Faculty Age Ranges and Projections
San Mateo County Community College District
February 2015

Data were gathered from the District Human Resources Office in December 2014 and are summarized here for both teaching and student services faculty. The focus of the analysis was to determine the proportion of teaching and student services faculty who are currently in the "retirement zone," defined as those individuals aged 56 or greater. These data were analyzed two ways. First, faculty age by years of service were tabulated for all faculty and then broken out by teaching faculty and student services faculty. Second, all district teaching faculty were analyzed by program area (Taxonomy of Programs (TOP) Code) to determine where future gaps might be anticipated.

When considering age and years of service 17% of all faculty were in the retirement zone. Because teaching faculty are the largest by far of the categories, it follows that 16% of them would be in the retirement zone. It comes as no surprise to most in the District that the College of San Mateo is the "oldest" of the colleges while Cañada is the "youngest" in teaching faculty. Twenty percent of student services faculty are in the zone. Certainly, many faculty may decide to remain employed well beyond 56 of age, and these decisions vary by individual, meaning that these data are somewhat limited in their projective value. The District HR Office notes that the average age of retirement since 2012 is 64.8 years and that 27 faculty had retired between 2012 and 2014, meaning that there is a nearly a ten year window, on average, for possible retirements of those who have only recently reached 56 years of age.

Analysis of teaching faculty age ranges (not years of service) and TOP assignment shows more specifically where future gaps might be anticipated. When cross-tabulated in this way, it appears that Nearly 40% of teaching faculty are in the retirement zone. For example, all current Information Technology faculty are older than 56. Other TOP areas relatively high in age ranges include: Business and Management, Engineering and Industrial Technologies, and Public and Protective Services. Certainly, future demand for instruction in a particular TOP code may not be static over time, a factor that could influence future resource allocations. Nonetheless, these data are one lens the District can use to make strategic decisions about faculty hiring.

Average Age All Faculty	51.4
Average Age Instructional Faculty	51.6
Average Age Other Faculty	49.4
Average Years of Service All Faculty	12.0
Average Years of Service Instructional Faculty	12.1
Average Years of Service Other Faculty	11.5
Count All Faculty	323
Count Instructional Faculty	281
Count Student Services Faculty	41
Count Other Faculty	42
Standard Deviation Instructional Faculty	9.5
Standard Deviation Other Faculty	11.4

All District Faculty by Age Range and Years of Service								
	Age Ranges							
Years of Service	35 yrs. or Less	36 to 40 yrs.	41 to 45 yrs.	46 to 50 yrs.	51 to 55 yrs.	56 to 60 yrs.	61 to 65 yrs.	66 yrs. or more
0 to 5 yrs.	34	21	13	12	8	10	1	2
6 to 10 yrs.	3	9	12	11	6	7	3	4
11 to 15 yrs.	0	1	10	11	8	11	11	12
16 to 20 yrs.	0	0	1	11	14	5	5	3
21 to 25 yrs.	0	0	0	2	8	11	7	7
26 to 30 yrs.	0	0	0	0	0	3	11	4
31 to 35 yrs.	0	0	0	0	0	0	3	2
36 yrs. or more	0	0	0	0	0	0	0	6

54/343 = 16.7% ~ 17%

District Teaching Faculty by Age Range and Years of Service								
	Age Ranges							
Years of Service	35 yrs. or Less	36 to 40 yrs.	41 to 45 yrs.	46 to 50 yrs.	51 to 55 yrs.	56 to 60 yrs.	61 to 65 yrs.	66 yrs. or more
0 to 5 yrs.	28	15	12	12	7	8	1	2
6 to 10 yrs.	3	7	10	9	6	5	3	4
11 to 15 yrs.	0	1	10	10	8	11	10	10
16 to 20 yrs.	0	0	1	9	11	5	5	3
21 to 25 yrs.	0	0	0	2	8	9	6	7
26 to 30 yrs.	0	0	0	0	0	3	8	4
31 to 35 yrs.	0	0	0	0	0	0	2	1
36 yrs. or more	0	0	0	0	0	0	0	5

45/281 = 16.0% ~ 16%

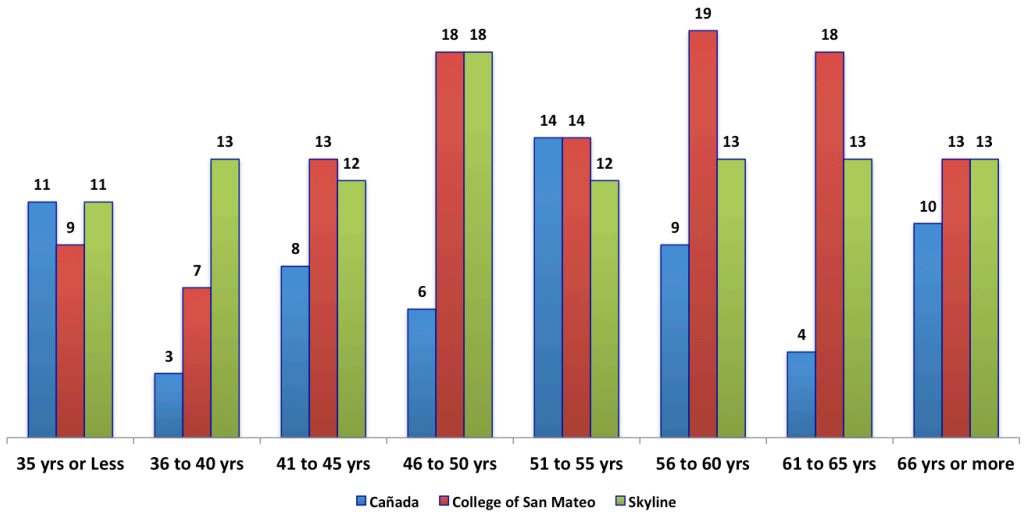
District Student Services Faculty by Age Range and Years of Service								
	Age Ranges							
Years of Service	35 yrs. or Less	36 to 40 yrs.	41 to 45 yrs.	46 to 50 yrs.	51 to 55 yrs.	56 to 60 yrs.	61 to 65 yrs.	66 yrs. or more
0 to 5 yrs.	6	6	1	0	1	2	0	0
6 to 10 yrs.	0	2	2	2	0	2	0	0
11 to 15 yrs.	0	0	0	1	0	0	1	2
16 to 20 yrs.	0	0	0	2	3	0	0	0
21 to 25 yrs.	0	0	0	0	0	2	1	0
26 to 30 yrs.	0	0	0	0	0	0	2	0
31 to 35 yrs.	0	0	0	0	0	0	1	1
36 yrs. or more	0	0	0	0	0	0	0	1

8/41 = 19.5% ~ 20%

District Teaching Faculty by Age Range and TOP Code Assignment								
	35 yrs. or Less	36 to 40 yrs.	41 to 45 yrs.	46 to 50 yrs.	51 to 55 yrs.	56 to 60 yrs.	61 to 65 yrs.	66 yrs. or more
04 - Biological Sciences	1	0	3	3	1	3	1	3
05 – Business and Management	1	0	0	2	2	3	2	5
06 – Media and Communications	0	0	2	0	2	2	1	0
07 – Information Technology	0	0	0	0	0	2	0	1
08 – Education	4	3	2	2	1	3	1	2
09 – Engineering and Industrial Technologies	0	0	0	3	1	3	3	2
10 – Fine and Applied Arts	3	2	2	1	2	6	2	2
11 – Foreign Language	0	1	0	1	0	0	1	0
12 – Health	0	0	0	3	2	0	1	1
13 – Family and Consumer Sciences	0	0	0	1	2	0	3	1
15 – Humanities (Letters)	7	3	8	7	7	2	5	7
16 – Library Science	2	0	0	0	0	0	0	0
17 – Mathematics	3	5	3	5	6	5	4	1
19 – Physical Sciences	2	3	4	2	3	2	1	2
20 – Psychology	0	1	0	1	2	1	0	1
21 – Public and Protective Services	0	1	0	0	0	1	0	1
22 – Social Sciences	2	1	3	2	3	1	4	3
30 – Commercial Services	0	0	0	3	2	1	0	2
49 – Interdisciplinary Studies	2	0	2	2	0	3	4	0
Other	4	3	4	4	4	3	2	2
Totals	31	23	33	42	40	41	35	36

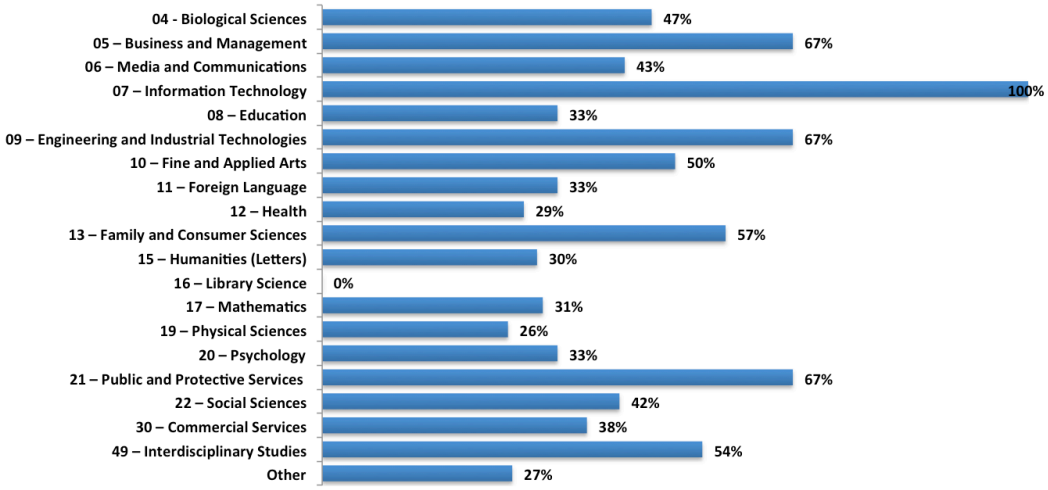
112/281 = 39.6% ~ 40%

District Teaching Faculty Age Ranges All Colleges



Source: District Human Resource Office. Data are December 2014

Proportion of District Faculty Aged 56 or Greater by Primary Teaching Assignment



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