


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

**Date:** June 13, 2001

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HR/SA 2001-04  
Supplement #1

**To:** CSU Presidents

**From:** Jackie R. McClain   
Vice Chancellor  
Human Resources Administration

**Subject:** 2001 MPP Benchmark Salary Survey Report

Human Resources is pleased to provide you with the 2001 Management Personnel Plan (MPP) Benchmark Salary Survey Report which summarizes the results of the MPP Benchmark Salary Survey conducted in April. This year's report has been reformatted and the median salary category removed. The report provides summary data (for 129 benchmark positions) that include the benchmark title, administrator grade level, number of incumbents, weighted average salary, lowest actual salary (minimum), highest actual salary (maximum), and number of campuses reporting data for each benchmark position. The report sorts the benchmark positions into six categories: Academic Affairs, Administration and Finance, Executive, 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 technical letter is also available on the Human Resources Administration's web site at: <http://www.calstate.edu/tier3/HR-Adm/memos.html>.

JRMCC/ac

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**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

## 2001 California State University MPP Benchmark Salary Survey Report

<u>Benchmark Title</u>	<u>Admin Level</u>	<u>No. of Inc.</u>	<u>Weighted Average Salary</u>	<u>Min</u>	<u>Max</u>	<u>No. of Campuse Reportinc</u>
<b>Academic Affairs</b>						
Associate Dean, Graduate Programs	II/III	5	96,046	86,196	112,620	5
Associate Dean, School of Agriculture	III	4	104,355	100,008	111,648	3
Associate Dean, School of Architecture	III	2	104,802	98,976	110,628	2
Associate Dean, School of Arts & Letters	II/III	7	93,228	67,212	114,924	7
Associate Dean, School of Arts, Letters & Humanities	III	7	92,324	75,000	104,064	7
Associate Dean, School of Arts & Sciences	III	5	95,186	89,244	106,920	4
Associate Dean, School of Business	III	14	103,588	90,096	115,620	13
Associate Dean, School of Communications	III	2	102,408	97,008	107,808	2
Associate Dean, School of Continuing/Extended Education	II/III	9	90,187	58,380	103,068	9
Associate Dean, School of Education	II/III	16	93,793	52,752	114,264	13
Associate Dean, School of Engineering	III	10	107,929	93,108	117,528	9
Associate Dean, School of Fine Arts	III	3	101,340	94,008	110,304	3
Associate Dean, School of Health & Human Services	III	8	97,757	90,000	114,156	8
Associate Dean, School of Science	III	3	95,824	91,104	99,504	3
Associate Dean, School of Science & Mathematics	III	9	96,353	89,148	102,852	8
Associate Dean, School of Social Sciences	III/IV	7	95,174	70,596	107,292	6
Associate Dean, Undergraduate Studies	III	5	101,234	89,148	114,156	5
Associate Vice President/Dean Faculty Affairs	III/IV	17	115,238	85,000	154,872	17

Data Effective April 1, 2001

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<u>Benchmark Title</u>	<u>Admin Level</u>	<u>No. of Inc.</u>	<u>Weighted Average Salary</u>	<u>Min</u>	<u>Max</u>	<u>No. of Campuses Reporting</u>
Associate Vice President/Director, Academic Planning/Programs/Assessment	III/IV	15	115,307	89,172	138,564	13
Associate Vice President/Vice Provost, Academic Affairs	III/IV	16	117,390	90,060	150,000	13
Dean, Graduate Programs	III/IV	13	121,121	91,380	146,232	13
Dean, Graduate/Undergraduate Programs	III/IV	2	98,378	85,108	111,648	2
Dean, School of Agriculture	IV	4	131,094	117,708	146,268	4
Dean, School of Architecture	IV	2	130,452	120,972	139,932	2
Dean, School of Arts & Letters	III/IV	7	123,741	104,500	139,980	7
Dean, School of Arts, Letters & Humanities	IV	11	124,126	105,000	135,564	11
Dean, School of Arts & Sciences	IV	5	116,306	102,000	128,976	5
Dean, School of Business	IV	19	130,223	110,004	160,000	19
Dean, School of Communications	IV	2	122,418	117,024	127,812	2
Dean, School of Continuing/Extended Education	III/IV	19	115,026	80,568	138,024	19
Dean, School of Education	III/IV	18	124,001	108,420	149,556	18
Dean, School of Engineering	IV	11	132,612	117,504	147,192	11
Dean, School of Fine Arts	IV	4	135,302	123,192	148,008	4
Dean, School of Health & Human Services	IV	11	123,499	109,000	136,605	11
Dean, School of Science	IV	6	119,440	103,416	130,584	6
Dean, School of Science & Mathematics	IV	10	128,819	116,004	155,004	10
Dean, School of Social Sciences	IV	9	122,917	105,000	141,600	9
Dean, Undergraduate Studies	III/IV	9	116,622	95,496	129,300	9
Director, Institutional Studies	II/III/IV	15	91,272	72,000	124,776	15
Director, University Library	II/III/IV	21	114,552	73,044	144,456	21

<u>Benchmark Title</u>	<u>Admin Level</u>	<u>No. of Inc.</u>	<u>Weighted Average Salary</u>	<u>Min</u>	<u>Max</u>	<u>No. of Campuses Reporting</u>
Vice President/Provost, Academic Affairs	IV	23	153,498	110,508	181,704	23
<b>Administration and Finance</b>						
Accounting Supervisor	I/II	18	60,544	47,850	80,820	12
Associate Director, Human Resources	II/III	9	77,947	63,000	97,524	8
Associate Vice President, Administrative Services	II/III/IV	14	118,623	80,028	140,044	14
Associate Vice President, Finance	III/IV	18	115,271	82,008	150,420	16
Benefits Officer	I/II	7	57,443	52,368	66,876	7
Chief, Custodial Services	I/II	14	60,327	48,528	72,312	14
Chief of Police	II/III/IV	21	98,585	72,564	122,376	21
Coordinator, Work Control	II	4	64,386	56,904	70,056	4
Director, Budget	II/III	22	84,252	57,133	113,400	19
Director, Environmental Health & Safety	II/III	21	77,074	50,580	104,388	21
Director, Facilities Management	III/IV	19	103,965	74,904	128,964	19
Director, Facilities Planning	II/III/IV	18	95,201	74,352	120,408	16
Director, Human Resources	II/III/IV	21	100,567	50,064	148,500	20
Director, Internal Audit	II/III/IV	10	88,853	60,396	118,800	10
Director, Plant Operations	II/III	11	94,448	61,524	115,000	11
Lieutenant	II	17	77,800	66,456	98,124	11
Manager, Accounting	II/III	23	77,014	54,996	111,072	16
Manager, Administrative Services	I/II/III	44	69,268	53,088	105,276	11
Manager, Compensation & Classification	I/II	7	59,186	48,864	72,000	6
Manager, Construction	I/II/III	14	66,956	57,048	89,268	10

<u>Benchmark Title</u>	<u>Admin Level</u>	<u>No. of Inc.</u>	<u>Weighted Average Salary</u>	<u>Min</u>	<u>Max</u>	<u>No. of Campuses Reporting</u>
Manager, Contract & Grants	I/II/III	11	85,266	60,156	106,680	11
Manager, Energy Management	II/III	8	76,325	61,740	105,000	8
Manager, Engineering Services	II/III	12	73,419	60,540	89,004	12
Manager, Human Resources (Generalist)	I/II	25	65,613	51,792	75,408	14
Manager, Media/Audio Visual Services	II/III	4	87,594	69,996	105,876	4
Manager, Parking & Transportation	I/II/III	11	71,941	51,984	104,292	11
Manager, Payroll	I/II/III	17	68,993	55,524	92,700	17
Manager, Purchasing	II/III	18	80,925	65,412	95,532	18
Manager, Risk	II/III	10	83,234	60,984	100,092	10
Manager, Workers' Compensation	I/II	6	60,658	53,328	69,300	6
Supervisor, Automotive & Equipment Maintenance	I/II	6	67,766	57,804	84,420	6
Supervisor, Building & Trades	I/II	11	65,648	55,704	84,420	10
Supervisor, Custodial Services	I/II	32	45,715	36,192	72,804	16
Supervisor, Grounds & Landscaping	I/II	17	61,880	52,680	78,000	17
Supervisor, Support Services	I/II	8	60,009	48,000	80,004	7
Supervisor, Technical Equipment	II	1	61,200	61,200	61,200	1
Vice President, Administrative Services	III/IV	21	152,311	119,004	170,976	21
<b>Executive</b>						
Campus Counsel	II/III/IV	6	102,706	80,004	123,324	6
Director, Affirmative Action/EEO	II/III	14	82,965	58,224	108,000	14
Executive Assistant to the President	I/II/III/IV	22	100,064	58,000	164,160	21
Manager, Governmental/Community Relations	II/III/IV	8	94,337	63,948	130,008	5

<u>Benchmark Title</u>	<u>Admin Level</u>	<u>No. of Inc.</u>	<u>Weighted Average Salary</u>	<u>Min</u>	<u>Max</u>	<u>No. of Campuses Reporting</u>
Special Assistant to the Vice President/Provost	I/II/III	14	84,974	54,456	123,240	10
<b>Information Technology</b>						
Associate Vice President, Information Technology	III/IV	14	128,821	100,044	159,000	13
Director, Information Technology	II/III	23	96,217	70,116	122,328	17
Director, Multi-Media Services	II/III/IV	12	86,804	63,384	112,356	11
Manager, Applications Systems	I/II/III	9	85,493	53,928	104,076	8
Manager, Network Control	II/III	8	91,716	72,876	114,492	8
Manager, Telecommunications	II/III	10	87,809	76,584	100,356	10
Manager, User Services	II/III	5	78,545	55,692	99,864	5
Supervisor, Computer Operations	II/III	8	77,417	65,004	99,000	8
Vice President, Information Technology	IV	7	133,229	110,784	155,688	7
<b>Student Affairs</b>						
Associate Registrar	I/II	7	60,116	53,004	77,736	7
Associate Vice President, Student Affairs	III/IV	23	109,346	90,420	141,384	16
Director, Admissions	II/III	10	71,024	46,224	100,008	10
Director, Admissions & Records	III	12	91,973	58,656	122,220	12
Director, Athletics	II/III/IV	20	110,266	75,708	160,392	20
Director, Career Development	II/III	19	80,098	60,000	111,420	19
Director, Counseling & Psychological Services	II/III	12	96,145	78,780	112,440	12
Director, Disabled Student Services	II/III	16	74,751	57,684	110,004	16
Director, Educational/Equity Opportunity Programs	I/II/III	13	80,770	55,008	99,474	13

<u>Benchmark Title</u>	<u>Admin Level</u>	<u>No. of Inc.</u>	<u>Weighted Average Salary</u>	<u>Min</u>	<u>Max</u>	<u>No. of Campuses Reporting</u>
Director, Enrollment Services	III/IV	11	108,109	93,000	123,048	11
Director, Financial Aid	II/III	19	82,225	44,916	111,336	19
Director, International Programs	II/III/IV	14	83,186	62,241	104,868	14
Director, Learning Resources	I/II/III	7	78,557	43,008	107,364	6
Director, Residence Halls	II/III	15	83,282	53,304	108,540	15
Director, Sports Information	I/II	5	52,652	41,004	68,256	5
Director, Student Academic Services	I/II/III	16	77,236	58,080	104,184	14
Director, Student Health Center (Medical)	II/III/IV	12	119,802	65,688	138,840	12
Director, Student Health Services (Non-Physician)	I/II/III/IV	10	90,924	51,876	111,348	10
Director, Student Life	I/II/III	17	77,912	52,296	96,228	15
Head Coach	II/III/IV	21	102,397	69,000	160,008	10
Manager, Educational Testing	I/II/III	6	75,444	50,880	87,996	6
Registrar	II/III	13	73,953	54,252	102,444	13
Supervisor, Nursing	II	5	64,332	60,144	75,600	5
Vice President, Student Affairs	IV	21	139,844	120,660	164,160	21
<b>University Advancement</b>						
Associate Vice President, University Advancement	II/III/IV	19	104,959	80,844	147,654	17
Director, Alumni Affairs	I/II/III	18	67,177	47,260	93,000	18
Director, Development	II/III	16	77,122	45,000	113,196	11
Director, Public Relations	II/III	17	88,822	59,304	120,000	17
Director, University Union	III	3	108,563	88,752	127,200	3
Manager, Annual Giving	I/II	9	60,869	44,652	83,004	9

Data Effective April 1, 2001

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<u>Benchmark Title</u>	<u>Admin Level</u>	<u>No. of Inc.</u>	<u>Weighted Average Salary</u>	<u>Min</u>	<u>Max</u>	<u>No. of Campuses Reporting</u>
Manager, Corporate & Foundation Relations	II/III	10	80,246	55,008	102,192	8
Manager, Major Gifts	II/III/IV	18	75,198	52,008	107,508	11
Manager, Planned Giving	II/III	6	77,232	51,000	90,336	6
Manager, Publications	I/II/III	14	62,799	47,928	82,008	14
School Development Officer	I/II	62	64,833	42,180	85,008	9
Vice President, University Advancement	IV	19	144,592	109,644	170,008	19