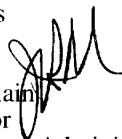


THE CALIFORNIA STATE UNIVERSITY
Office of the Chancellor
401 Golden Shore
Long Beach, California 90802-4210
(562) 951-4411

Date: June 23, 2000

Code: TECHNICAL LETTER
HR/SA 2000-05
Supplement #1

To: CSU Presidents

From: Jackie R. McClain 
Vice Chancellor
Human Resources Administration

Subject: 2000 MPP Benchmark Salary Survey Report

Human Resources is pleased to provide you with the 2000 Management Personnel Plan (MPP) Benchmark Salary Survey Report which summarizes the results of the MPP Benchmark Salary Survey conducted in April. The report provides summary data for 129 benchmark positions that includes the benchmark title, administrator grade level, lowest actual salary (minimum), highest actual salary (maximum), average salary (mean), median salary, number of incumbents, and number of campuses reporting data for each benchmark position. The report sorts the benchmark positions into six categories: Executive, Academic Affairs, Administration and Finance, Information Technology, Student Affairs, and University Advancement.

Human Resources Administration also can provide customized reports from the MPP Benchmark database. If you need a special report or have any questions, please contact Pamela Chapin at (562) 951-4414 or Arlene Coronel at (562) 951-4419. This HR letter is also available on the Human Resources Administration's web site at: <http://www.calstate.edu/tier3/HR-Adm/memos.html>.

JRMCC/pc

Distribution:

Human Resources Directors	With Attachment
Associate Vice Presidents/Deans, Faculty Affairs	With Attachment
Vice Presidents, Academic Affairs	Without Attachment
Vice Presidents, Administration	Without Attachment
Vice Presidents, Information Systems	Without Attachment
Vice Presidents, University Advancement	Without Attachment
Vice Presidents/Deans of Students	Without Attachment
Director, SOSS	Without Attachment

2000 California State University MPP Benchmark Salary Survey Report

Benchmark Title	Admin Level	Min	Max	Mean	Median	# of Inc.
Executive						
Executive Assistant to the President	I/II/III/IV	54,636	152,004	97,507	93,396	23
Special Assistant to the VP/Provost	I/II/III/IV	51,756	114,948	78,835	81,000	19
Campus Counsel	II/III/IV	69,996	115,260	96,292	98,946	6
Director, Affirmative Action/EEO	II/III	72,000	99,540	83,281	81,078	14
Manager, Governmental/Community Relations	I/II/III/IV	60,324	120,636	88,891	90,231	9
Academic Affairs						
Vice President/Provost, Academic Affairs	IV	112,332	162,240	143,600	144,996	27
Associate Vice President/Vice Provost, Academic Affairs	III/IV	83,004	139,008	112,286	113,508	13
Dean, Faculty Affairs	III/IV	92,616	152,004	112,268	114,378	16
Dean, Graduate Programs	III/IV	85,008	141,972	111,903	111,600	13
Associate Dean, Graduate Programs	II/III/IV	61,704	102,648	84,024	84,318	6
Dean, Graduate/Undergraduate Programs	III/IV	100,668	114,132	107,400	107,400	2
Dean, School of Agriculture	III/IV	110,004	137,400	123,627	123,552	4
Associate Dean, School of Agriculture	III	92,604	103,572	97,322	95,790	4
Dean, School of Architecture	IV	114,120	131,700	122,910	122,910	2
Associate Dean, School of Architecture	III	90,384	104,124	97,254	97,254	2
Dean, School of Arts, Letters & Humanities	IV	98,244	130,000	114,822	115,800	17
Associate Dean, School of Arts, Letters & Humanities	III	86,820	92,646	90,258	90,480	5
Dean, School of Arts & Letters	III/IV	105,660	130,824	119,493	120,000	7
Associate Dean, School of Arts & Letters	II/III	63,108	108,420	88,778	89,016	8
Dean, School of Arts & Sciences	IV	114,672	124,884	119,474	120,000	5
Associate Dean, School of Arts & Sciences	III	86,496	103,404	95,091	95,232	4
Dean, School of Business	IV	96,504	144,000	121,673	122,292	19
Associate Dean, School of Business	III	85,000	106,008	97,225	96,620	14
Dean, School of Communications	IV	106,224	117,672	111,948	111,948	2
Associate Dean, School of Communications	II/III	90,000	101,700	95,850	95,850	2
Dean, School of Continuing/Extended Education	III/IV	92,496	127,800	110,215	112,284	20
Associate Dean, School of Continuing/Extended Education	II/III	54,948	96,504	84,525	90,834	8
Dean, School of Education	III/IV	101,916	134,016	114,781	114,972	18

Data Effective April 1, 2000

2000 California State University MPP Benchmark Salary Survey Report

Benchmark Title	Admin Level	Min	Max	Mean	Median	# of Inc.
Associate Dean, School of Education	II/III/IV	50,004	116,004	90,526	90,912	10
Dean, School of Engineering	IV	88,008	138,408	125,524	127,524	10
Associate Dean, School of Engineering	III	86,304	110,352	99,060	99,288	10
Dean, School of Fine Arts	IV	122,604	140,460	129,066	126,600	4
Associate Dean, School of Fine Arts	III	84,648	102,312	92,751	92,022	4
Dean, School of Health & Human Services	IV	93,804	130,704	118,778	120,240	10
Associate Dean, School of Health & Human Services	III	82,500	106,008	90,362	88,008	10
Dean, School of Science	IV	96,996	119,088	110,473	110,004	8
Associate Dean, School of Science	III	84,828	92,292	88,560	88,560	8
Dean, School of Science & Mathematics	IV	95,436	144,636	121,398	119,088	10
Associate Dean, School of Science & Mathematics	III	59,004	107,640	89,642	90,054	10
Dean, School of Social Sciences	IV	83,004	123,300	113,738	112,896	7
Associate Dean, School of Social Sciences	III	66,600	93,168	85,726	89,286	6
Dean, Undergraduate Studies	III/IV	88,404	120,036	108,627	112,368	7
Associate Dean, Undergraduate Studies	III	90,108	106,008	97,818	97,578	4
AVP/Director, Academic Planning/Programs/Assessment	II/III/IV	81,432	129,744	108,151	108,732	10
Director, Institutional Studies	II/III	72,000	110,004	86,287	85,044	10
Director, University Library	II/III/IV	85,968	135,000	110,044	110,352	20

Administration and Finance

Vice President, Administrative Services	IV	122,592	156,864	142,576	143,316	20
Associate Vice President, Administrative Services	III/IV	92,940	121,524	107,663	108,876	10
Associate Vice President, Finance	III/IV	85,260	138,000	113,889	114,252	10
Director, Budget	II/III	52,416	122,304	78,526	78,210	20
Director, Environmental Health & Safety	II/III	53,556	98,475	72,114	69,636	10
Director, Facilities Management	III/IV	70,800	121,092	98,297	95,568	10
Director, Facilities Planning	II/III/IV	64,008	110,352	88,214	92,676	10
Director, Human Resources	II/III/IV	67,716	113,160	94,324	95,094	20
Associate Director, Human Resources	I/II/III	53,796	93,960	73,536	74,832	10
Manager, Human Resources (Generalist)	I/II	39,996	74,628	59,354	59,252	20
Director, Internal Audit	II/III	56,976	111,030	82,828	84,000	10
Director, Plant Operations	II/III	75,696	107,739	91,261	93,000	10

Data Effective April 1, 2000

2000 California State University MPP Benchmark Salary Survey Report

Benchmark Title	Admin Level	Min	Max	Mean	Median	# of Inc.
Manager, Accounting	I/II/III	46,104	104,040	74,818	73,692	24
Manager, Administrative Services	II/III	50,088	101,112	67,731	65,472	43
Manager, Compensation & Classification	II	54,000	71,244	60,378	57,606	8
Manager, Construction	I/II/III	57,360	94,872	71,017	68,000	10
Manager, Contract & Grants	I/II/III	55,572	99,750	83,332	80,964	17
Manager, Energy Management	II	57,540	87,384	66,472	64,272	9
Manager, Engineering Services	II/III	55,116	81,084	66,640	65,502	10
Manager, Media/Audio Visual Services	II/III	61,944	73,368	67,656	67,656	2
Manager, Parking & Transportation	I/II/III	53,004	97,464	68,720	65,538	10
Manager, Payroll	I/II	51,936	76,008	63,254	63,358	17
Manager, Purchasing	II/III	59,460	88,332	75,100	75,714	20
Manager, Risk	II/III	60,000	93,288	79,288	85,080	9
Manager, Workers' Compensation	I/II	45,972	63,228	55,752	55,116	8
Accounting Supervisor	I/II	44,850	74,148	58,802	60,000	17
Supervisor, Automotive & Equipment Maintenance	I/II	49,608	77,808	61,202	57,468	7
Supervisor, Building & Trades	I/II/III	35,136	84,636	61,430	58,944	27
Supervisor, Custodial Services	I/II	31,164	57,992	43,719	40,818	38
Supervisor, Grounds & Landscaping	I/II	50,004	71,736	59,765	58,068	18
Supervisor, Support Services	I/II	45,700	73,932	54,653	53,772	10
Supervisor, Technical Equipment	II	57,588	57,588	57,588	57,588	1
Benefits Officer	I/II	47,064	71,712	57,318	54,630	8
Chief, Custodial Services	I/II	46,524	68,868	55,638	53,928	13
Chief of Police	II/III	68,136	113,328	92,757	91,200	27
Coordinator, Work Control	I/II	48,768	62,856	57,134	57,990	7
Lieutenant	II	63,528	91,848	72,265	70,008	20
Information Technology						
Vice President, Information Technology	III/IV	102,576	145,500	120,174	117,492	6
Associate Vice President, Information Technology	III/IV	93,996	150,000	121,882	119,292	12
Director, Information Technology	II/III/IV	66,840	125,004	91,671	91,524	20
Director, Multi-Media Services	II/III/IV	60,804	108,492	81,978	80,850	13
Manager, Applications Systems	II/III	66,384	99,600	80,654	78,648	12

Data Effective April 1, 2000

2000 California State University MPP Benchmark Salary Survey Report

Benchmark Title	Admin Level	Min	Max	Mean	Median	# of Inc.
Manager, Network Control	I/II/III	58,404	108,012	78,163	77,736	7
Manager, Telecommunications	II/III	68,748	94,236	79,267	78,978	12
Manager, User Services	II/III	52,296	99,000	78,387	78,462	6
Supervisor, Computer Operations	II	58,716	91,560	70,419	70,405	10

Student Affairs

Vice President, Student Affairs	IV	95,004	152,004	129,294	129,852	2
Associate Vice President, Student Affairs	II/III/IV	75,240	131,520	100,250	97,620	2
Director, Admissions	II/III	67,416	91,188	75,279	71,664	7
Director, Admissions & Records	II/III/IV	50,400	116,640	84,891	87,162	12
Director, Athletics	II/III/IV	72,108	145,800	102,664	101,380	18
Director, Career Development	II/III	58,020	104,616	76,780	74,448	17
Director, Counseling & Psychological Services	II/III	74,112	105,576	91,823	94,560	12
Director, Disabled Student Services	I/II/III	54,552	105,276	71,484	68,856	14
Director, Educational/Equity Opportunity Programs	I/II/III	56,520	96,660	74,086	72,582	16
Director, Enrollment Services	II/III/IV	74,760	118,308	100,327	100,644	10
Director, Financial Aid	II/III	41,592	106,860	80,954	79,800	27
Director, International Programs	II/III/IV	55,572	99,396	76,982	74,340	12
Director, Learning Resources	I/II/III	59,820	98,400	79,468	82,278	7
Director, Residence Halls	I/II/III	50,616	103,450	77,862	73,798	18
Director, Sports Information	I/II	40,008	77,736	56,275	54,550	6
Director, Student Academic Services	I/II/III	50,000	103,680	76,141	73,252	16
Director, Student Health Center (Medical)	II/III/IV	61,392	134,508	111,532	122,978	12
Director, Student Health Services (Non-Physician)	I/II/III/IV	48,372	105,048	88,462	92,223	8
Director, Student Life	II/III	56,280	90,780	74,453	77,256	19
Manager, Educational Testing	I/II	48,000	82,908	70,390	70,884	6
Supervisor, Nursing	II	56,040	67,800	59,880	58,716	5
Registrar	I/II/III	52,164	95,076	69,693	71,700	19
Associate Registrar	I/II	48,432	72,816	57,678	55,260	8
Head Coach	II/III/IV	57,000	134,040	90,864	85,600	27

Data Effective April 1, 2000

2000 California State University MPP Benchmark Salary Survey Report

Benchmark Title	Admin Level	Min	Max	Mean	Median	# of Inc.
University Advancement						
Vice President, University Advancement	III/IV	101,316	155,004	132,329	133,068	19
Associate Vice President, University Advancement	III/IV	77,256	115,008	95,807	93,708	15
Director, Alumni Affairs	I/II/III	45,000	87,504	64,247	62,448	18
Director, Development	II/III	54,000	100,032	82,933	83,916	16
Director, Public Relations	II/III	54,084	109,200	79,528	80,856	17
Director, University Union	III	77,508	102,360	88,292	85,008	3
Manager, Annual Giving	I/II	39,000	79,500	56,845	55,278	12
Manager, Corporate & Foundation Relations	I/II/III	50,004	93,324	71,106	70,884	9
Manager, Major Gifts	I/II/III	44,208	93,804	68,337	63,641	13
Manager, Planned Giving	II/III	57,504	91,092	76,962	78,523	8
Manager, Publications	I/II	46,572	76,980	61,141	63,900	9
School Development Officer	II/III	40,008	80,844	60,447	63,510	58

Data Effective April 1, 2000