


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

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To: CSU Presidents

From: Jackie R. McClain 
Vice Chancellor
Human Resources Administration

Subject: 2005 MPP Benchmark Salary Survey Report

Human Resources Administration (HRA) is pleased to provide you with the 2005 Management Personnel Plan (MPP) Benchmark Salary Report which summarizes results of the MPP Benchmark Salary Survey. The attached report provides summary data for 142 benchmark positions and sorts positions into six categories: Academic Affairs, Administration and Finance, Executive, Information Technology, Student Affairs and University Advancement.

The data collection tool for the 2005 MPP Benchmark Salary Survey continues to keep with our goal to provide a user-friendly application requiring the least amount of work for HR professionals. HRA provided campuses last year's benchmark submission which only required updating of new and 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.

HRA also can provide customized reports from the MPP Benchmark database. If you need a special report or have any questions, please contact Arlene Coronel at (562) 951-4411. This technical letter also is available on Human Resources Administration's Web site at: <http://www.calstate.edu/HRAdm/2005pages/2005samemo.shtml>.

JRMCC/ac

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California State University 2005 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	III	3	3	102,952	102,000	89,400	117,456
Associate Dean, School of Agriculture	063	III	4	3	105,978	111,504	87,936	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	6	5	109,636	111,288	99,756	118,776
Associate Dean, School of Arts & Sciences	067	III	2	2	103,878	103,878	99,756	108,000
Associate Dean, School of Arts, Letters & Humanities	066	II, III	8	8	103,305	103,542	92,784	117,000
Associate Dean, School of Business	068	III	17	15	111,613	114,000	99,648	125,004
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	11	11	88,116	86,700	60,564	118,608
Associate Dean, School of Education	071	II, III	16	14	103,070	103,662	87,924	116,016
Associate Dean, School of Engineering	072	III	11	10	112,979	111,852	102,696	122,784
Associate Dean, School of Fine Arts	073	III	5	5	107,273	110,400	98,568	113,748
Associate Dean, School of Health & Human Services	074	III	8	8	103,784	105,000	90,000	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	12	11	106,270	107,004	91,600	116,136
Associate Dean, School of Social Sciences	077	III	6	5	101,172	101,454	96,000	107,004
Associate Dean, Undergraduate Studies	078	III	5	5	103,558	105,000	93,840	116,340
Associate Vice President/Dean, Faculty Affairs	012	III, IV	19	18	119,363	119,472	101,196	138,876
Associate Vice President/Director, Academic Planning/Programs/Assessment	127	II, III, IV	11	10	119,415	129,912	71,244	144,276
Associate Vice President/Vice Provost, Academic Affairs	011	III, IV	14	14	129,435	132,264	107,424	156,500

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					<i>Average</i>	<i>Median</i>	<i>Minimum</i>	<i>Maximum</i>
Academic Affairs								
Dean, Graduate Programs	013	III, IV	10	10	123,251	125,520	97,008	154,332
Dean, Graduate/Undergraduate Programs	014	III	1	1	128,592	128,592	128,592	128,592
Dean, Research and Graduate Programs	139	IV	5	5	120,864	120,600	110,004	132,516
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	128,734	125,004	105,000	150,000
Dean, School of Arts & Sciences	019	IV	3	3	144,248	144,396	132,348	156,000
Dean, School of Arts, Letters & Humanities	017	IV	11	11	128,574	127,104	103,000	153,240
Dean, School of Business	020	IV	19	19	141,992	140,004	120,000	170,004
Dean, School of Communications	021	IV	2	2	129,954	129,954	124,908	135,000
Dean, School of Continuing/Extended Education	022	II, III, IV	18	18	117,593	121,716	72,750	141,288
Dean, School of Education	023	III, IV	18	18	130,861	129,894	118,200	157,344
Dean, School of Engineering	024	IV	10	10	144,232	142,536	120,000	173,004
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	131,604	129,660	118,008	145,008
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	132,364	131,350	104,232	156,432
Dean, School of Social Sciences	029	III, IV	10	10	129,818	129,042	116,940	151,560
Dean, Undergraduate Studies	030	III, IV	12	12	121,090	123,102	98,252	133,140
Director, Distance Learning	138	II, III	5	5	89,626	85,092	81,348	109,332
Director, Institutional Studies	048	II, III	13	13	93,389	95,892	77,496	120,996
Director, Sponsored Programs/Grants	137	II, III, IV	14	14	98,448	95,166	73,008	127,500
Director, University Library	060	II, III, IV	23	23	120,553	120,000	75,756	151,944
Vice President/Provost, Academic Affairs	001	IV	23	23	169,779	168,000	149,148	193,008

Benchmark Title	Survey Code	Admin Grade Level(s)	Inc. Count	Campus Count	Annual Base Pay			
					Average	Median	Minimum	Maximum
Administration and Finance								
Associate Director, Accounting	134	I, II, III	9	7	78,463	72,996	56,892	100,008
Associate Director, Facilities Management	135	II, III	6	5	83,116	83,484	70,596	94,008
Associate Director, Facilities Planning	136	II, III	5	4	82,953	83,000	79,992	86,004
Associate Director, Human Resources	079	II, III	15	11	82,498	78,048	62,124	104,000
Associate Vice President, Business Administration	006	III, IV	11	10	127,639	125,124	108,984	141,060
Associate Vice President, Finance	007	III, IV	14	14	126,737	131,082	84,996	149,004
Benefits Officer	116	I, II	8	8	64,325	63,558	49,872	78,048
Chief of Police	119	II, III, IV	22	21	100,811	100,566	58,296	127,008
Chief, Custodial Services	118	I, II, III	15	14	65,994	60,552	45,000	96,492
Coordinator, Work Control	120	I, II	5	5	68,042	66,720	54,552	76,272
Director, Accounting	133	II, III	16	12	96,181	95,861	74,004	118,452
Director, Budget	036	II, III	18	17	92,070	90,024	71,016	110,916
Director, Environmental Health & Safety	042	II, III	20	20	83,030	80,562	69,372	113,220
Director, Facilities Management	043	III, IV	18	18	109,318	106,914	84,336	142,500
Director, Facilities Planning	044	II, III, IV	22	21	102,837	102,510	76,668	132,132
Director, Internal Audit	128	II, III	11	11	86,412	86,220	70,008	105,000
Director, Plant Operations	052	II, III	10	10	92,570	94,278	63,180	110,700
Human Resources Officer	046	II, III, IV	20	20	108,545	113,976	72,672	131,328
Lieutenant	123	II, III	23	14	79,634	78,750	67,008	99,600
Manager, Accounting	080	I, II, III	25	16	78,186	76,200	53,820	97,860
Manager, Administrative Services	081	I, II, III, IV	56	12	71,941	69,480	52,524	120,000
Manager, Compensation & Classification	084	II	7	7	66,423	66,000	52,008	75,684
Manager, Construction	085	II, III	27	17	75,773	78,972	48,000	93,552
Manager, Contract & Grants	086	II, III, IV	9	9	95,637	90,000	73,008	140,004

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Administration and Finance								
Manager, Employee Relations	141	II, III	5	5	81,269	80,004	68,448	93,000
Manager, Employment	142	I, II	6	6	68,614	67,308	54,000	84,864
Manager, Energy Management	089	I, II, III	7	7	84,775	81,852	60,000	111,996
Manager, Engineering Services	090	II, III	12	12	80,089	76,386	63,216	110,004
Manager, Human Resources (Generalist)	092	I, II, III	29	17	70,980	70,800	45,000	105,600
Manager, Media/Audio Visual Services	095	II	3	3	76,296	74,460	73,440	80,988
Manager, Parking & Transportation	097	I, II, III	13	12	78,518	75,300	60,000	108,168
Manager, Payroll	098	I, II, III	18	18	72,444	72,000	51,000	87,120
Manager, Purchasing	101	II, III	19	18	78,454	75,360	66,000	97,260
Manager, Risk	102	I, II, III, IV	14	14	85,749	83,028	61,236	134,796
Manager, Workers' Compensation	105	I, II	5	5	64,987	61,248	56,604	79,152
Supervisor, Accounting	106	I, II	20	12	64,390	63,138	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	13	12	69,838	68,208	63,180	84,984
Supervisor, Custodial Services	110	I, II	40	18	48,146	46,452	38,388	66,180
Supervisor, Grounds & Landscaping	111	I, II	16	15	64,868	66,978	43,656	81,444
Supervisor, Support Services	113	I	11	11	53,771	53,712	47,376	60,072
Supervisor, Technical Equipment	114	II	1	1	70,956	70,956	70,956	70,956
Vice President, Business Administration	002	IV	23	23	158,560	160,380	129,996	178,920
Executive								
Campus Counsel	117	III, IV	5	5	115,968	115,008	99,996	135,408
Director, Affirmative Action/Equal Employment Opportunity	033	II, III	13	13	84,460	84,948	62,040	110,000
Executive Assistant to the President	121	II, III, IV	19	17	107,588	109,320	75,000	146,700

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Executive								
Manager, Governmental/Community Relations	091	II, III, IV	10	9	97,405	95,538	66,444	126,180
Special Assistant to the Vice President/Provost	126	I, II, III, IV	14	11	96,730	92,472	60,000	144,000
Information Technology								
Associate Vice President, Information Technology	008	III, IV	9	9	134,892	130,008	123,504	153,468
Director, CMS Project	130	II, III, IV	17	17	110,139	110,004	90,000	130,008
Director, Information Technology	047	II, III, IV	20	14	101,233	96,678	79,416	134,844
Director, IT Security	140	II, III	4	4	89,903	91,002	80,000	97,608
Director, Multi-Media Services	051	I, II, III	9	9	94,136	97,620	60,000	111,396
Manager, Applications Systems	083	II, III	10	8	91,828	91,422	80,004	102,504
Manager, Network Control	096	II, III	8	8	96,501	94,608	78,024	116,004
Manager, Telecommunications	103	I, II, III	11	11	86,752	90,720	60,720	105,000
Manager, User Services	104	II, III	10	9	83,042	84,348	57,948	102,096
Supervisor, Computer Operations	109	II, III	7	6	78,970	78,000	62,376	90,600
Vice President, Information Technology	003	IV	8	8	143,997	147,486	121,500	165,324
Student Affairs								
Associate Registrar	115	I, II	12	10	63,701	64,320	51,000	81,432
Associate Vice President, Student Affairs	009	III, IV	21	17	115,126	116,760	92,400	140,811
Director, Admissions	031	II, III	7	7	76,941	81,000	66,444	82,488
Director, Admissions & Records	032	II, III	11	11	93,139	90,660	67,476	120,924
Director, Athletics	035	II, III, IV	22	22	112,618	105,222	68,472	178,000
Director, Career Development	037	II, III	14	14	77,543	76,770	61,044	98,208
Director, Counseling & Psychological Services	038	II, III	15	15	93,190	98,688	73,008	114,996
Director, Disabled Student Services	040	I, II, III	20	20	73,936	74,256	55,188	100,920

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Student Affairs								
Director, Educational/Equity Opportunity Programs	129	II, III	13	13	81,028	80,004	60,000	99,492
Director, Enrollment Services	041	III, IV	13	12	117,764	120,000	73,776	142,500
Director, Financial Aid	045	II, III	20	20	89,031	92,274	65,004	110,904
Director, International Programs	049	II, III	12	12	91,068	84,282	70,668	126,000
Director, Learning Resources	050	II, III	8	7	72,540	73,500	55,008	86,076
Director, Residence Halls	054	II, III	16	16	86,335	84,438	55,356	115,008
Director, Sports Information	055	I, II	6	6	61,892	58,206	53,477	74,664
Director, Student Academic Services	056	II, III, IV	7	7	91,222	83,340	66,096	137,808
Director, Student Health Center (Medical)	057	III, IV	12	12	127,281	127,506	108,912	139,584
Director, Student Health Services (Non-Physician)	058	II, III	10	10	93,026	94,158	62,304	116,940
Director, Student Life	059	I, II, III	19	18	82,972	80,520	50,844	117,840
Head Coach	122	II, III, IV	24	10	113,991	113,010	71,880	178,920
Manager, Educational Testing	088	II, III	4	4	80,092	76,848	74,800	91,872
Registrar	124	II, III	12	12	77,333	78,600	58,728	100,008
Student Discipline Officer	131	II, III	7	7	78,474	75,000	64,555	95,844
Student Grievance Officer	132	II	8	8	72,421	69,006	60,864	86,937
Supervisor, Nursing	112	II	5	5	67,644	65,496	57,360	78,372
Vice President, Student Affairs	004	IV	23	23	146,835	149,127	125,004	178,920
University Advancement								
Associate Vice President, University Advancement	010	II, III, IV	10	10	117,568	116,952	87,984	150,000
Director, Alumni Affairs	034	I, II, III	17	17	72,113	74,064	48,516	97,104
Director, Development	039	I, II, III	22	10	75,359	72,800	50,004	104,004
Director, Public Relations	053	II, III	22	22	83,945	83,898	59,892	109,992

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University Advancement								
Director, University Union	061	II, III	4	4	83,685	83,802	72,132	95,004
Manager, Annual Giving	082	I, II, III	12	12	63,941	61,524	40,176	92,100
Manager, Corporate & Foundation Relations	087	II, III	7	6	81,807	78,504	60,636	125,004
Manager, Major Gifts	094	II, III	12	9	77,079	78,000	59,000	89,472
Manager, Planned Giving	099	II, III	8	7	91,843	91,296	82,560	100,428
Manager, Publications	100	I, II, III, IV	14	13	68,227	60,432	49,200	120,000
School Development Officer	125	II, III	61	11	72,142	72,000	49,476	90,000
Vice President, University Advancement	005	III, IV	19	19	149,340	150,000	115,020	178,008