

THE CALIFORNIA STATE UNIVERSITY
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To: CSU Presidents

From: Jackie R. McClain
Vice Chancellor
Human Resources



Subject: 2006 MPP Benchmark Salary Survey Report

Human Resources Administration (HRA) is pleased to provide you with the 2006 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 2006 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 MPP employees on the campus payroll as of April 1, 2006. 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 Rachel Caracoza at (562) 951-4411. This technical letter also is available on Human Resources Administration's Web site at: <http://www.calstate.edu/HRAdm/2006pages/2006samemo.shtml>.

JRMcC/rc

Attachment

Distribution:

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Vice Presidents, University Advancement
Associate Vice Presidents/Deans of Faculty Affairs
Human Resources Directors
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California State University 2006 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	1	1	116,004	116,004	116,004	116,004
Associate Dean, School of Agriculture	063	III	4	3	113,694	116,994	102,912	117,876
Associate Dean, School of Architecture	064	III	2	2	121,080	121,080	114,696	127,464
Associate Dean, School of Arts & Letters	065	III	5	5	110,510	109,416	105,264	115,320
Associate Dean, School of Arts & Sciences	067	III	2	2	109,890	109,890	108,000	111,780
Associate Dean, School of Arts, Letters & Humanities	066	II, III	9	9	106,891	106,656	97,512	117,000
Associate Dean, School of Business	068	III	20	15	116,800	118,152	104,628	129,696
Associate Dean, School of Communications	069	III	2	2	96,336	96,336	85,980	106,692
Associate Dean, School of Continuing/Extended Education	070	II, III	9	9	91,065	91,092	62,688	117,972
Associate Dean, School of Education	071	II, III	19	17	107,173	105,624	91,920	120,072
Associate Dean, School of Engineering	072	III	11	9	119,105	119,280	110,004	128,076
Associate Dean, School of Fine Arts	073	III	4	4	106,221	106,134	95,004	117,612
Associate Dean, School of Health & Human Services	074	III	9	8	105,744	107,100	93,156	115,740
Associate Dean, School of Science	075	III	2	2	108,618	108,618	107,640	109,596
Associate Dean, School of Science & Mathematics	076	III	10	9	113,083	112,530	107,196	119,904
Associate Dean, School of Social Sciences	077	III	6	5	100,038	99,084	96,816	106,464
Associate Dean, Undergraduate Studies	078	III	4	4	108,870	109,518	97,128	119,316
Associate Vice President/Dean, Faculty Affairs	012	III, IV	19	19	127,442	127,500	92,496	150,000
Associate Vice President/Director, Academic Planning/Programs/Assessment	127	II, III, IV	13	12	123,584	131,040	74,928	150,432
Associate Vice President/Vice Provost, Academic Affairs	011	IV	14	14	137,673	141,144	108,000	163,296

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	9	8	129,116	124,824	114,408	158,004
Dean, Graduate/Undergraduate Programs	014	IV	2	2	140,028	140,028	132,168	147,888
Dean, Research and Graduate Programs	139	III, IV	8	8	128,988	127,782	114,408	140,004
Dean, School of Agriculture	015	IV	4	4	141,246	137,214	130,020	160,536
Dean, School of Architecture	016	IV	2	2	148,482	148,482	140,040	156,924
Dean, School of Arts & Letters	018	IV	6	6	135,116	135,300	117,000	156,300
Dean, School of Arts & Sciences	019	IV	3	3	141,748	142,944	130,680	151,620
Dean, School of Arts, Letters & Humanities	017	IV	12	12	137,502	135,690	111,996	168,000
Dean, School of Business	020	IV	20	20	155,224	153,162	116,004	185,004
Dean, School of Communications	021	IV	2	2	136,212	136,212	132,024	140,400
Dean, School of Continuing/Extended Education	022	I, II, III, IV	19	19	124,051	128,940	63,300	154,752
Dean, School of Education	023	III, IV	19	19	137,231	136,572	116,004	165,216
Dean, School of Engineering	024	IV	10	10	152,518	148,530	123,600	192,000
Dean, School of Fine Arts	025	IV	5	5	140,842	139,560	130,608	155,256
Dean, School of Health & Human Services	026	IV	10	10	139,789	138,684	131,448	151,200
Dean, School of Science	027	IV	3	3	141,668	140,004	131,532	153,468
Dean, School of Science & Mathematics	028	IV	15	15	138,791	140,004	107,988	167,832
Dean, School of Social Sciences	029	III, IV	10	10	134,066	130,722	122,316	150,408
Dean, Undergraduate Studies	030	III, IV	11	11	126,024	125,004	110,004	141,012
Director, Distance Learning	138	II, III	6	6	95,636	90,402	72,252	123,000
Director, Institutional Studies	048	II, III, IV	16	16	97,696	96,144	80,208	125,232
Director, Sponsored Programs/Grants	137	II, III, IV	15	15	98,932	94,656	68,004	136,452
Director, University Library	060	II, III, IV	23	23	126,709	129,132	79,548	148,992
Vice President/Provost, Academic Affairs	001	IV	23	23	179,334	178,200	153,108	196,812

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	II, III	8	5	80,118	73,776	62,004	105,012
Associate Director, Facilities Management	135	II, III	7	7	89,794	91,320	82,044	97,296
Associate Director, Facilities Planning	136	II, III	8	6	89,484	88,146	83,388	96,252
Associate Director, Human Resources	079	II	15	11	83,815	80,784	68,256	103,956
Associate Vice President, Business Administration	006	III, IV	14	10	137,415	140,112	120,936	150,936
Associate Vice President, Finance	007	III, IV	16	16	134,000	135,024	90,096	179,040
Benefits Officer	116	I, II	8	8	63,215	62,316	52,572	72,576
Chief of Police	119	II, III, IV	22	21	106,936	108,444	60,336	132,720
Chief, Custodial Services	118	I, II, III	16	15	69,647	62,262	51,684	100,356
Coordinator, Work Control	120	I, II	6	6	70,396	69,186	56,460	84,624
Director, Accounting	133	II, III	17	13	95,019	94,992	75,240	109,728
Director, Budget	036	II, III	19	18	93,414	93,156	70,800	116,820
Director, Environmental Health & Safety	042	II, III	21	20	86,137	83,688	71,004	118,020
Director, Facilities Management	043	III, IV	19	19	115,466	116,496	91,368	149,628
Director, Facilities Planning	044	II, III, IV	19	19	108,325	108,276	65,436	141,756
Director, Internal Audit	128	II, III	12	12	89,669	89,730	80,472	96,660
Director, Plant Operations	052	II, III	11	11	95,831	89,700	63,720	117,348
Human Resources Officer	046	II, III, IV	19	18	115,046	118,032	78,504	139,104
Lieutenant	123	II, III	29	19	81,673	80,004	74,316	105,492
Manager, Accounting	080	I, II, III	28	17	80,419	81,858	52,008	102,036
Manager, Administrative Services	081	I, II, III, IV	54	12	74,185	72,642	51,000	130,008
Manager, Compensation & Classification	084	II, III	6	6	78,152	76,356	62,112	98,004
Manager, Construction	085	II, III	28	18	77,887	78,426	50,400	105,000
Manager, Contract & Grants	086	II, III, IV	8	8	99,113	92,772	75,204	144,900

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Administration and Finance								
Manager, Employee Relations	141	II, III	10	8	81,562	80,424	69,000	98,004
Manager, Employment	142	I, II, III	5	5	76,178	74,568	58,968	98,004
Manager, Energy Management	089	I, II, III	10	10	84,448	80,778	62,220	117,600
Manager, Engineering Services	090	II, III	11	11	85,431	80,964	66,060	120,000
Manager, Human Resources (Generalist)	092	I, II, III	28	18	73,086	73,434	45,000	109,008
Manager, Media/Audio Visual Services	095	II	3	3	80,396	80,940	76,428	83,820
Manager, Parking & Transportation	097	I, II, III	12	12	82,591	80,154	62,556	111,960
Manager, Payroll	098	I, II, III	19	18	74,055	73,500	41,628	99,192
Manager, Purchasing	101	I, II, III	20	18	80,064	76,908	62,712	96,888
Manager, Risk	102	I, II, III, IV	12	12	87,052	86,226	62,172	144,228
Manager, Workers' Compensation	105	I, II	8	8	63,817	63,678	53,000	71,004
Supervisor, Accounting	106	I, II	20	13	65,578	62,844	53,004	86,004
Supervisor, Automotive & Equipment Maintenance	107	I, II	4	4	70,800	74,556	56,460	77,628
Supervisor, Building & Trades	108	II	12	12	74,126	72,546	63,720	87,960
Supervisor, Custodial Services	110	I, II	38	17	50,994	49,080	39,348	72,960
Supervisor, Grounds & Landscaping	111	I, II	17	16	67,694	70,044	45,408	84,300
Supervisor, Support Services	113	I	13	12	55,233	55,992	49,272	62,328
Supervisor, Technical Equipment	114	II	2	2	66,972	66,972	60,504	73,440
Vice President, Business Administration	002	IV	23	23	170,088	171,672	144,996	196,812
Executive								
Director, Affirmative Action/Equal Employment Opportunity	033	II, III	12	12	86,317	86,358	65,004	115,500
Executive Assistant to the President	121	II, III, IV	19	17	113,554	113,856	82,500	154,032
Manager, Governmental/Community Relations	091	II, III, IV	10	9	88,580	82,830	68,040	131,652
Special Assistant to the Vice President/Provost	126	I, II, III, IV	17	12	91,912	86,448	63,000	132,288

Benchmark Title	Survey Code	Admin Grade Level(s)	Inc. Count	Campus Count	Annual Base Pay			
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Information Technology								
Associate Vice President, Information Technology	008	III, IV	8	8	139,346	137,016	120,204	161,136
Director, CMS Project	130	II, III	18	18	113,493	111,288	99,360	136,620
Director, Information Technology	047	II, III, IV	21	15	103,812	105,672	82,392	142,932
Director, IT Security	140	II, III	4	4	94,695	98,382	77,016	105,000
Director, Multi-Media Services	051	I, II, III	11	10	92,061	93,156	60,000	115,296
Manager, Applications Systems	083	II, III	9	7	96,423	97,032	80,736	109,044
Manager, Network Control	096	II, III	10	10	103,238	103,248	90,000	120,000
Manager, Telecommunications	103	I, II, III	11	11	89,672	93,840	62,244	111,996
Manager, User Services	104	I, II, III	10	10	86,058	89,838	60,312	105,672
Supervisor, Computer Operations	109	II, III	7	6	83,647	81,144	74,856	94,344
Vice President, Information Technology	003	IV	10	10	144,544	142,500	120,000	173,592
Student Affairs								
Associate Registrar	115	I, II	12	10	66,418	65,758	51,984	84,036
Associate Vice President, Student Affairs	009	III, IV	23	18	119,156	121,740	75,000	150,072
Director, Admissions	031	II, III	10	10	78,418	80,034	58,236	89,040
Director, Admissions & Records	032	II, III	10	10	94,558	95,118	68,832	119,532
Director, Athletics	035	II, III, IV	22	22	118,480	109,074	84,000	181,128
Director, Career Development	037	II, III	18	18	82,775	81,852	66,228	101,892
Director, Counseling & Psychological Services	038	II, III, IV	15	15	98,133	99,024	77,628	119,016
Director, Disabled Student Services	040	I, II, III	18	18	78,416	77,298	57,120	104,700
Director, Educational/Equity Opportunity Programs	129	II, III	15	14	83,286	81,468	53,112	105,000
Director, Enrollment Services	041	III, IV	16	15	121,025	122,004	76,356	148,200
Director, Financial Aid	045	II, III	22	22	91,593	95,112	60,000	119,508
Director, International Programs	049	II, III, IV	12	12	102,020	97,914	75,336	139,320

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					Average	Median	Minimum	Maximum
Student Affairs								
Director, Learning Resources	050	II, III	9	8	76,704	74,520	59,784	91,044
Director, Residence Halls	054	II, III	17	17	90,320	88,476	60,720	120,756
Director, Sports Information	055	I, II	6	6	64,254	60,990	55,008	77,208
Director, Student Academic Services	056	II, III	10	9	84,692	87,120	65,508	96,156
Director, Student Health Center (Medical)	057	II, III, IV	13	13	132,336	132,000	105,827	159,972
Director, Student Health Services (Non-Physician)	058	II, III	13	13	94,462	91,968	65,112	121,380
Director, Student Life	059	I, II, III	22	21	83,762	84,180	48,972	116,004
Head Coach	122	II, III, IV	27	10	124,753	118,008	74,400	196,812
Manager, Educational Testing	088	II, III	4	4	84,402	82,590	77,424	95,004
Registrar	124	II, III	17	17	82,813	83,000	48,396	111,804
Student Discipline Officer	131	I, II, III	8	8	81,302	83,004	49,344	98,724
Student Grievance Officer	132	I, II, III	8	8	73,002	70,950	52,992	94,560
Supervisor, Nursing	112	II	5	5	78,094	81,348	64,788	84,996
Vice President, Student Affairs	004	IV	23	23	155,660	157,500	110,004	196,812
University Advancement								
Associate Vice President, University Advancement	010	III, IV	16	11	119,598	116,754	87,984	151,128
Director, Alumni Affairs	034	I, II, III	16	16	77,574	76,122	46,308	100,500
Director, Development	039	I, II, III	24	11	82,517	81,312	51,876	118,500
Director, Public Relations	053	II, III	22	21	86,794	88,356	62,592	115,488
Director, University Union	061	I, II, III	5	5	81,749	75,348	63,120	98,808
Manager, Annual Giving	082	I, II	12	12	64,982	61,920	46,500	85,008
Manager, Corporate & Foundation Relations	087	II, III	7	5	90,079	94,008	63,756	130,632
Manager, Major Gifts	094	I, II, III	14	9	75,996	78,996	51,048	100,980
Manager, Planned Giving	099	I, II, III	8	7	90,129	91,092	64,416	104,448

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University Advancement								
Manager, Publications	100	I, II, III, IV	11	11	72,229	63,192	50,928	126,000
School Development Officer	125	I, II, III	69	10	77,030	75,000	63,000	103,500
Vice President, University Advancement	005	IV	22	22	158,951	160,818	120,000	225,000