


THE CALIFORNIA STATE UNIVERSITY
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To: CSU Presidents

From: Cathy Robinson 
Senior Director
Human Resources Administration

Subject: 2002 MPP Benchmark Salary Survey Report Update

The 2002 Management Personnel Plan (MPP) Benchmark Salary Survey Report has been updated and also includes the MPP Benchmark Survey Code.

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/2002pages/2002samemos.shtml>.

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2002 California State University MPP Benchmark Salary Survey Report

Benchmark Title	Survey Code	Admin Level	No. of Inc.	Average Salary	Min	Max	Median	No. of Campuses Reporting
Academic Affairs								
Associate Dean, Graduate Programs	062	III	5	98,270	87,924	114,876	95,196	5
Associate Dean, School of Agriculture	063	III	4	104,112	96,528	114,324	101,760	3
Associate Dean, School of Architecture	065	III	2	107,232	101,352	113,112	107,232	2
Associate Dean, School of Arts & Letters	065	III	7	104,287	92,364	117,996	103,176	6
Associate Dean, School of Arts, Letters & Humanities	066	II/III	7	88,196	68,895	100,416	87,720	7
Associate Dean, School of Arts & Sciences	067	II/III	6	93,214	65,952	109,704	95,220	5
Associate Dean, School of Business	068	III	16	105,397	92,124	115,668	105,116	14
Associate Dean, School of Communications	069	III	2	78,144	55,788	100,500	78,144	2
Associate Dean, School of Continuing/Extended Education	070	II/III/IV	10	93,092	59,556	135,000	89,910	10
Associate Dean, School of Education	071	II/III	20	97,379	73,860	116,436	96,354	16
Associate Dean, School of Engineering	072	III	14	107,295	94,968	120,756	104,040	9
Associate Dean, School of Fine Arts	073	III	4	96,669	83,004	110,400	96,636	3
Associate Dean, School of Health & Human Services	074	III	7	99,226	94,500	106,584	98,688	7
Associate Dean, School of Science	075	III/IV	2	95,256	93,912	96,600	95,256	2
Associate Dean, School of Science & Mathematics	076	III	11	101,510	90,000	113,856	102,000	9
Associate Dean, School of Social Sciences	077	III	6	93,258	70,596	100,164	97,260	6
Associate Dean, Undergraduate Studies	078	III	4	102,159	92,004	116,436	100,098	4

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Associate Vice President/Dean, Faculty Affairs	012	IV	20	117,129	93,096	149,868	114,768	20
Associate Vice President/Director, Academic Planning/Programs/Assessment	127	III/IV	15	119,889	103,152	141,888	120,420	11
Associate Vice President/Vice Provost, Academic Affairs	011	III/IV	16	123,191	93,096	153,000	127,980	13
Dean, Graduate Programs	013	II/III/IV	14	114,376	75,000	138,000	118,056	14
Dean, Graduate/Undergraduate Programs	014	III	2	111,156	96,324	125,988	111,156	2
Dean, School of Agriculture	015	IV	4	128,370	120,648	135,876	128,478	4
Dean, School of Architecture	016	IV	2	133,308	123,876	142,740	133,308	2
Dean, School of Arts & Letters	018	III/IV	8	127,515	115,400	143,928	126,744	8
Dean, School of Arts, Letters & Humanities	017	IV	10	126,392	90,000	139,632	130,044	10
Dean, School of Arts & Sciences	019	IV	4	131,415	125,004	142,008	129,324	4
Dean, School of Business	020	III/IV	19	134,305	113,748	163,296	131,664	19
Dean, School of Communications	021	IV	2	126,186	121,368	131,004	126,186	2
Dean, School of Continuing/Extended Education	022	III/IV	18	119,225	82,176	138,708	124,992	18
Dean, School of Education	023	III/IV	18	127,967	110,820	154,164	126,924	18
Dean, School of Engineering	024	IV	10	137,290	124,992	150,576	138,960	10
Dean, School of Fine Arts	025	IV	5	137,472	123,192	150,672	138,000	5
Dean, School of Health & Human Services	026	IV	9	129,044	111,600	138,012	135,180	9
Dean, School of Science	027	IV	5	126,031	120,000	134,604	123,000	5
Dean, School of Science & Mathematics	028	IV	12	129,458	100,584	147,000	132,048	12
Dean, School of Social Sciences	029	IV	10	123,134	107,628	135,072	124,092	10

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Dean, Undergraduate Studies	030	III/IV	9	117,046	99,192	130,272	124,008	9
Director, Institutional Studies	048	I/II/III/IV	14	90,865	64,632	128,208	88,752	14
Director, University Library	060	II/III/IV	22	117,888	74,508	147,876	114,870	22
Vice President/Provost, Academic Affairs	001	IV	23	161,169	128,436	187,329	160,008	23
Administration and Finance								
Accounting Supervisor	106	I/II	20	63,096	49,250	75,852	64,350	12
Associate Director, Human Resources	079	II/III	11	78,508	64,350	99,468	74,010	10
Associate Vice President, Administrative Services	006	III/IV	11	123,256	106,896	140,000	121,878	10
Associate Vice President, Finance	007	III/IV	17	120,606	83,652	154,932	120,816	16
Benefits Officer	116	I/II	7	59,206	53,676	68,244	57,648	7
Chief, Custodial Services	118	I/II	14	60,269	48,048	78,324	57,816	14
Chief of Police	119	II/III	22	98,686	73,284	123,600	98,310	22
Coordinator, Work Control	120	II	4	65,907	58,044	72,156	66,714	4
Director, Budget	036	II/III	20	84,388	67,716	107,304	84,600	19
Director, Environmental Health & Safety	042	II/III	21	79,708	60,408	106,476	77,844	21
Director, Facilities Management	043	II/III	18	107,387	76,404	131,544	109,998	18
Director, Facilities Planning	044	II/III	19	98,804	79,000	123,000	100,650	18
Director, Human Resources	046	II/III	23	106,090	85,008	152,952	102,696	22
Director, Internal Audit	128	II/III	10	89,966	72,852	124,500	86,694	10
Director, Plant Operations	052	II/III	9	99,584	81,060	117,300	99,612	9

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Lieutenant	123	II	19	75,638	60,000	87,420	75,000	13
Manager, Accounting	080	I/II/III	30	78,748	55,956	105,456	83,188	20
Manager, Administrative Services	081	I/II/III	47	73,349	52,044	132,000	73,310	12
Manager, Compensation & Classification	084	I/II	14	63,222	49,836	73,000	63,948	11
Manager, Construction	085	I/II/III	20	72,946	58,188	92,004	72,840	13
Manager, Contract & Grants	086	II/III	11	87,888	70,896	116,004	81,420	11
Manager, Energy Management	089	I/II/III	9	78,555	62,244	108,156	72,972	9
Manager, Engineering Services	090	II/III	10	74,928	60,540	91,008	73,344	10
Manager, Human Resources (Generalist)	092	I/II	22	65,545	57,384	76,548	64,224	13
Manager, Media/Audio Visual Services	095	II/III	5	85,807	66,444	109,140	79,404	5
Manager, Parking & Transportation	097	I/II/III	12	73,986	57,336	106,380	70,784	12
Manager, Payroll	098	I/II	15	69,331	56,640	85,000	66,792	15
Manager, Purchasing	101	I/II/III	19	78,451	54,888	97,404	81,000	19
Manager, Risk	102	II/III/IV	11	85,877	58,008	130,008	85,608	11
Manager, Workers' Compensation	105	I/II	8	61,746	54,600	71,436	61,048	8
Supervisor, Automotive & Equipment Maintenance	107	I/II	4	68,922	53,652	86,532	67,752	4
Supervisor, Building & Trades	108	I/II	14	65,745	51,800	77,748	62,400	12
Supervisor, Custodial Services	110	I/II	33	45,094	35,880	64,560	44,669	16
Supervisor, Grounds & Landscaping	111	I/II	19	62,586	42,936	80,004	62,358	18
Supervisor, Support Services	113	I/II	12	63,175	49,200	81,600	59,076	11

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Supervisor, Technical Equipment	114	II	1	62,424	62,424	62,424	62,424	1
Vice President, Administrative Services	002	IV	21	156,056	136,440	177,384	156,000	21
Executive								
Campus Counsel	117	III/IV	4	112,683	88,992	126,036	117,852	4
Director, Affirmative Action/EEO	033	II/III	14	89,043	73,620	110,160	85,224	14
Executive Assistant to the President	121	I/II/III/IV	23	105,028	61,872	173,700	105,600	21
Manager, Governmental/Community Relations	091	I/II/III/IV	13	93,294	58,344	132,612	90,084	11
Special Assistant to the Vice President/Provost	126	I/II/III	17	89,242	55,548	126,696	90,048	12
Information Technology								
Associate Vice President, Information Technology	008	III/IV	12	134,771	97,704	162,180	137,226	12
CMS Project Director	130	III	11	102,235	90,000	119,604	103,044	11
Director, Information Technology	047	II/III/IV	22	99,652	75,756	131,904	105,705	14
Director, Multi-Media Services	051	II/III	11	81,807	63,600	107,520	75,216	10
Manager, Applications Systems	083	II/III	8	88,778	70,380	102,012	89,100	7
Manager, Network Control	096	II/III	6	95,250	76,500	116,784	91,932	6
Manager, Telecommunications	103	II/III	10	88,296	68,328	102,564	87,222	10
Manager, User Services	104	II/III	7	78,454	56,808	100,236	82,392	7
Supervisor, Computer Operations	109	II/III	7	84,269	74,292	110,004	79,848	7
Vice President, Information Technology	003	IV	8	136,671	113,004	161,136	136,446	8

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Student Affairs								
Associate Registrar	115	I/II	8	62,915	54,700	79,680	62,004	7
Associate Vice President, Student Affairs	009	III/IV	23	110,050	77,100	144,216	109,854	18
Director, Admissions	031	I/II/III	10	78,634	59,412	102,012	79,308	10
Director, Admissions & Records	032	II/III	18	88,451	54,000	125,004	86,214	18
Director, Athletics	035	II/III/IV	20	111,055	77,220	163,596	104,790	20
Director, Career Development	037	II/III	19	83,647	60,000	113,964	81,000	19
Director, Counseling & Psychological Services	038	I/II/III	17	91,196	62,172	115,008	92,376	17
Director, Disabled Student Services	040	I/II/III	18	74,640	59,124	112,200	71,466	18
Director, Educational/Equity Opportunity Programs	129	I/II/III	13	81,193	55,008	104,328	78,564	13
Director, Enrollment Services	041	III/IV	13	105,733	64,644	129,864	112,600	13
Director, Financial Aid	045	II/III	18	85,209	48,612	100,800	85,824	18
Director, International Programs	049	II/III	13	85,510	62,616	107,076	80,976	13
Director, Learning Resources	050	II/III	8	77,396	57,480	97,944	82,332	8
Director, Residence Halls	054	II/III	16	83,365	54,588	106,068	83,080	16
Director, Sports Information	055	I/II	4	56,997	49,704	69,624	54,330	4
Director, Student Academic Services	056	I/II/III	14	84,419	50,988	115,404	86,762	14
Director, Student Health Center (Medical)	057	II/III/IV	14	122,481	70,344	144,744	126,522	14
Director, Student Health Services (Non-Physician)	058	I/III	6	94,360	53,172	113,580	102,114	6
Director, Student Life	059	I/II/III	18	75,919	51,000	104,112	76,704	17

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Head Coach	122	II/III/IV	24	103,669	70,380	160,008	103,766	10
Manager, Educational Testing	088	I/II/III	6	70,987	52,020	81,999	75,456	6
Registrar	124	II/III	13	76,226	63,732	105,000	73,368	13
Student Discipline Officer	131	I/II/III	6	67,385	50,184	89,592	66,154	6
Student Grievance Officer	132	I/II/III	5	68,916	50,184	89,616	61,380	5
Supervisor, Nursing	112	II	5	67,740	61,344	77,076	66,672	5
Vice President, Student Affairs	004	IV	22	142,526	119,004	173,700	142,896	22
University Advancement								
Associate Vice President, University Advancement	010	III/IV	15	110,791	88,008	150,654	110,550	14
Director, Alumni Affairs	034	II/III/IV	16	75,893	50,004	120,348	73,494	16
Director, Development	039	II/III	14	80,594	45,900	116,196	91,080	11
Director, Public Relations	053	II/III	20	88,400	59,892	120,000	88,854	20
Director, University Union	061	III	2	102,692	90,708	114,676	102,692	2
Manager, Annual Giving	082	I/II/III	13	58,128	39,504	90,588	54,996	13
Manager, Corporate & Foundation Relations	087	II	8	69,981	56,112	89,616	66,588	8
Manager, Major Gifts	094	II/III	15	77,671	61,236	100,008	75,374	10
Manager, Planned Giving	099	I/II/III	9	78,621	50,952	99,084	84,696	9
Manager, Publications	100	I/II	13	66,939	48,888	120,000	60,240	13
School Development Officer	125	I/II	69	67,429	43,020	92,400	67,719	11
Vice President, University Advancement	005	IV	19	147,082	112,992	173,700	147,000	19