Date: February 20, 2015

To: Human Resources Officers
   Associate Vice Presidents/Deans of Faculty

From: Evelyn Nazario
   Associate Vice Chancellor
   Human Resources Management & CO HR Services

Subject: 2015 MPP Internal Benchmark Survey

Dear Colleagues:

Preparations are underway for the 2015 MPP Internal Benchmark Survey. This annual survey provides a report of common MPP positions throughout the CSU and their pay. Campuses are requested to submit survey information by March 31, 2015. Once survey results have been received from all campuses and data validated, a summary report will be distributed.

Technical letter HR/Salary 2015-03 is attached for your reference and provides additional information. Please contact me if you have any questions or concerns.

Warm regards,

Evelyn

EN/rc

Attachment
Date: February 20, 2015

Code: TECHNICAL LETTER
HR/Salary 2015-03

TIME SENSITIVE:
Due March 31, 2015

To: Human Resources Officers
   Associate Vice Presidents/Deans of Faculty

From: Evelyn Nazario
   Associate Vice Chancellor
   Human Resources Management & CO HR Services

Subject: 2015 MPP (Management Personnel Plan) Internal Benchmark Survey

Summary: This coded memorandum provides campus human resources staff with information on the 2015 MPP Internal Benchmark Survey.

Action Item: Campuses are to submit survey information by March 31, 2015.

Affected Employee Groups/Units: No affect to employees.

Details: The MPP Benchmark is an internal survey that reports on common MPP positions throughout the CSU and their pay. Incumbent matches are gathered from all 23 CSU campuses. For reference, attached is a list of job titles that will be surveyed. Survey results will be distributed to campuses via a summary report.

Instructions regarding this year’s data collection process will be provided in a separate e-mail communication to campus designees previously identified. Campuses will be required to update last year’s survey submission with current matches and add information for new and/or changed incumbents. Campuses do not have to provide salary data; however, position numbers must be updated to reflect the incumbent’s current position. Campuses are to report position information for active MPP employees on CSU payroll as of March 1, 2015.

Questions regarding this technical letter may be directed to Human Resources Management at (562) 951-4411. This document is also available on the Human Resources Management Web site at: http://www.calstate.edu/HRAdm/memos.shtml.

EN/rc

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

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

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

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

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

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

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

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

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

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

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

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

076  **Associate Dean, College of Science & Mathematics**
Under direction of the dean, provides administrative support to the College of Science and Mathematics. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

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

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.

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.

134  **Associate Director, Accounting**
Assists in directing campus accounting operations.

153  **Associate Director, Admissions**
Assists in directing student admissions functions that include applications processing, transfer articulation and transfer evaluations.

135  **Associate Director, Facilities Management**
Assists in directing the facilities management function.

136  **Associate Director, Facilities Planning**
Assists in directing facilities planning.

143  **Associate Director, Financial Aid**
Assists in directing the campus student financial aid program.

144  **Associate Director, Housing**
Assists in directing residence hall operations for the campus. May be responsible for one or more residence halls.

079  **Associate Director, Human Resources**
The second senior administrator responsible for administering campus human resources programs and practices for staff and/or faculty.

145  **Associate Director, Intercollegiate Athletics**
Assists in directing the activities of intercollegiate athletic programs. Ensures compliance with NCAA and Conference regulations. May assist director with functions that include publicity, media relations, ticket sales, fund raising, events management, budget, equipment and facilities maintenance.

154  **Associate Director, Sponsored Programs & Grants**
Assists in directing the campus sponsored programs/grants program.
155 **Associate Director, Student Life**
Assists the director by overseeing one or more student services areas that may include student orientation, social events, Greek programs, student government, newspapers, clubs, organizations, etc.

115 **Associate Registrar**
Assists in the management of the student registration and records function.

007 **Associate Vice President, Budget & Accounting**
Assists the vice president in administering campus budget and accounting functions. Develops policy, plans, and provides leadership for the following: budget, financial services, accounting, payroll, and audit services.

006 **Associate Vice President, Business Administration**
Assists the vice president in administering campus administrative operations. Develops policy, plans, and provides leadership for the following: human resources, procurement, university services, plant operations, facilities planning, public safety, risk management, environmental health and safety and food services.

041 **Associate Vice President, Enrollment Services**
Assists the vice president in administering campus enrollment operations. Develops policy, plans and provides leadership for the following: admissions, financial aid, records and registration, academic scheduling, systems operations, evaluation and graduation.

008 **Associate Vice President, Information Technology**
Assists the vice president in administering campus business operations. Develops policy, plans, and provides leadership for major computing activities of the campus.

009 **Associate Vice President, Student Affairs**
Assists the vice president in administering campus student affairs programs. Develops policy, plans, and provides leadership for dean of students and student services.

010 **Associate Vice President, University Advancement**
Assists the vice president in administering campus university advancement programs. Develops policy, plans, and provides leadership for public, community and government relations.

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.

127 **Associate Vice President/Director, Academic Planning/Programs/Assessment**
Plans, develops, evaluates and implements academic programs that have campus wide impact; directs academic planning and analysis.

011 **Associate Vice President/Vice Provost, Academic Affairs**
Assists the vice president in administering campus business operations. Develops policy, plans, and provides leadership for academic resource management, academic planning and class scheduling.

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.

119 **Chief of Police**
Directs campus public safety operations and programs. (Do not include campus Chief of Police if he/she is serving as the Systemwide Police Coordinator.)
118 **Chief, Custodial Services**
Manages the campus custodial services function.

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.

146 **Dean of Students**
The principal administrator for student affairs program. May include functions such as housing, discipline, career center and other student activities.

015 **Dean, College of Agriculture**
The principal administrator for the College of Agriculture.

016 **Dean, College of Architecture**
The principal administrator for the College of Architecture.

018 **Dean, College of Arts & Letters**
The principal administrator for the College of Arts and Letters.

019 **Dean, College of Arts & Sciences**
The principal administrator for the College of Arts and Sciences.

017 **Dean, College of Arts, Letters & Humanities**
The principal administrator for the College of Arts, Letters, and Humanities.

020 **Dean, College of Business**
The principal administrator for the College of Business.

021 **Dean, College of Communications**
The principal administrator for the College of Communications.

022 **Dean, College of Continuing/Extended Education**
The principal administrator for the College of Continuing/Extended Education.

023 **Dean, College of Education**
The principal administrator for the College of Education.

024 **Dean, College of Engineering**
The principal administrator for the College of Engineering.

025 **Dean, College of Fine Arts**
The principal administrator for the College of Fine Arts.

026 **Dean, College of Health & Human Services**
The principal administrator for the Health and Human Services program.
027 Dean, College of Science
The principal administrator for the College of Science.

028 Dean, College of Science & Mathematics
The principal administrator for the College of Science and Mathematics.

029 Dean, College of Social Sciences
The principal administrator for the College of Social Sciences.

013 Dean, Graduate Programs
The principal administrator for the Graduate Program.

014 Dean, Graduate/Undergraduate Programs
The principal administrator for the Graduate/Undergraduate Program.

139 Dean, Research & Graduate Programs
The principal administrator for the Research and Graduate Programs.

030 Dean, Undergraduate Studies
The principal administrator for the Undergraduate Studies program.

060 Dean, University Library
Directs the operation of the university library and programs.

133 Director, Accounting
Directs campus accounting/auditing operations.

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 ensures the equality of employment opportunities.

034 Director, Alumni Affairs
Directs the campus alumni affairs programs for the campus.

156 Director, American Language Program
Directs the activities of the American Language Program including planning and coordinating curriculum, student services and supervision of staff.

036 Director, Budget & Financial Services
Directs campus-wide budget operations and financial services.
037  **Director, Career Development**  
Directs career counseling and job placement services. Advises and counsels students and alumni concerning employment opportunities and careers.

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

147  **Director, Contracts & Procurement**  
Directs the campus contracts and procurement function.

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 including alumni affairs, annual fund, planned giving, etc.

040  **Director, Disabled Student Services**  
Directs programs which provide educational support services to students with disabilities.

138  **Director, Distance Learning**  
Directs the campus distance-learning program.

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.

042  **Director, Environmental Health & Safety**  
Directs the campus environmental health and occupational safety programs, including hazardous materials, industrial hygiene and environmental programs.

043  **Director, Facilities Management**  
Directs the facilities management function. Responsibilities 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.

157  **Director, Faculty Development**  
Oversees and manages campus program relating to faculty professional development and the advancement of teaching and learning.

045  **Director, Financial Aid**  
Directs the campus student financial aid program.

054  **Director, Housing**  
Directs residence hall operations for the campus.
047  **Director, Information Technology**  
Directs a significant area of campus administrative and/or academic computing such as network administration, technical services and central systems administration.

048  **Director, Institutional Research**  
Directs the campus institutional research and analytical studies.

035  **Director, Intercollegiate 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.

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.

049  **Director, International Programs**  
Directs the campus operation of the CSU study abroad program.

140  **Director, IT Security**  
Ensures security for all campus systems, monitors correct usage of systems, identifies problem areas, utilizes software to assess system security, and takes action to correct weaknesses in systems security.

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 Affairs**  
Directs the campus public affairs function which may include marketing, communications, media relations, publications, social media, etc.

148  **Director, Risk Management**  
Directs the campus risk management function.

137  **Director, Sponsored Programs & Grants**  
Directs the campus sponsored programs/grants program.

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, advertisement sales, ticket sales and fundraising.

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, newspapers, clubs, organizations, etc.

061  **Director, University Union**
Directs student union operations.

158  **Division Administrative Officer**
Manages the fiscal and human resources functions for a division of the university such as Academic Affairs, Administration and Finance, Student Affairs or University Advancement.

121  **Executive Assistant to the President/Chief of Staff**
Assists the President in a wide range of executive 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. This is not an administrative position.

122  **Head Coach**
Manages the activities for a team sport. Exclude faculty positions.

046  **Human Resources Officer**
Directs campus human resources function for staff, management, and may include faculty. Responsible for administering and interpreting CSU policy and collective bargaining agreements.

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

080  **Manager, Accounting**
Manages the daily operation of one or more campus accounting functions including accounts payable, accounts receivables, tax accounting and payroll.

081  **Manager, Administrative Services**
Manages one or more administrative functions of a department or school, including 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.

149  **Manager, Budget & Financial Services**
Manages the daily operation of one or more campus budget functions.
150 **Manager, Building & Trades**
Manages 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.

159 **Manager, Central Plant**
Manages the maintenance of equipment in campus buildings, such as boilers, water purification and vacuum equipment, as well as mechanical maintenance of HVAC system equipment and filters. Ensures that work meets quality standards and complies with codes and regulations.

084 **Manager, Compensation & Classification**
Manages the campus compensation and/or classification program. If manages another HR program in addition to compensation and/or classification, report under 092 Manager, HR (Generalist).

085 **Manager, Construction**
Manages projects involving new construction and/or alterations to campus buildings.

101 **Manager, Contracts & Procurement**
Manages the campus contracts and procurement function and may include warehouse and shipping & receiving.

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.

141 **Manager, Employee Relations**
Manages campus employee relations program.

142 **Manager, Employment**
Manages campus employment and recruitment program. If manages another HR program in addition to employment, report under 092 Manager, HR (Generalist).

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.

151 **Manager, Environmental Health & Safety**
Manages campus environmental health and occupational safety programs, including hazardous materials and industrial hygiene and environmental programs.

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 functions.
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.

152 **Manager, Performing Arts Center/Theatre**  
Manages performing arts center/theatre functions, including professional and administrative responsibilities.

099 **Manager, Planned Giving**  
Manages the planned giving program for the campus.

160 **Manager, Professional Development & Training**  
Manages campus professional development and training programs including on- and off-campus workshops, e-Learning and CSU required training.

100 **Manager, Public Affairs**  
Manages an area of the campus public affairs function which may include marketing, communications, media relations, publications, social media, etc.

102 **Manager, Risk Management**  
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.

161 **Manager, University Ceremonies & Events**  
Manages the coordination of major campus events including but not limited to commencement, fund raising, service awards, etc.

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.

124 **Registrar**  
Manages the student registration and records function.
125 **School Development Officer**
Manages a comprehensive program for securing independent financial support for a 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.

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.

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.

002 **Vice President, Business Administration**
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.

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.