


THE CALIFORNIA STATE UNIVERSITY  
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Supplement #1

**To:** CSU Presidents

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

**Subject:** 2004 MPP Benchmark Salary Survey Report

Human Resources Administration (HRA) is pleased to provide you with the 2004 Management Personnel Plan (MPP) Benchmark Salary Report which summarizes results of the MPP Benchmark Salary 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 HRA enhanced the data collection tool for the 2004 MPP Benchmark Salary Survey based on campus recommendations. Keeping with our goal to provide a user-friendly tool requiring the least amount of work for human resource professionals, HRA provided campuses last year's benchmark submission and they only needed to update new/changed incumbent data. HRA then obtained the rest of incumbent data from the Campus Information Retrieval System (CIRS), the systemwide data warehouse for human resources.

Data is reported at the position level. For salary-related data, base pay was used for comparability purposes.

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 also is available on Human Resources Administration's Web site at: <http://www.calstate.edu/HRAdm/2004pages/2004samemo.shtml>.

JRMcc/ac

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**Distribution:**

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Vice Presidents, University Advancement  
Associate Vice Presidents/Deans, Faculty Affairs  
Human Resources Directors  
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# California State University

## 2004 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>	
<b>Academic Affairs</b>									
Associate Dean, Graduate Programs	062	II, III	5	5	95,071	90,000	75,000	117,456	
Associate Dean, School of Agriculture	063	III	4	3	103,623	111,504	78,516	112,968	
Associate Dean, School of Architecture	064	III	2	2	116,010	116,010	109,236	122,784	
Associate Dean, School of Arts & Letters	065	III	5	5	108,598	109,008	98,376	118,776	
Associate Dean, School of Arts & Sciences	067	III	7	5	101,085	100,860	92,784	111,552	
Associate Dean, School of Arts, Letters & Humanities	066	II, III	8	8	101,994	100,932	93,696	117,036	
Associate Dean, School of Business	068	III, IV	17	15	111,918	114,756	99,648	120,000	
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	13	12	86,363	84,348	60,564	135,000	
Associate Dean, School of Education	071	II, III	20	16	100,634	102,078	74,604	114,000	
Associate Dean, School of Engineering	072	III	12	9	112,889	112,824	102,696	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	7	7	103,317	102,108	96,000	111,720	
Associate Dean, School of Science	075	III	1	1	104,000	104,000	104,000	104,000	
Associate Dean, School of Science & Mathematics	076	III	11	10	103,385	105,012	91,600	116,136	
Associate Dean, School of Social Sciences	077	III, IV	4	4	105,504	102,504	97,008	120,000	
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	20	20	118,006	117,236	101,196	132,264	
Associate Vice President/Director, Academic Planning/Programs/Assessment	127	II, III, IV	12	10	125,612	129,960	71,244	144,276	
Associate Vice President/Vice Provost, Academic Affairs	011	III, IV	15	14	128,557	131,928	101,004	156,500	

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<b>Academic Affairs</b>								
Dean, Graduate Programs	013	III, IV	11	11	120,860	125,040	97,944	154,332
Dean, Graduate/Undergraduate Programs	014	III	2	2	117,648	117,648	106,704	128,592
Dean, Research and Graduate Programs	139	IV	5	5	131,914	131,520	115,200	154,332
Dean, School of Agriculture	015	IV	4	4	136,557	135,144	123,420	152,520
Dean, School of Architecture	016	IV	2	2	140,004	140,004	130,008	150,000
Dean, School of Arts & Letters	018	III, IV	7	7	132,627	136,092	118,236	150,000
Dean, School of Arts & Sciences	019	III, IV	4	4	130,671	128,274	127,104	139,032
Dean, School of Arts, Letters & Humanities	017	IV	10	10	132,957	130,500	116,004	153,240
Dean, School of Business	020	IV	18	18	138,202	138,234	120,000	165,000
Dean, School of Communications	021	IV	2	2	132,954	132,954	124,908	141,000
Dean, School of Continuing/Extended Education	022	III, IV	17	17	120,242	123,024	83,556	141,288
Dean, School of Education	023	III, IV	18	18	131,309	129,894	105,000	157,344
Dean, School of Engineering	024	IV	10	10	142,951	142,536	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	133,074	133,338	119,496	149,004
Dean, School of Science	027	IV	3	3	147,079	137,388	125,064	178,785
Dean, School of Science & Mathematics	028	IV	14	14	135,153	132,028	104,232	178,785
Dean, School of Social Sciences	029	IV	9	9	125,680	121,008	116,940	138,000
Dean, Undergraduate Studies	030	III, IV	11	11	118,690	119,712	98,252	138,132
Director, Distance Learning	138	II, III	6	6	93,324	91,812	81,348	109,332
Director, Institutional Studies	048	II, III	14	14	91,178	88,593	73,212	120,996
Director, Sponsored Programs/Grants	137	II, III, IV	12	12	96,471	91,158	73,008	127,500
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	166,851	167,508	132,816	189,600

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					<b>Average</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
<b>Administration and Finance</b>								
Associate Director, Accounting	134	I, II, III	7	6	79,174	82,140	56,892	100,008
Associate Director, Facilities Management	135	II, III	6	5	80,666	81,138	70,596	88,236
Associate Director, Facilities Planning	136	II, III	5	4	82,226	83,000	77,124	86,004
Associate Director, Human Resources	079	I, II	13	9	77,686	78,000	63,600	95,004
Associate Vice President, Administrative Services	006	III, IV	9	9	125,375	123,612	108,984	141,060
Associate Vice President, Finance	007	II, III, IV	17	17	124,676	123,612	75,420	167,328
Benefits Officer	116	I, II	7	7	65,868	64,500	54,672	78,048
Chief of Police	119	I, III, IV	23	23	102,508	101,904	48,576	141,788
Chief, Custodial Services	118	I, II, III	12	12	65,603	64,362	49,788	96,492
Coordinator, Work Control	120	I, II	4	4	66,051	66,690	54,552	76,272
Director, Accounting	133	II, III, IV	10	10	94,176	91,314	74,004	124,524
Director, Budget	036	II, III	21	20	87,325	86,256	61,008	109,716
Director, Environmental Health & Safety	042	II, III	19	19	83,895	80,856	69,372	113,220
Director, Facilities Management	043	III, IV	16	16	109,453	105,072	77,628	138,000
Director, Facilities Planning	044	II, III, IV	23	22	100,819	102,384	76,668	132,132
Director, Human Resources	046	II, III, IV	23	23	110,112	112,056	72,672	157,536
Director, Internal Audit	128	II, III, IV	11	11	95,757	93,708	77,436	140,000
Director, Plant Operations	052	II, III, IV	12	12	97,412	102,000	63,180	135,000
Lieutenant	123	II	23	14	78,194	77,268	67,104	89,172
Manager, Accounting	080	I, II, III	27	16	77,723	74,676	57,048	107,232
Manager, Administrative Services	081	I, II, III, IV	52	12	71,544	69,480	51,516	132,000
Manager, Compensation & Classification	084	I, II	11	11	66,152	66,000	60,780	74,724
Manager, Construction	085	II, III	24	16	72,395	70,164	48,000	102,420
Manager, Contract & Grants	086	II, III, IV	7	7	94,711	96,000	72,360	130,008

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<b>Administration and Finance</b>								
Manager, Energy Management	089	II, III	9	9	78,689	74,412	63,648	110,412
Manager, Engineering Services	090	II, III	11	11	76,343	75,060	63,216	92,652
Manager, Human Resources (Generalist)	092	I, II	30	16	66,111	63,216	45,000	96,000
Manager, Media/Audio Visual Services	095	II, III	4	4	85,995	85,020	73,440	100,500
Manager, Parking & Transportation	097	I, II, III	12	11	75,297	73,746	60,000	108,168
Manager, Payroll	098	I, II, III	17	17	71,447	72,000	51,000	87,120
Manager, Purchasing	101	II, III	19	19	80,349	82,092	66,996	97,260
Manager, Risk	102	I, II, III, IV	15	15	86,057	85,860	56,940	134,796
Manager, Workers' Compensation	105	I, II	8	8	67,168	65,712	56,604	79,152
Supervisor, Accounting	106	I, II	22	13	65,527	65,574	51,146	80,604
Supervisor, Automotive & Equipment Maintenance	107	I, II	5	5	64,867	68,604	54,552	70,008
Supervisor, Building & Trades	108	I, II	16	14	70,266	68,766	59,232	84,984
Supervisor, Custodial Services	110	I, II	38	18	47,883	45,438	37,848	79,644
Supervisor, Grounds & Landscaping	111	I, II	16	15	62,972	62,796	43,656	81,444
Supervisor, Support Services	113	I, II	12	12	56,962	53,838	48,972	83,064
Supervisor, Technical Equipment	114	II	2	2	65,526	65,526	63,480	67,572
Vice President, Administrative Services	002	IV	23	23	158,429	160,380	129,996	180,936
<b>Executive</b>								
Campus Counsel	117	III, IV	5	5	116,242	124,428	99,996	128,556
Director, Affirmative Action/Equal Employment Opportunity	033	II, III, IV	14	14	89,191	86,658	62,040	126,180
Executive Assistant to the President	121	II, III, IV	19	17	113,867	112,094	84,228	150,000
Manager, Governmental/Community Relations	091	II, III, IV	15	11	98,436	93,072	66,444	134,844
Special Assistant to the Vice President/Provost	126	I, II, III, IV	14	10	94,237	89,826	60,000	130,092

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<b>Information Technology</b>								
Associate Vice President, Information Technology	008	III, IV	10	10	135,181	132,174	115,008	153,468
Director, CMS Project	130	II, III	14	14	108,693	110,160	90,000	124,668
Director, Information Technology	047	II, III, IV	23	16	101,187	99,984	79,416	134,844
Director, Multi-Media Services	051	II, III	9	9	94,747	97,620	73,500	111,396
Manager, Applications Systems	083	II, III	12	10	90,280	91,002	71,688	108,900
Manager, Network Control	096	II, III	12	12	92,200	90,102	78,024	116,004
Manager, Telecommunications	103	I, II, III	15	15	88,632	88,008	55,200	105,000
Manager, User Services	104	II, III	11	9	84,440	84,696	57,948	102,096
Supervisor, Computer Operations	109	II, III	6	6	77,032	77,922	62,376	88,932
Vice President, Information Technology	003	IV	10	10	141,068	138,738	121,500	165,324
<b>Student Affairs</b>								
Associate Registrar	115	I, II	13	10	62,846	63,672	51,000	81,432
Associate Vice President, Student Affairs	009	III, IV	20	15	116,580	116,148	95,592	153,972
Director, Admissions	031	II, III	9	9	83,415	81,000	66,444	112,416
Director, Admissions & Records	032	II, III	12	12	94,459	91,986	67,476	127,752
Director, Athletics	035	II, III, IV	21	21	113,374	105,228	71,028	178,000
Director, Career Development	037	II, III	16	16	84,910	83,964	61,044	106,659
Director, Counseling & Psychological Services	038	I, II, III	17	17	90,796	94,092	65,004	115,776
Director, Disabled Student Services	040	I, II, III	19	19	76,589	75,000	60,000	114,672
Director, Educational/Equity Opportunity Programs	129	II, III	14	14	79,685	77,208	60,000	99,492
Director, Enrollment Services	041	III, IV	12	12	116,280	124,764	66,780	138,924
Director, Financial Aid	045	II, III	20	20	89,495	89,664	65,004	120,564
Director, International Programs	049	II, III	12	12	88,891	84,282	64,560	126,000

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<b>Student Affairs</b>								
Director, Learning Resources	050	II, III	9	9	77,884	72,000	60,276	116,004
Director, Residence Halls	054	II, III	17	17	83,104	83,388	50,532	115,008
Director, Sports Information	055	I, II	5	5	61,762	57,528	53,477	71,004
Director, Student Academic Services	056	II, III	6	6	82,578	77,970	65,964	115,008
Director, Student Health Center (Medical)	057	III, IV	12	12	129,504	132,360	108,912	152,004
Director, Student Health Services (Non-Physician)	058	II, III	10	10	91,661	94,158	62,304	116,940
Director, Student Life	059	I, II, III	20	19	79,788	78,090	50,844	105,864
Head Coach	122	II, III, IV	27	10	109,975	110,268	71,880	178,920
Manager, Educational Testing	088	II, III	5	5	78,547	77,424	63,480	91,872
Registrar	124	II, III	12	12	83,486	83,406	64,800	106,956
Student Discipline Officer	131	I, II, III	7	7	75,049	74,184	51,024	95,844
Student Grievance Officer	132	I, II, III	8	8	70,382	68,832	51,024	88,548
Supervisor, Nursing	112	I, II	5	5	65,278	65,496	45,528	78,372
Vice President, Student Affairs	004	IV	23	23	148,074	147,444	127,056	177,180
<b>University Advancement</b>								
Associate Vice President, University Advancement	010	II, III, IV	11	11	116,900	117,996	84,996	146,016
Director, Alumni Affairs	034	I, II, III, IV	20	20	74,058	74,574	42,000	122,760
Director, Development	039	I, II, III	21	12	75,607	72,600	54,912	108,000
Director, Public Relations	053	II, III	21	21	85,619	85,932	59,892	109,644
Director, University Union	061	II, III	3	3	79,980	72,804	72,132	95,004
Manager, Annual Giving	082	I, II, III	14	14	60,417	57,636	40,176	92,100
Manager, Corporate & Foundation Relations	087	I, II, III	8	7	81,278	76,752	60,636	125,004
Manager, Major Gifts	094	II, III	13	8	76,143	75,000	59,000	89,472

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<b>University Advancement</b>								
Manager, Planned Giving	099	II, III	11	8	85,424	85,759	64,932	100,428
Manager, Publications	100	I, II, IV	12	12	67,908	60,432	54,972	120,000
School Development Officer	125	I, II	59	10	69,778	68,856	49,476	90,000
Vice President, University Advancement	005	III, IV	19	19	150,390	152,460	115,020	177,180