


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

**Date:** March 14, 2003 **Code:** TECHNICAL LETTER  
HR/Salary 2003-02

**To:** Human Resources Directors **TIME SENSITIVE:**  
Associate Vice Presidents/Deans of Faculty Affairs **Due April 14, 2003**

**From:** Cathy Robinson   
Assistant Vice Chancellor  
Human Resources Administration

**Subject:** 2003 MPP Benchmark Salary Survey

The 2003 MPP Benchmark Salary Survey package will be sent via overnight mail today to each campus' Human Resources Director. The survey package includes the data collection tool, detailed instructions, benchmark descriptions, and other resources. Please have the appropriate person on your campus complete the survey and return by April 14, 2003. For reference, survey instructions and benchmark descriptions are provided in attachments A and B, respectively.

❖ **New Data Collection Tool:**

We are pleased to announce that Human Resources Administration has developed a new data collection tool for the MPP Benchmark Salary Survey. Our goal was to create a user-friendly solution that required the least amount of work for CSU HR Professionals while delivering the highest quality report.

❖ **MPP Benchmark Changes:**

Based on campus recommendations, the following changes have been made to the 2003 survey benchmarks:

<u><b>New Benchmarks:</b></u>	133	Director, Accounting
	134	Associate Director, Accounting
	135	Associate Director, Facilities Management
	136	Associate Director, Facilities Planning
	137	Director, Sponsored Programs/Grants
	138	Director, Distance Learning

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**Distribution:**

CSU Presidents	Vice Presidents, Information Systems
Vice Chancellor, Human Resources	Vice Presidents, University Advancement
Vice Presidents, Academic Affairs	Vice Presidents, Administration
Vice Presidents, Student Administration	SOSS Director

❖ **MPP Benchmark Changes (cont'd)****Changed Benchmarks:**

*(may require reviewing previous campus benchmarks)*

080 Manager, Accounting

106 Supervisor, Accounting

❖ **Additional Resources:**

The following CIRS Compendium Reports continue to be available to campuses as a resource in this and other projects:

<b><u>CIRS Report Code</u></b>	<b><u>Report Title</u></b>
C01	MPP Employee Listing by MPP Job Code
C02	MPP Employee Listing by Administrative Grade Level
C03	MPP Employee Listing, Alpha Order

❖ **Survey Submission Instructions:**

The diskette with the completed survey should be sent to:

Gina Caywood  
CSU Office of the Chancellor  
401 Golden Shore, 4<sup>th</sup> Floor  
Long Beach, CA 90802-4210

***Please do not send the data file back via e-mail as the file contains confidential employee information.***

We'd like to thank all campuses that provided input and suggestions on a new approach for data collection. In particular, we'd like to thank CSU Northridge Human Resources who tested the data collection and provided valuable and useful feedback.

We hope you find the new process to be user-friendly, fast and efficient. We welcome any feedback or suggestions you may have for further enhancements. If you have any questions regarding the survey, the new data collection tool or if you would like a copy of last year's data submission, please contact Gina Caywood, Arlene Coronel or Ezequiel Navarro at (562) 951-4411. This technical letter is available on Human Resources Administration's Web page at: <http://www.calstate.edu/HRAdm/memos.shtml>.

CR/gc

Attachments



# California State University MPP Benchmark Salary Survey Instructions

**California State University  
MPP Benchmark Salary Survey**

Select the Survey Tool section you would like to work with or view:

- Survey Tool Instructions
- Contact Information
- Job Descriptions, Alpha by Job Title
- Job Descriptions, Numeric by Survey Code
- Survey Tool Worksheet
- Data Entry Form
- Campus Benchmark Report
- Exit Survey Tool

Human Resources Administration

Greetings from HR Administration! In an effort to simplify the data collection process and minimize the workload for campuses, HR Administration created a new MPP Benchmark Salary Survey data collection tool in Microsoft Access. These changes were based on campus recommendations, with one goal in mind: Create the least amount of work for CSU HR Professionals while delivering the highest quality report. With this new database tool, you only need to provide a few data elements for each benchmark match. HR Administration will then retrieve the remainder of the employee data (base salary, grade level, MPP Job Code, etc.) from the Campus Information Retrieval System (CIRS). We hope you find the new process to be user-friendly, fast and efficient. We welcome any feedback and suggestions you may have for further enhancements.

If you need any assistance, please contact Ezequiel Navarro or Arlene Coronel at (562) 951-4411.

## Survey Tool Overview

### Contact Information

Enter the name, title, phone number, and select the working campus of the employee completing the 2003 MPP Benchmark Salary Survey.

### Job Descriptions 2 options

View and/or print an alphabetical list by Job Title, or a numeric list by Survey Code, of all positions in the MPP Benchmark Salary Survey.

SURVEY CODE	TITLE	DESCRIPTION
001	Accounting Supervisor	Supervises accounting functions that may include accounts...

### Survey Tool Worksheet - Optional

You can use a printed copy of this worksheet to assist you in your data gathering process. You can write on the worksheet and then later key the information into the Data Entry Form. The worksheet is sorted by Survey Code.

### Data Entry Form Overview and Instructions

**Job Titles and Descriptions**

SURVEY CODE: 001  
 TITLE: Vice President/Provost, Academic Affairs  
 DESCRIPTION: The senior academic official responsible for providing executive guidance.

Exit Form

**Incumbent Information**

CAMPUS	PIMS POSITION NO	LAST 4 SSN	LAST NAME	FIRST NAME	WORKING TITLE
3	4	5	6	7	8

Find Records:  10

Navigation:  |<  <  >  >| 9

Please use the TAB key to move from one field to the next.

1. Displays Survey Code, Title and Description.
2. Click to exit the Data Entry Form.
3. Select your campus from the drop down menu (sort: alpha).
4. Enter the employee's position number (format: WWW-XXX-YYYY-ZZZ).
5. Enter the last 4 digits of the employee's SSN. Only numeric values are allowed.
6. Enter the employee's last name.
7. Enter the employee's first name. Do not include middle initial.
8. Enter the employee's working title.
9. Navigation Keys: Allow you transition between records (Codes).
10. Find Record: Locate a specific Job Title using its 3-digit Survey Code. Detailed search instructions located on Data Entry Form.

#### Please note the following:

1. Report only MPP employees on the campus CSU payroll. Do not include Foundation or other non-CSU employees.
2. If your campus does not have a comparable position, leave the incumbent information blank for that Survey Code.
3. If the position is vacant, do not report any information for the current year.
4. For positions with multiple incumbents, enter each employee's information in a separate row (record). [Critical Step]
5. There is NOT a "save" action in Access databases. The Survey Tool will automatically save the information as it is entered.
6. Please return the MPP Benchmark Salary Survey to Human Resources Administration by April 14, 2003.



# California State University

## MPP Benchmark Salary Survey Instructions

### **Campus Benchmark Report**

Generates a report of Job Descriptions and the data you entered into the database. Print a copy of this report when you have completed entering all your incumbent information. The report is sorted by Survey Code.

### **Exit Survey Tool**

Closes the MPP Benchmark Salary Survey Tool, including the Main Window. You will need to exit the application (Access) in order to reopen the database and make any further changes or print any reports.

## **What To Do When You Are Done**

### **Verify the Campus Benchmark Report**

After you have verified the data and made the necessary corrections, print the final report for your reference. Please save a copy of the database file by dragging the file into a folder on your computer. You can do this from a Windows Explorer window.

### **Due Date**

**Monday, April 14, 2003**

### **Questions**

Questions on the MPP Benchmark Salary Survey data collection tool can be directed to Arlene Coronel or Ezequiel Navarro at (562) 951-4411.

### **Submit the MPP Benchmark Salary Survey to Human Resources Administration**

Once you have completed all the data entry and validation outlined in these instructions, please return the diskette via mail to:

Gina Caywood  
CSU Office of the Chancellor  
401 Golden Shore, 4th Floor  
Long Beach, CA. 90802-4210

**IMPORTANT NOTE: DO NOT SEND THE DATA FILE BACK VIA E-MAIL.**

This file contains confidential employee information.

**Please submit to Human Resources Administration  
by Monday, April 14, 2003.  
Thank you!**



# California State University

## MPP Benchmark Salary Survey Job Descriptions

### 001 Vice President/Provost, Academic Affairs

The senior academic official responsible for providing executive guidance, direction and policy formation for the academic program of the campus.

### 002 Vice President, Administrative Services

The senior administrative official responsible for providing executive guidance, direction and policy formation for the administrative and financial affairs of the campus.

### 003 Vice President, Information Technology

The senior administrative official responsible for providing executive guidance, direction and policy formation for the major computing activities of the campus.

### 004 Vice President, Student Affairs

The senior administrative official responsible for providing executive guidance, direction and policy formation for the student affairs programs of the campus.

### 005 Vice President, University Advancement

The senior administrative official responsible for providing executive guidance, direction and policy formation for the campus university advancement programs.

### 006 Associate Vice President, Administrative Services

Assists the Administrative Vice President in administering campus business operations and finance functions. Develops policy, plans, and provides leadership for activities that include some or all of the following: accounting, budgeting, financial management, procurement, university services, plant operations, facilities planning, public safety, risk management, environmental health and safety and food services.

### 007 Associate Vice President, Finance

Plans, organizes and/or directs the activities for two or more functions in the financial affairs area.

### 008 Associate Vice President, Information Technology

The second senior administrative official responsible for the major computing activities of the campus.

### 009 Associate Vice President, Student Affairs

The second senior official responsible for the campus student affairs programs.

### 010 Associate Vice President, University Advancement

The second senior administrator responsible for the campus university advancement programs.

### 011 Associate Vice President/Vice Provost, Academic Affairs

The second senior academic official responsible for the academic program of the campus.

### 012 Associate Vice President/Dean, Faculty Affairs

The principal administrator for the human resources programs and practices for faculty. Responsible for administering and interpreting the faculty collective bargaining agreement.

### 013 Dean, Graduate Programs

The principal administrator for the Graduate Program.

### 014 Dean, Graduate/Undergraduate Programs

The principal administrator for the Graduate/Undergraduate Program.

- 015 Dean, School of Agriculture**  
The principal administrator for the school of Agriculture.
- 016 Dean, School of Architecture**  
The principal administrator for the school of Architecture.
- 017 Dean, School of Arts, Letters & Humanities**  
The principal administrator for the school of Arts, Letters, and Humanities.
- 018 Dean, School of Arts & Letters**  
The principal administrator for the school of Arts and Letters.
- 019 Dean, School of Arts & Sciences**  
The principal administrator for the school of Arts and Sciences.
- 020 Dean, School of Business**  
The principal administrator for the school of Business.
- 021 Dean, School of Communications**  
The principal administrator for the school of Communications.
- 022 Dean, School of Continuing/Extended Education**  
The principal administrator for the school of Continuing/Extended Education.
- 023 Dean, School of Education**  
The principal administrator for the school of Education.
- 024 Dean, School of Engineering**  
The principal administrator for the school of Engineering.
- 025 Dean, School of Fine Arts**  
The principal administrator for the school of Fine Arts.
- 026 Dean, School of Health & Human Services**  
The principal administrator for the Health and Human Services program.
- 027 Dean, School of Science**  
The principal administrator for the school of Science.
- 028 Dean, School of Science & Mathematics**  
The principal administrator for the school of Science and Mathematics.
- 029 Dean, School of Social Sciences**  
The principal administrator for the school of Social Sciences.
- 030 Dean, Undergraduate Studies**  
The principal administrator for the Undergraduate Studies program.

**031 Director, Admissions**

Directs student admissions functions that include applications processing, transfer articulation, and transfer evaluations.

**032 Director, Admissions & Records**

Directs admissions and records activities that include applications processing, registration, evaluation, records and graduation.

**033 Director, Affirmative Action/Equal Employment Opportunity**

Directs the campus AA/EEO programs and monitors employment equity.

**034 Director, Alumni Affairs**

Directs the campus alumni affairs programs for the campus.

**035 Director, Athletics**

Directs the activities of intercollegiate athletic programs. Ensures compliance with NCAA and Conference regulations. May have responsibility for functions that include publicity, media relations, ticket sales, fund raising, events management, budget, equipment and facilities maintenance.

**036 Director, Budget**

Directs campus budget operations.

**037 Director, Career Development**

Directs career counseling and job placement services. Advises and counsels students and alumni concerning employment opportunities and careers.

**038 Director, Counseling & Psychological Services**

Directs student counseling and psychological services such as clinical, crisis intervention and outreach services.

**039 Director, Development**

Directs a campus development function such as alumni affairs, annual fund, planned giving, etc.

**040 Director, Disabled Student Services**

Directs programs which provide educational support services to students with disabilities.

**041 Director, Enrollment Services**

Directs enrollment services functions such as admissions, financial aid, records and registration, academic scheduling, systems operations, evaluation and graduation.

**042 Director, Environmental Health & Safety**

Directs the campus environmental health and occupational safety programs.

**043 Director, Facilities Management**

Directs the facilities management function. Responsibilities may include overseeing architectural services, automobile and equipment maintenance, facilities planning, building and trades maintenance, engineering services, grounds and landscaping services, plant operations, housing operations and work coordination.

**044 Director, Facilities Planning**

Directs the planning process in the design, construction, modification and renovation of campus facilities or infrastructure.

**045 Director, Financial Aid**

Directs the campus student financial aid program.

**046 Director, Human Resources**

Directs the campus human resources programs and practices for staff and/or faculty. Responsible for administering and interpreting the collective bargaining agreements.

**047 Director, Information Technology**

Directs the campus administrative and/or academic computing function. Exclude Vice President or Associate Vice President.

**048 Director, Institutional Studies**

Directs the campus institutional research and analytical studies.

**049 Director, International Programs**

Directs the campus operation of the CSU study abroad program.

**050 Director, Learning Resources**

Directs learning resources programs for students.

**051 Director, Multi-Media Services**

Directs print and non-print media services (e.g. audio, video, film, photo and interactive disc/tape, teleconferencing, multi-media, computer graphics) in support of instructional technology and applications. May have responsibility for media pre-production, production and post-production, including media design responsibilities.

**052 Director, Plant Operations**

Directs the operation and maintenance of all campus facilities.

**053 Director, Public Relations**

Directs the campus public relations program.

**054 Director, Residence Halls**

Directs residence hall operations for the campus.

**055 Director, Sports Information**

Directs the campus sports information program. Manages the release of campus sports information through athletic publications, media relations, etc. May be involved in game management, marketing of sports events, and advertisement sales.

**056 Director, Student Academic Services**

Directs programs designed to attract, support and retain students to the university.

**057 Director, Student Health Center (Medical)**

Directs student health center operations. Oversees medical care provided by staff physicians, nurse practitioners and other health care professionals.

**058 Director, Student Health Services (Non-Physician)**

Directs the activities of an accredited student health center with physicians, nurse practitioners, nurses. Responsible for the operation of the laboratory, X-ray, pharmacy departments and health education programs.

**059 Director, Student Life**

Directs student services activities that include student orientation, social events, Greek programs, student government/committees, newspapers, clubs, organizations, etc.

**060 Director, University Library**

Directs the operation of the university library and programs.

**061 Director, University Union**

Directs student union operations.

**062 Associate Dean, Graduate Programs**

Under direction of the dean, provides administrative support to the Graduate Program. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

**063 Associate Dean, School of Agriculture**

Under direction of the dean, provides administrative support to the school of Agriculture. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

**064 Associate Dean, School of Architecture**

Under direction of the dean, provides administrative support to the school of Architecture. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

**065 Associate Dean, School of Arts & Letters**

Under direction of the dean, provides administrative support to the school of Arts and Letters. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

**066 Associate Dean, School of Arts, Letters & Humanities**

Under direction of the dean, provides administrative support to the school of Arts, Letters and Humanities. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

**067 Associate Dean, School of Arts & Sciences**

Under direction of the dean, provides administrative support to the school of Arts and Sciences. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

**068 Associate Dean, School of Business**

Under direction of the dean, provides administrative support to the school of Business. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

**069 Associate Dean, School of Communications**

Under direction of the dean, provides administrative support to the school of Communications. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

**070 Associate Dean, School of Continuing/Extended Education**

Under direction of the dean, provides administrative support to the school of Continuing/Extended Education. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

**071 Associate Dean, School of Education**

Under direction of the dean, provides administrative support to the school of Education. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

**072 Associate Dean, School of Engineering**

Under direction of the dean, provides administrative support to the school of Engineering. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

**073 Associate Dean, School of Fine Arts**

Under the direction of the dean, provides administrative support to the school of fine arts. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

**074 Associate Dean, School of Health & Human Services**

Under direction of the dean, provides administrative support to the Health and Human Services program. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

**075 Associate Dean, School of Science**

Under direction of the dean, provides administrative support to the school of Science. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

**076 Associate Dean, School of Science & Mathematics**

Under direction of the dean, provides administrative support to the school of Science and Mathematics. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

**077 Associate Dean, School of Social Sciences**

Under direction of the dean, provides administrative support to the school of Social Sciences. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

**078 Associate Dean, Undergraduate Studies**

Under direction of the dean, provides administrative support to the Undergraduate Studies program. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

**079 Associate Director, Human Resources**

The second senior administrator responsible for administering campus human resources programs and practices for staff and/or faculty.

**080 Manager, Accounting**

Manages the daily operation of one or more campus accounting functions.

**081 Manager, Administrative Services**

Manages the business or finance functions of a department or school, which may include budget, collections, receivables, cashiering, purchasing, payables, personnel, information systems, space utilization, and equipment.

**082 Manager, Annual Giving**

Manages the campus annual fund-raising campaign, including direct mail and telemarketing campaigns.

**083 Manager, Applications Systems**

Manages programming application activities that apply knowledge of a particular subject matter to the development of computer programs and/or systems.

**084 Manager, Compensation & Classification**

Manages the campus compensation and/or classification program.

**085 Manager, Construction**

Manages projects involving new construction and/or alterations to campus buildings.

**086 Manager, Contract & Grants**

Manages campus contracts and grants activities.

**087 Manager, Corporate & Foundation Relations**

Manages a comprehensive fund raising program to identify and attract external resources from national, regional, and local corporations, business and foundation prospects.

**088 Manager, Educational Testing**

Manages the educational testing programs and services provided by the university.

**089 Manager, Energy Management**

Manages the campus energy program including energy conservation planning and consultation. May maintain a computerized energy management system.

**090 Manager, Engineering Services**

Manages the engineering planning process for the construction, repair, and maintenance of campus facilities and ancillary equipment and utility systems.

**091 Manager, Governmental/Community Relations**

Manages campus participation in governmental and community activities and organizations. Develops, implements, and directs public affairs programs for the campus and responds to employee and client inquiries regarding community involvement.

**092 Manager, Human Resources (Generalist)**

Manages two or more human resources programs.

**094 Manager, Major Gifts**

Manages fund raising programs to attract major gifts to the university.

**095 Manager, Media/Audio Visual Services**

Manages the development of non-print media and audio-visual services for the campus.

**096 Manager, Network Control**

Manages campus infrastructure networks in support of voice, data, and/or video communications systems. Monitors and controls the performance and status of network resources for both software and hardware. Evaluates user needs, requirements and capabilities.

**097 Manager, Parking & Transportation**

Manages the parking and transportation programs for the campus.

**098 Manager, Payroll**

Manages the campus payroll function, including planning, organizing, and/or directing the administrative and technical activities of employees engaged in the processing of pay documents.

**099 Manager, Planned Giving**

Manages the planned giving program for the campus.

**100 Manager, Publications**

Manages the design and production of campus publications.

**101 Manager, Purchasing**

Manages the campus procurement function.

**102 Manager, Risk**

Manages the campus risk management function.

**103 Manager, Telecommunications**

Manages the campus telecommunications systems. Responsible for equipment installation, troubleshooting and hardware testing. May have responsibility for telephone switching and transmission facilities.

**104 Manager, User Services**

Manages the interface between information systems professionals and users in a specialized area. Develops service specifications and tests procedures to ensure user requests are carried out.

**105 Manager, Workers' Compensation**

Manages the campus workers' compensation and return to work program to ensure compliance with applicable laws, guidelines, regulations, and procedures.

**106 Supervisor, Accounting**

Supervises an accounting function such as accounts payable, accounts receivable, cashiering, collections or disbursements. Ensures compliance with accounting principles and practices in analyzing, verifying and reporting financial transactions.

**107 Supervisor, Automotive & Equipment Maintenance**

Supervises the campus automotive and equipment maintenance and shop operation function (e.g. motor vehicles, gasoline powered equipment used by landscape services, emergency generators). May have responsibility for the campus warehouse.

**108 Supervisor, Building & Trades**

Supervises activities relating to one or more of the following: heating, ventilation, air conditioning, carpentry, electrical, locksmithing, plumbing, painting, welding, masonry and general maintenance. Ensures that work meets quality standards and complies with codes and regulations.

**109 Supervisor, Computer Operations**

Supervises a campus computer operations function.

**110 Supervisor, Custodial Services**

Supervises custodians. Coordinates work assignments, identifies priorities and makes inspections.

**111 Supervisor, Grounds & Landscaping**

Supervises grounds maintenance and landscape services that include irrigation systems, tree trimming and horticulture. May have responsibility for related functions, e.g., building and trades maintenance, custodial services.

**112 Supervisor, Nursing**

Supervises the nursing services function. Establishes and maintains nursing standards, policies and procedures.

**113 Supervisor, Support Services**

Supervises the work activities of the mail services function. May have responsibility for other support functions such as shipping and receiving, warehousing, and property accounting.

**114 Supervisor, Technical Equipment**

Supervises the work activities involved in equipment repair, maintenance, design and construction for highly technical and complex equipment and/or systems. May provide design of complex equipment to meet research or prototype requirements.

**115 Associate Registrar**

Assists in the management of the student registration and records function.

**116 Benefits Officer**

Coordinates campus benefits programs that include medical, dental and vision coverage; long-term disability; group insurance programs; tax-sheltered annuity programs; unemployment and leaves of absence.

**117 Campus Counsel**

Provides legal advice and counsel to the President or designee on campus related matters.

**118 Chief, Custodial Services**

Manages the campus custodial services function.

**119 Chief of Police**

Directs campus public safety operations and programs.

**120 Coordinator, Work Control**

Coordinates communications between facilities management and the campus community. Develops policies and programs to enhance customer service and employee morale. Oversees activities related to centralized planning, estimating, scheduling, recording, coordinating, and facilitating of all work projects including preventive maintenance, repair, minor construction, and alteration projects.

**121 Executive Assistant to the President**

Assists the President in a wide range of executive and administrative duties related to policy development; academic, fiscal, and administrative programs; and may represent the President to other senior staff, the campus, and to the community at large.

**122 Head Coach**

Manages the activities for a team sport. Exclude faculty positions.

**123 Lieutenant**

Assists the Chief of Police in directing public safety operations and programs.

**124 Registrar**

Manages the student registration and records function.

**125 School Development Officer**

Manages a comprehensive program for securing independent financial support for a school or college of the university.

**126 Special Assistant to the Vice President/Provost**

Assists the Vice President/Provost in the execution of numerous executive and administrative duties of considerable scope and complexity requiring the exercise of initiative, judgment, and knowledge of the academic and/or administrative programs and organizational structure of the division.

**127 Associate Vice President/Director, Academic Planning/Programs/Asse**

Plans, develops, evaluates and implements academic programs that have campus wide impact; directs academic planning and analysis.

**128 Director, Internal Audit**

Directs campus audit functions, coordinates internal audits and audits of campus functions conducted by external agencies, and prepares reports of findings and recommendations for management.

**129 Director, Educational/Equity Opportunity Programs**

Directs educational/equity opportunity programs and summer bridge programs designed to assist economically and educationally disadvantaged students by recruiting them to the University, and providing financial and academic support services needed for their retention and graduation.

**130 Director, CMS Project**

Directs the campus CMS project function. Responsible for the implementation, maintenance and upgrades of CMS Baseline system.

**131 Student Discipline Officer**

Provides highly sensitive executive and administrative support to student services particularly in the area of student discipline. Plans, organizes and oversees student discipline processes involving students working closely with campus legal counsel.

**132 Student Grievance Officer**

Plans, organizes and oversees student judicial affairs working closely with campus legal counsel.

**133 Director, Accounting**

Directs campus accounting/auditing operations.

**134 Associate Director, Accounting**

Assists in directing campus accounting operations.

**135 Associate Director, Facilities Management**

Assists in directing the facilities management function.

**136 Associate Director, Facilities Planning**

Assists in directing facilities planning.

**137 Director, Sponsored Programs/Grants**

Directs the campus sponsored programs/grants program.

**138 Director, Distance Learning**

Directs the campus distance-learning program.