00	44.00	

Source: CCCC MIS Referential Data Files

In Fall 2020, the median age of educational administrator is the highest at 53 years. Tenured/Tenure track faculty median age of 50 years is the next highest. Academic temporary had the lowest median age (42 years).

Age Range Frequency Distribution By Employee Classification, Fall 2020: San Bernardino Valley College



	Educational Administrator	Classified Administrator	Tenured /Tenure Track	Academic Temporary	Classified Staff	Fall 2020 Total
29 or younger	0	0	4	20	14	38
30-39	0	1	32	97	62	192
40-49	6	8	47	129	46	236
50-59	8	1	53	102	52	216
60-69	3	3	40	79	32	157
70 or older	2	0	5	34	2	43
Total	19	13	181	461	208	882
Mean Age	54.00	49.00	49.14	49.44	45.98	
Median Age	51.00	49.00	49.00	48.00	46.00	

Source: CCCC MIS Referential Data Files

In Fall 2020, the median age of educational administrator is the highest at 51 years. Classified Administrator and Tenured/Tenure track faculty median age of 49 years are the next highest. Classified staff had the lowest median age (46 years).