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To: CSU Presidents

From: Jackie R. McClain 
Vice Chancellor
Human Resources Administration

Subject: 2002 MPP Benchmark Salary Survey Report

Human Resources is pleased to provide you with the 2002 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 has been added. The report provides summary data (for 132 benchmark positions) that include the benchmark title, administrator grade level, number of incumbents, average salary, lowest actual salary (minimum), highest actual salary (maximum), median, 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 (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/HR-Adm/2002_pages/2002samemos.shtml.

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2002 California State University MPP Benchmark Salary Survey Report

Benchmark Title	Admin Level	No. of Inc.	Average Salary	Min	Max	Median	No. of Campuses Reporting
Academic Affairs							
Associate Dean, Graduate Programs	III	4	100,248	87,924	114,876	99,096	4
Associate Dean, School of Agriculture	III	4	104,112	96,528	114,324	101,760	3
Associate Dean, School of Architecture	III	2	107,232	101,352	113,112	107,232	2
Associate Dean, School of Arts & Letters	III	6	104,808	92,364	117,996	105,000	5
Associate Dean, School of Arts, Letters & Humanities	II/III	7	88,196	68,895	100,416	87,720	7
Associate Dean, School of Arts & Sciences	II/III	6	93,214	65,952	109,704	95,220	5
Associate Dean, School of Business	III	15	105,717	92,124	115,668	105,160	13
Associate Dean, School of Communications	III	2	78,144	55,788	100,500	78,144	2
Associate Dean, School of Continuing/Extended Education	II/III/IV	10	93,110	59,556	135,000	90,000	10
Associate Dean, School of Education	II/III	18	97,587	73,860	116,436	97,104	15
Associate Dean, School of Engineering	III	12	108,041	94,968	120,756	105,606	8
Associate Dean, School of Fine Arts	III	3	96,680	83,004	110,400	96,636	3
Associate Dean, School of Health & Human Services	III	6	99,514	94,500	106,584	98,922	6
Associate Dean, School of Science	III/IV	2	95,256	93,912	96,600	95,256	2
Associate Dean, School of Science & Mathematics	III	10	100,861	90,000	113,856	101,184	8
Associate Dean, School of Social Sciences	III	5	91,877	70,596	99,072	95,604	5
Associate Dean, Undergraduate Studies	III	4	102,159	92,004	116,436	100,098	4

Benchmark Title	Admin Level	No. of Inc.	Average Salary	Min	Max	Median	No. of Campuses Reporting
Associate Vice President/Dean, Faculty Affairs	III/IV	19	118,084	93,096	149,868	115,656	19
Associate Vice President/Director, Academic Planning/Programs/Assessment	III/IV	15	119,889	103,152	141,888	120,000	11
Associate Vice President/Vice Provost, Academic Affairs	III/IV	14	122,103	93,096	153,000	126,246	11
Dean, Graduate Programs	II/III/IV	13	112,558	75,000	130,704	113,988	13
Dean, Graduate/Undergraduate Programs	III	2	111,156	96,324	125,988	111,156	2
Dean, School of Agriculture	IV	4	128,370	120,648	135,876	128,478	4
Dean, School of Architecture	IV	2	133,308	123,876	142,740	133,308	2
Dean, School of Arts & Letters	III/IV	7	126,507	115,400	143,928	125,988	7
Dean, School of Arts, Letters & Humanities	IV	9	125,587	90,000	139,632	128,508	9
Dean, School of Arts & Sciences	IV	4	131,415	125,004	142,008	129,324	4
Dean, School of Business	III/IV	17	134,183	113,748	163,296	130,176	17
Dean, School of Communications	IV	2	126,186	121,368	131,004	126,186	2
Dean, School of Continuing/Extended Education	III/IV	16	117,812	82,176	138,708	122,256	16
Dean, School of Education	III/IV	16	127,643	110,820	154,164	126,132	16
Dean, School of Engineering	IV	9	136,997	124,992	150,576	138,000	9
Dean, School of Fine Arts	IV	4	134,172	123,192	142,884	135,306	4
Dean, School of Health & Human Services	IV	7	127,457	111,600	138,012	135,180	7
Dean, School of Science	IV	5	126,031	120,000	134,604	123,000	5
Dean, School of Science & Mathematics	IV	10	127,073	100,584	145,704	127,032	10
Dean, School of Social Sciences	IV	8	120,363	107,628	130,008	122,208	8

Benchmark Title	Admin Level	No. of Inc.	Average Salary	Min	Max	Median	No. of Campuses Reporting
Dean, Undergraduate Studies	III/IV	8	116,176	99,192	130,272	118,304	8
Director, Institutional Studies	I/II/III/IV	13	90,623	64,632	128,208	87,888	13
Director, University Library	II/III/IV	20	117,563	74,508	147,876	114,870	20
Vice President/Provost, Academic Affairs	IV	21	160,638	128,436	187,329	158,500	21
Administration and Finance							
Accounting Supervisor	I/II	20	63,096	49,250	75,852	64,800	15
Associate Director, Human Resources	II/III	11	78,508	64,350	99,468	74,010	10
Associate Vice President, Administrative Services	III/IV	11	123,256	106,896	140,000	121,878	10
Associate Vice President, Finance	III/IV	15	118,769	83,652	154,932	118,680	14
Benefits Officer	I/II	7	59,206	53,676	68,244	57,648	7
Chief, Custodial Services	I/II	14	60,269	48,048	78,324	57,816	14
Chief of Police	II/III	22	98,686	73,284	123,600	98,310	22
Coordinator, Work Control	II	4	65,907	58,044	72,156	66,714	4
Director, Budget	II/III	17	84,139	67,716	107,304	82,956	17
Director, Environmental Health & Safety	II/III	19	79,418	60,408	106,476	77,844	19
Director, Facilities Management	II/III	16	104,713	76,404	131,544	106,920	16
Director, Facilities Planning	II/III	18	97,460	79,000	114,744	100,608	17
Director, Human Resources	II/III	21	105,629	85,008	152,952	102,696	20
Director, Internal Audit	II/III	10	89,966	72,852	124,500	86,694	10
Director, Plant Operations	II/III	9	99,584	81,060	117,300	100,272	9

Benchmark Title	Admin Level	No. of Inc.	Average Salary	Min	Max	Median	No. of Campuses Reporting
Lieutenant	II	19	75,638	60,000	87,420	75,000	13
Manager, Accounting	I/II/III	28	79,882	55,956	105,456	86,664	19
Manager, Administrative Services	I/II/III	46	73,329	52,044	132,000	72,722	30
Manager, Compensation & Classification	I/II	13	62,968	49,836	73,000	62,058	10
Manager, Construction	I/II/III	20	72,946	58,188	92,004	72,840	13
Manager, Contract & Grants	II/III	10	86,507	70,896	116,004	79,488	10
Manager, Energy Management	I/II/III	9	78,555	62,244	108,156	72,972	9
Manager, Engineering Services	II/III	9	74,256	60,540	91,008	72,960	9
Manager, Human Resources (Generalist)	I/II	22	65,545	57,384	76,548	64,224	13
Manager, Media/Audio Visual Services	II/III	5	85,807	66,444	109,140	79,404	5
Manager, Parking & Transportation	I/II/III	11	74,784	57,336	106,380	71,748	11
Manager, Payroll	I/II	14	69,640	56,640	85,000	68,400	14
Manager, Purchasing	I/II/III	18	79,114	54,888	97,404	81,300	18
Manager, Risk	II/III/IV	10	88,664	64,596	130,008	86,196	10
Manager, Workers' Compensation	I/II	7	62,408	54,600	71,436	64,448	7
Supervisor, Automotive & Equipment Maintenance	I/II	4	68,922	53,652	86,532	67,752	4
Supervisor, Building & Trades	I/II	13	65,656	51,800	77,748	62,376	11
Supervisor, Custodial Services	I/II	33	45,094	35,880	64,560	44,669	16
Supervisor, Grounds & Landscaping	I/II	19	62,586	42,936	80,004	62,358	18
Supervisor, Support Services	I/II	12	63,175	49,200	81,600	59,076	11

Benchmark Title	Admin Level	No. of Inc.	Average Salary	Min	Max	Median	No. of Campuses Reporting
Supervisor, Technical Equipment	II	1	62,424	62,424	62,424	62,424	1
Vice President, Administrative Services	IV	19	154,633	136,440	177,384	154,008	19
Executive							
Campus Counsel	III/IV	4	112,683	88,992	126,036	117,852	4
Director, Affirmative Action/EEO	II/III	12	89,020	73,620	110,160	85,224	12
Executive Assistant to the President	I/II/III/IV	23	105,004	61,872	173,700	104,778	22
Manager, Governmental/Community Relations	I/II/III/IV	13	93,294	58,344	132,612	90,084	11
Special Assistant to the Vice President/Provost	I/II/III	17	89,242	55,548	126,696	90,048	12
Information Technology							
Associate Vice President, Information Technology	III/IV	10	130,958	97,704	150,360	133,782	10
CMS Project Director	III	11	102,235	90,000	119,604	103,044	11
Director, Information Technology	II/III	21	98,116	75,756	126,444	103,704	13
Director, Multi-Media Services	II/III	8	78,075	63,600	107,520	73,434	8
Manager, Applications Systems	II/III	8	88,778	70,380	102,012	89,100	7
Manager, Network Control	II/III	5	90,943	76,500	106,344	88,716	5
Manager, Telecommunications	II/III	9	86,710	68,328	102,000	85,704	9
Manager, User Services	II/III	6	77,798	56,808	100,236	78,324	6
Supervisor, Computer Operations	II/III	6	85,556	74,292	110,004	81,960	6
Vice President, Information Technology	IV	8	136,671	113,004	161,136	136,446	8

Benchmark Title	Admin Level	No. of Inc.	Average Salary	Min	Max	Median	No. of Campuses Reporting
Student Affairs							
Associate Registrar	I/II	8	62,915	54,700	79,680	62,004	7
Associate Vice President, Student Affairs	III/IV	22	109,460	77,100	144,216	109,152	16
Director, Admissions	I/II/III	9	77,608	59,412	102,012	78,576	9
Director, Admissions & Records	II/III	17	88,772	54,000	125,004	88,656	17
Director, Athletics	II/III/IV	18	111,314	77,220	163,596	104,790	18
Director, Career Development	II/III	17	84,297	60,000	113,964	81,000	17
Director, Counseling & Psychological Services	I/II/III	16	90,828	62,172	115,008	90,608	16
Director, Disabled Student Services	I/II/III	16	74,446	59,124	112,200	71,466	16
Director, Educational/Equity Opportunity Programs	I/II/III	13	81,193	55,008	104,328	78,564	13
Director, Enrollment Services	III/IV	12	105,127	64,644	129,864	110,552	12
Director, Financial Aid	II/III	16	85,133	48,612	100,800	87,576	16
Director, International Programs	II/III	11	85,043	62,616	107,076	80,292	11
Director, Learning Resources	II/III	7	74,461	57,480	85,000	82,068	7
Director, Residence Halls	II/III	14	83,228	54,588	106,068	83,079.5	14
Director, Sports Information	I/II	4	56,997	49,704	69,624	54,330	4
Director, Student Academic Services	I/II/III	12	82,257	50,988	115,404	78,990	12
Director, Student Health Center (Medical)	II/III/IV	13	122,984	70,344	144,744	132,300	13
Director, Student Health Services (Non-Physician)	I/III	5	93,564	53,172	113,580	105,888	5
Director, Student Life	I/II/III	15	76,696	51,000	104,112	76,872	15

Benchmark Title	Admin Level	No. of Inc.	Average Salary	Min	Max	Median	No. of Campuses Reporting
Head Coach	II/III/IV	24	103,669	70,380	160,008	103,766	10
Manager, Educational Testing	I/II/III	6	70,987	52,020	81,999	75,456	6
Registrar	II/III	13	76,226	63,732	105,000	73,368	13
Student Discipline Officer	I/II/III	6	67,385	50,184	89,592	67,378	6
Student Grievance Officer	I/II/III	5	68,916	50,184	89,616	61,380	5
Supervisor, Nursing	II	5	67,740	61,344	77,076	66,672	5
Vice President, Student Affairs	IV	20	140,219	119,004	163,728	142,110	20
University Advancement							
Associate Vice President, University Advancement	III/IV	13	108,744	88,008	150,654	110,004	12
Director, Alumni Affairs	II/III/IV	15	76,408	50,004	120,348	73,848	15
Director, Development	II/III	14	80,594	45,900	116,196	91,080	11
Director, Public Relations	II/III	18	86,413	59,892	120,000	84,546	18
Director, University Union	III	1	114,676	114,676	114,676	114,676	1
Manager, Annual Giving	I/II/III	12	58,389	39,504	90,588	54,168	12
Manager, Corporate & Foundation Relations	II	8	69,981	56,112	89,616	66,588	8
Manager, Major Gifts	II/III	14	76,954	61,236	100,008	71,748	9
Manager, Planned Giving	I/II/III	9	78,621	50,952	99,084	84,696	9
Manager, Publications	I/II	12	66,668	48,888	120,000	58,152	12
School Development Officer	I/II	64	68,095	43,020	92,400	68,670	10
Vice President, University Advancement	IV	17	143,968	112,992	170,736	142,800	17