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To: CSU Presidents

From: Jackie R. McClain 
Vice Chancellor
Human Resources Administration

Subject: 2003 MPP Benchmark Salary Survey Report

Human Resources Administration is pleased to provide you with the 2003 Management Personnel Plan (MPP) Benchmark Salary Report which summarizes results of the MPP Benchmark Survey. The attached report provides summary data for 138 benchmark positions and sorts positions into six categories: Academic Affairs, Administration and Finance, Executive, Information Technology, Student Affairs and University Advancement.

This year we introduced a new, streamlined data collection process in which we asked campus staff to provide only a few key data elements (e.g., position number, last 4 digits of the social security number). Human Resources then obtained the rest of incumbent data from the Campus Information Retrieval System (CIRS), the systemwide data warehouse for human resources. This new approach was designed to save campus staff time while providing enhanced data integrity and reporting flexibility. Data is reported at the position level. For salary-related data, base pay was used for comparability purposes.

We hope your staff found the new survey tool to be user-friendly, fast and efficient. We welcome any feedback or suggestions to improve or streamline future data submissions.

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 Arlene Coronel or Ezequiel Navarro at (562) 951-4411. This technical letter is also available on the Human Resources Administration's Web site at: <http://www.calstate.edu/HRAdm/2003pages/2003samemo.shtml>.

JRMCC/ac

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California State University

2003 MPP Benchmark Salary Survey Report

<i>Benchmark Title</i>	<i>Survey Code</i>	<i>Admin Grade Level(s)</i>	<i>Inc. Count</i>	<i>Campus Count</i>	<i>Annual Base Pay</i>				
					<i>Average</i>	<i>Median</i>	<i>Minimum</i>	<i>Maximum</i>	
Academic Affairs									
Associate Dean, Graduate Programs	062	II, III	6	6	95,448	93,666	75,000	117,456	
Associate Dean, School of Agriculture	063	III	4	3	98,697	98,232	85,356	112,968	
Associate Dean, School of Architecture	064	III	2	2	106,128	106,128	103,056	109,200	
Associate Dean, School of Arts & Letters	065	III	5	5	108,422	106,260	98,376	116,388	
Associate Dean, School of Arts & Sciences	067	II, III	7	5	97,665	95,004	91,600	111,552	
Associate Dean, School of Arts, Letters & Humanities	066	II, III	9	8	97,330	96,636	80,000	117,036	
Associate Dean, School of Business	068	III	18	16	109,044	108,762	91,600	117,480	
Associate Dean, School of Communications	069	III	2	2	107,844	107,844	102,192	113,496	
Associate Dean, School of Continuing/Extended Education	070	II, III, IV	10	10	91,128	89,106	60,564	135,000	
Associate Dean, School of Education	071	II, III	18	15	100,038	100,530	74,604	122,388	
Associate Dean, School of Engineering	072	III	12	9	110,936	109,842	96,564	122,784	
Associate Dean, School of Fine Arts	073	III	4	4	101,617	99,284	97,500	110,400	
Associate Dean, School of Health & Human Services	074	III	8	7	100,010	100,812	96,000	102,732	
Associate Dean, School of Science	075	III	4	2	106,940	104,830	101,964	116,136	
Associate Dean, School of Science & Mathematics	076	III	9	8	103,731	105,012	92,832	111,552	
Associate Dean, School of Social Sciences	077	III	4	4	99,720	99,372	95,004	105,132	
Associate Dean, Undergraduate Studies	078	III	5	5	102,806	98,820	93,840	118,764	
Associate Vice President/Dean, Faculty Affairs	012	III, IV	19	19	122,114	120,000	104,004	151,968	
Associate Vice President/Director, Academic Planning/Programs/Assessment	127	II, III, IV	12	11	119,138	122,634	71,244	144,276	
Associate Vice President/Vice Provost, Academic Affairs	011	III, IV	13	11	127,070	126,960	101,004	156,500	

Benchmark Title	Survey Code	Admin Grade Level(s)	Inc. Count	Campus Count	Annual Base Pay			
					Average	Median	Minimum	Maximum
Academic Affairs								
Dean, Graduate Programs	013	III, IV	13	13	118,382	124,176	97,944	132,900
Dean, Graduate/Undergraduate Programs	014	III	2	2	117,648	117,648	106,704	128,592
Dean, School of Agriculture	015	IV	4	4	136,557	135,144	123,420	152,520
Dean, School of Architecture	016	IV	2	2	124,380	124,380	112,008	136,752
Dean, School of Arts & Letters	018	III, IV	7	7	130,888	130,700	118,236	146,808
Dean, School of Arts & Sciences	019	IV	4	4	134,742	133,734	127,104	144,396
Dean, School of Arts, Letters & Humanities	017	IV	10	10	132,349	134,394	90,264	168,768
Dean, School of Business	020	III, IV	19	19	137,246	134,388	116,136	165,000
Dean, School of Communications	021	IV	2	2	129,462	129,462	124,908	134,016
Dean, School of Continuing/Extended Education	022	III, IV	18	18	119,432	124,356	83,556	141,288
Dean, School of Education	023	III, IV	18	18	133,248	130,986	111,924	157,344
Dean, School of Engineering	024	IV	9	9	140,057	139,836	127,092	160,008
Dean, School of Fine Arts	025	IV	5	5	140,321	140,568	127,008	153,684
Dean, School of Health & Human Services	026	IV	10	10	132,065	133,338	119,496	140,568
Dean, School of Science	027	IV	2	2	131,226	131,226	125,064	137,388
Dean, School of Science & Mathematics	028	IV	14	14	135,604	134,856	102,192	178,785
Dean, School of Social Sciences	029	IV	9	9	125,741	124,296	116,208	138,000
Dean, Undergraduate Studies	030	III, IV	9	9	116,347	115,008	98,252	133,140
Director, Distance Learning	138	II, III	6	6	93,324	91,812	81,348	109,332
Director, Institutional Studies	048	II, III, IV	17	17	91,257	87,762	65,724	132,600
Director, Sponsored Programs/Grants	137	II, III, IV	8	8	94,517	91,158	73,008	126,180
Director, University Library	060	II, III, IV	23	23	121,049	123,456	75,756	151,944
Vice President/Provost, Academic Affairs	001	IV	23	23	163,754	163,284	132,816	190,464

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					Average	Median	Minimum	Maximum
Administration and Finance								
Associate Director, Accounting	134	II, III	5	4	81,389	86,400	57,876	100,008
Associate Director, Facilities Management	135	II, III	6	6	82,956	81,480	78,888	88,344
Associate Director, Facilities Planning	136	II	4	4	76,422	74,232	71,220	86,004
Associate Director, Human Resources	079	II	8	7	78,960	78,024	66,000	89,616
Associate Vice President, Administrative Services	006	III, IV	10	10	123,450	122,748	108,984	141,060
Associate Vice President, Finance	007	II, III, IV	18	17	122,015	121,578	75,420	167,328
Benefits Officer	116	I, II	7	7	62,518	62,616	54,600	69,456
Chief of Police	119	I, II, III, IV	23	23	102,543	101,124	48,576	166,392
Chief, Custodial Services	118	I, II, III	15	15	64,042	61,728	49,344	96,492
Coordinator, Work Control	120	I, II	4	4	66,078	64,506	59,028	76,272
Director, Accounting	133	II, III, IV	9	9	94,839	91,512	74,004	127,428
Director, Budget	036	II, III	20	19	87,137	89,808	61,008	109,716
Director, Environmental Health & Safety	042	II, III	20	20	82,588	79,710	69,372	113,220
Director, Facilities Management	043	II, III, IV	19	19	110,048	110,700	77,628	138,000
Director, Facilities Planning	044	II, III, IV	21	20	99,957	102,420	76,668	132,132
Director, Human Resources	046	II, III, IV	24	23	109,218	111,030	72,672	157,536
Director, Internal Audit	128	II, III	12	12	93,407	92,298	77,436	126,996
Director, Plant Operations	052	II, III	11	11	99,792	102,900	76,668	120,048
Lieutenant	123	II	23	14	78,085	77,268	66,000	89,172
Manager, Accounting	080	I, II, III	29	18	75,772	74,676	56,892	107,232
Manager, Administrative Services	081	I, II, III, IV	50	12	72,086	71,292	53,892	132,000
Manager, Compensation & Classification	084	I, II	11	10	65,857	65,028	56,004	74,724
Manager, Construction	085	II, III	20	14	73,027	71,910	59,324	93,552
Manager, Contract & Grants	086	II, III, IV	5	5	98,794	103,740	72,360	130,008

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Administration and Finance								
Manager, Energy Management	089	II, III	8	8	77,276	74,208	63,648	110,412
Manager, Engineering Services	090	II, III	10	10	76,958	74,640	69,768	92,652
Manager, Human Resources (Generalist)	092	I, II	29	16	64,274	62,124	49,632	79,548
Manager, Media/Audio Visual Services	095	II, III	5	5	79,879	76,152	68,316	100,500
Manager, Parking & Transportation	097	I, II, III	14	13	76,087	73,746	58,296	108,168
Manager, Payroll	098	I, II	18	18	70,497	69,660	51,000	87,120
Manager, Purchasing	101	I, II, III	18	18	80,924	82,602	62,328	104,256
Manager, Risk	102	I, II, III, IV	14	14	88,425	88,632	58,992	134,796
Manager, WorkersÆ Compensation	105	I, II	8	8	64,631	65,034	54,600	79,152
Supervisor, Accounting	106	I, II	20	11	65,082	64,986	51,146	80,604
Supervisor, Automotive & Equipment Maintenance	107	I, II	5	5	64,183	66,612	54,552	69,168
Supervisor, Building & Trades	108	I, II	14	13	67,859	64,302	60,000	84,984
Supervisor, Custodial Services	110	I, II	37	17	46,639	44,760	37,848	65,640
Supervisor, Grounds & Landscaping	111	I, II	17	16	64,280	63,888	43,656	81,444
Supervisor, Support Services	113	I, II	12	12	57,088	54,150	45,756	83,064
Supervisor, Technical Equipment	114	II	1	1	63,480	63,480	63,480	63,480
Vice President, Administrative Services	002	IV	22	22	158,567	161,610	129,996	180,936
Executive								
Campus Counsel	117	III, IV	5	5	116,242	124,428	99,996	128,556
Director, Affirmative Action/Equal Employment Opportunity	033	II, III	15	15	86,954	82,872	62,040	113,088
Executive Assistant to the President	121	II, III, IV	20	18	109,546	110,238	69,912	177,180
Manager, Governmental/Community Relations	091	II, III, IV	14	10	101,361	96,624	66,444	152,412
Special Assistant to the Vice President/Provost	126	I, II, III, IV	18	12	93,972	89,826	61,008	130,092

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					<i>Average</i>	<i>Median</i>	<i>Minimum</i>	<i>Maximum</i>	
Information Technology									
Associate Vice President, Information Technology	008	II, III, IV	10	10	134,749	135,984	90,000	153,468	
Director, CMS Project	130	III	14	13	108,265	110,160	90,000	124,668	
Director, Information Technology	047	II, III, IV	24	18	102,917	102,924	79,416	134,844	
Director, Multi-Media Services	051	II, III	11	11	87,320	84,660	65,100	111,396	
Manager, Applications Systems	083	II, III	7	6	87,501	90,600	71,688	93,756	
Manager, Network Control	096	II, III	9	9	90,377	90,204	78,024	108,132	
Manager, Telecommunications	103	II, III	13	13	88,238	87,468	69,384	104,988	
Manager, User Services	104	II, III	8	7	81,464	83,850	57,948	102,096	
Supervisor, Computer Operations	109	II, III	5	5	80,042	78,396	75,780	88,932	
Vice President, Information Technology	003	IV	10	10	140,516	138,738	115,980	165,324	
Student Affairs									
Associate Registrar	115	I, II	11	9	62,179	61,116	47,184	81,432	
Associate Vice President, Student Affairs	009	III, IV	23	16	116,129	114,636	95,592	153,972	
Director, Admissions	031	II, III	10	10	81,653	78,000	66,444	112,416	
Director, Admissions & Records	032	II, III	12	12	92,831	91,986	54,912	127,752	
Director, Athletics	035	II, III, IV	21	21	113,516	107,880	71,040	166,044	
Director, Career Development	037	II, III	18	18	88,016	87,776	61,044	115,884	
Director, Counseling & Psychological Services	038	I, II, III, IV	17	17	88,696	92,652	65,004	115,776	
Director, Disabled Student Services	040	I, II, III	20	20	77,967	73,212	60,000	132,000	
Director, Educational/Equity Opportunity Programs	129	II, III	13	13	84,608	80,004	66,276	106,102	
Director, Enrollment Services	041	III, IV	12	12	113,866	119,604	66,780	132,888	
Director, Financial Aid	045	II, III	22	22	87,416	88,104	55,008	110,484	
Director, International Programs	049	II, III	12	12	88,891	84,282	64,560	126,000	

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					<i>Average</i>	<i>Median</i>	<i>Minimum</i>	<i>Maximum</i>
Student Affairs								
Director, Learning Resources	050	II, III, IV	9	9	80,552	72,000	60,276	130,008
Director, Residence Halls	054	II, III	15	15	80,160	81,360	55,356	102,396
Director, Sports Information	055	I, II	5	5	61,661	57,528	53,477	71,004
Director, Student Academic Services	056	II, III	12	12	80,723	74,664	65,964	106,080
Director, Student Health Center (Medical)	057	III, IV	13	13	129,777	135,036	105,744	147,180
Director, Student Health Services (Non-Physician)	058	II, III, IV	10	10	93,425	96,480	62,304	116,940
Director, Student Life	059	I, II, III	21	20	78,046	78,012	50,844	105,864
Head Coach	122	II, III, IV	26	10	109,088	109,638	71,880	165,948
Manager, Educational Testing	088	II, III	6	6	78,776	78,672	63,480	91,872
Registrar	124	II, III	12	12	80,393	79,620	64,800	106,956
Student Discipline Officer	131	I, II, III	5	5	70,722	68,004	51,024	95,844
Student Grievance Officer	132	I, II, III	7	7	71,215	70,464	51,024	88,548
Supervisor, Nursing	112	II	5	5	67,692	65,496	57,600	78,372
Vice President, Student Affairs	004	IV	22	22	148,356	148,712	121,008	177,180
University Advancement								
Associate Vice President, University Advancement	010	II, III, IV	16	14	116,113	114,924	89,484	156,680
Director, Alumni Affairs	034	I, II, III, IV	19	19	74,812	75,084	35,004	122,760
Director, Development	039	I, II, III	21	11	74,869	72,144	54,912	108,000
Director, Public Relations	053	II, III	22	21	89,407	90,000	59,892	120,600
Director, University Union	061	III	2	2	82,326	82,326	72,132	92,520
Manager, Annual Giving	082	I, II, III	12	12	62,044	56,862	40,176	103,011
Manager, Corporate & Foundation Relations	087	I, II	8	8	75,752	76,752	60,636	91,296
Manager, Major Gifts	094	II, III	15	8	77,896	75,000	62,880	100,008

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University Advancement								
Manager, Planned Giving	099	II, III	11	9	84,061	85,759	60,000	100,428
Manager, Publications	100	I, II, IV	13	13	68,151	60,000	54,972	120,000
School Development Officer	125	I, II, III	70	10	69,663	68,544	43,764	95,004
Vice President, University Advancement	005	IV	17	17	150,280	152,460	115,020	177,180