

Date: May 14, 2007

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HR/Salary 2007-06
Supplement #1

To: CSU Presidents

From: Jackie R. McClain
Vice Chancellor
Human Resources



Subject: 2007 MPP Benchmark Salary Survey

Human Resources Administration (HRA) is pleased to provide you with the 2007 Management Personnel Plan (MPP) Benchmark Salary Report which summarizes results of the MPP Benchmark Salary Survey submitted by all 23 campuses. The attached report provides summary data for a variety of benchmark positions and organizes these positions into six categories: Academic Affairs, Administration and Finance, Executive, Information Technology, Student Affairs and University Advancement.

Data is reported at the position level for MPP employees on the campus payroll as of April 1, 2007. For salary-related data, base pay (full-time rate, not prorated by FTE) 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/2007pages/2007samemo.shtml>.

JRMCC/rc

Attachment

Distribution:

CSU Chancellor
Vice Presidents, Academic Affairs
Vice Presidents, Administration
Vice Presidents, Information Systems

Vice Presidents, Student Affairs
Vice Presidents, University Advancement
Human Resources Directors
Associate Vice Presidents/Deans of Faculty Affairs

California State University

2007 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	111,368	116,820	97,224	120,060
Associate Dean, School of Agriculture	063	III	4	3	120,126	121,278	109,932	128,016
Associate Dean, School of Architecture	064	III	2	2	126,498	126,498	120,432	132,564
Associate Dean, School of Arts & Letters	065	III	5	5	115,236	113,556	105,000	126,000
Associate Dean, School of Arts & Sciences	067	III	2	2	113,466	113,466	111,240	115,692
Associate Dean, School of Arts, Letters & Humanities	066	II, III	10	10	109,157	110,550	92,400	123,432
Associate Dean, School of Business	068	III	22	17	119,416	122,814	87,504	133,764
Associate Dean, School of Continuing/Extended Education	070	II, III	11	11	97,242	98,808	68,016	122,100
Associate Dean, School of Education	071	III	17	15	109,707	110,004	77,988	126,000
Associate Dean, School of Engineering	072	III	11	9	124,812	128,004	102,036	140,100
Associate Dean, School of Fine Arts	073	III	4	4	111,996	110,244	105,000	122,496
Associate Dean, School of Health & Human Services	074	III	10	9	111,438	110,658	96,000	127,008
Associate Dean, School of Science	075	III	4	3	113,389	113,563	106,428	120,000
Associate Dean, School of Science & Mathematics	076	III	12	11	115,402	114,360	100,000	123,504
Associate Dean, School of Social Sciences	077	III	6	5	107,426	108,150	100,200	115,008
Associate Dean, Undergraduate Studies	078	III	5	5	116,462	116,316	105,384	126,600
Associate Vice President/Dean, Faculty Affairs	012	III, IV	20	20	133,488	130,776	105,012	170,400
Associate Vice President/Director, Academic Planning/Programs/Assessment	127	II, III, IV	12	12	126,041	128,976	77,868	157,248
Associate Vice President/Vice Provost, Academic Affairs	011	IV	14	14	147,225	148,290	119,460	172,159
Dean, Graduate Programs	013	III, IV	9	9	130,360	127,944	123,948	147,000

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					Average	Median	Minimum	Maximum
Academic Affairs								
Dean, Graduate/Undergraduate Programs	014	IV	2	2	149,106	149,106	143,664	154,548
Dean, Research and Graduate Programs	139	IV	7	7	133,029	135,000	117,000	148,008
Dean, School of Agriculture	015	IV	4	4	148,908	146,784	133,500	168,564
Dean, School of Architecture	016	IV	2	2	154,890	154,890	147,048	162,732
Dean, School of Arts & Letters	018	IV	4	4	145,026	144,834	125,436	165,000
Dean, School of Arts & Sciences	019	IV	3	3	147,424	156,096	130,008	156,168
Dean, School of Arts, Letters & Humanities	017	III, IV	13	13	143,335	144,120	122,856	185,004
Dean, School of Business	020	IV	20	20	163,555	156,912	130,020	193,776
Dean, School of Continuing/Extended Education	022	II, III, IV	18	18	134,804	136,548	85,200	162,492
Dean, School of Education	023	III, IV	19	19	144,028	145,248	130,020	170,000
Dean, School of Engineering	024	IV	10	10	159,039	158,714	129,780	199,104
Dean, School of Fine Arts	025	IV	6	6	141,061	142,212	115,008	163,700
Dean, School of Health & Human Services	026	IV	11	11	146,644	148,872	125,004	165,000
Dean, School of Science	027	IV	4	4	152,925	152,502	136,692	170,004
Dean, School of Science & Mathematics	028	IV	15	15	145,918	146,664	115,008	181,260
Dean, School of Social Sciences	029	III, IV	11	11	140,153	142,296	120,000	161,688
Dean, Undergraduate Studies	030	III, IV	12	12	132,260	130,080	110,004	150,000
Director, Distance Learning	138	II, III	6	6	96,950	90,138	75,144	127,308
Director, Institutional Studies	048	II, III, IV	17	16	103,763	95,004	84,216	135,000
Director, Sponsored Programs/Grants	137	II, III	13	13	99,793	102,000	70,668	134,580
Director, University Library	060	II, III, IV	22	22	131,897	131,076	84,324	158,004
Vice President/Provost, Academic Affairs	001	IV	23	23	192,312	194,004	171,432	215,004

Administration and Finance

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					Average	Median	Minimum	Maximum
Administration and Finance								
Associate Director, Accounting	134	I, II, III	5	4	90,698	93,900	70,584	108,168
Associate Director, Facilities Management	135	II, III	10	8	94,063	93,696	87,192	100,752
Associate Director, Facilities Planning	136	II, III	10	8	91,571	92,046	76,644	102,144
Associate Director, Human Resources	079	II, III	16	11	91,778	89,292	77,772	125,664
Associate Vice President, Business Administration	006	III, IV	17	13	142,950	145,080	127,572	158,400
Associate Vice President, Finance	007	III, IV	14	14	141,033	139,734	96,408	186,204
Benefits Officer	116	I, II	8	8	66,215	66,606	52,572	75,480
Chief of Police	119	II, III, IV	22	21	113,561	116,004	60,336	143,451
Chief, Custodial Services	118	I, II, III	18	16	71,422	67,824	52,008	103,368
Coordinator, Work Control	120	I, II	5	5	74,150	72,156	58,440	88,200
Director, Accounting	133	II, III	17	13	100,228	101,736	78,252	115,104
Director, Budget	036	II, III	17	16	97,996	95,004	75,708	119,400
Director, Environmental Health & Safety	042	II, III	20	20	90,415	86,664	73,848	123,924
Director, Facilities Management	043	II, III, IV	19	19	124,251	125,436	84,996	157,488
Director, Facilities Planning	044	II, III, IV	18	18	111,999	113,550	79,800	150,000
Director, Internal Audit	128	II, III	11	11	92,411	92,388	68,640	110,004
Director, Plant Operations	052	II, III	13	13	102,845	100,776	80,004	127,680
Human Resources Officer	046	I, II, III, IV	20	19	114,761	117,702	70,332	147,456
Lieutenant	123	II, III	30	19	86,745	85,560	78,132	111,816
Manager, Accounting	080	I, II, III	30	18	82,787	84,900	57,000	107,712
Manager, Administrative Services	081	I, II, III	59	11	77,113	76,656	57,516	103,680
Manager, Compensation & Classification	084	I, II, III	5	5	74,462	74,340	51,996	101,928
Manager, Construction	085	I, II, III	27	16	83,377	87,468	46,680	121,332

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Administration and Finance								
Manager, Contract & Grants	086	II, III, IV	8	8	100,389	96,246	57,780	149,244
Manager, Employee Relations	141	II, III	12	10	89,532	85,002	71,760	131,808
Manager, Employment	142	I, II, III	6	6	75,278	72,012	60,000	101,928
Manager, Energy Management	089	I, II, III	11	11	90,281	85,908	64,092	122,484
Manager, Engineering Services	090	II, III	7	7	96,454	91,020	78,876	127,200
Manager, Human Resources (Generalist)	092	I, II, III	30	16	77,376	75,768	50,004	131,100
Manager, Media/Audio Visual Services	095	II, III	4	4	91,692	87,084	80,112	112,488
Manager, Parking & Transportation	097	I, II, III	12	10	85,283	84,558	66,780	105,876
Manager, Payroll	098	I, II, III	19	19	75,013	73,944	56,208	91,944
Manager, Purchasing	101	I, II, III	23	21	84,490	81,600	64,572	105,996
Manager, Risk	102	II, III, IV	12	12	90,571	85,998	68,520	150,000
Manager, Workers' Compensation	105	I, II	7	7	71,950	70,008	60,636	84,996
Supervisor, Accounting	106	I, II	21	12	72,367	69,540	59,280	89,448
Supervisor, Automotive & Equipment Maintenance	107	I, II	3	3	72,668	78,828	58,440	80,736
Supervisor, Building & Trades	108	I, II	13	13	76,728	75,684	64,800	91,476
Supervisor, Custodial Services	110	I, II	37	17	52,209	50,400	44,160	72,456
Supervisor, Grounds & Landscaping	111	I, II	20	18	69,647	70,044	47,088	92,736
Supervisor, Support Services	113	I	13	12	59,313	58,260	51,240	69,468
Supervisor, Technical Equipment	114	II	2	2	71,832	71,832	67,140	76,524
Vice President, Business Administration	002	IV	23	23	180,059	179,316	153,696	208,620
Executive								
Director, Affirmative Action/Equal Employment Opportunity	033	I, II, III	10	9	90,876	90,624	49,992	131,808
Executive Assistant to the President	121	II, III, IV	18	16	115,793	113,640	85,056	161,736

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Executive								
Manager, Governmental/Community Relations	091	I, II, III, IV	13	12	88,691	83,004	62,004	136,008
Special Assistant to the Vice President/Provost	126	I, II, III	17	10	88,837	84,600	64,800	133,944
Information Technology								
Associate Vice President, Information Technology	008	III, IV	8	8	135,260	136,566	121,380	150,000
Director, CMS Project	130	II, III	21	20	115,747	118,980	88,404	140,724
Director, Information Technology	047	II, III, IV	27	16	110,991	110,148	84,996	150,000
Director, IT Security	140	II, III	9	9	101,049	103,500	80,064	120,000
Director, Multi-Media Services	051	I, II, III	10	9	96,145	98,310	62,400	119,904
Manager, Applications Systems	083	II, III	13	10	98,748	96,960	76,476	120,000
Manager, Network Control	096	II, III	12	12	110,628	109,734	92,700	121,860
Manager, Telecommunications	103	I, II, III	10	10	92,612	98,316	63,864	115,356
Manager, User Services	104	I, II, III	9	8	88,901	90,696	70,008	115,008
Supervisor, Computer Operations	109	II, III	6	5	87,906	87,006	78,600	97,644
Vice President, Information Technology	003	III, IV	15	15	154,718	160,008	104,004	185,004
Student Affairs								
Associate Registrar	115	I, II	10	8	70,956	69,822	55,008	87,144
Associate Vice President, Student Affairs	009	III, IV	27	18	122,079	125,076	80,004	158,524
Director, Admissions	031	II, III	10	10	84,994	88,392	54,276	98,568
Director, Admissions & Records	032	II, III	8	8	98,685	98,310	78,924	124,908
Director, Athletics	035	II, III, IV	22	22	128,343	113,160	87,360	208,620
Director, Career Development	037	II, III	20	19	87,372	87,894	65,004	115,512
Director, Counseling & Psychological Services	038	II, III, IV	15	15	100,174	101,448	75,000	124,392
Director, Disabled Student Services	040	I, II, III	17	17	83,286	80,040	61,116	116,688

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Student Affairs								
Director, Educational/Equity Opportunity Programs	129	II, III	14	13	88,833	91,902	56,328	109,176
Director, Enrollment Services	041	III, IV	17	16	133,285	128,232	105,204	190,008
Director, Financial Aid	045	II, III	21	21	92,561	90,660	62,700	120,876
Director, International Programs	049	II, III, IV	12	12	103,853	101,286	68,004	144,028
Director, Learning Resources	050	II, III	11	8	79,178	77,868	61,920	94,680
Director, Residence Halls	054	I, II, III	17	17	90,604	90,948	59,953	124,620
Director, Sports Information	055	I, II	6	5	66,138	66,084	54,996	77,004
Director, Student Academic Services	056	II, III	9	9	86,809	92,580	60,000	99,276
Director, Student Health Center (Medical)	057	III, IV	12	12	138,412	138,168	123,600	152,646
Director, Student Health Services (Non-Physician)	058	II, III, IV	14	14	100,439	96,960	67,392	127,932
Director, Student Life	059	I, II, III	23	22	88,606	85,176	50,004	150,000
Head Coach	122	II, III, IV	29	10	127,527	118,932	55,620	208,620
Manager, Educational Testing	088	II, III	4	4	87,304	85,764	79,360	98,328
Registrar	124	II, III	15	15	85,913	84,996	53,016	116,280
Student Discipline Officer	131	II, III	8	8	87,541	86,943	71,460	101,976
Student Grievance Officer	132	I, II, III	9	9	80,113	74,676	63,960	107,016
Supervisor, Nursing	112	II	5	5	81,048	85,212	66,792	88,140
Vice President, Student Affairs	004	III, IV	23	23	166,777	167,664	133,440	208,620
University Advancement								
Associate Vice President, University Advancement	010	III, IV	17	11	119,872	118,968	82,404	157,476
Director, Alumni Affairs	034	I, II, III	20	20	81,063	80,658	47,928	105,504
Director, Development	039	I, II, III	19	9	84,927	85,008	65,004	123,240
Director, Public Relations	053	II, III	22	22	89,732	90,336	65,568	121,260

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University Advancement								
Director, University Union	061	I, II, III	3	3	82,096	77,604	60,000	108,684
Manager, Annual Giving	082	I, II	15	14	67,231	66,252	37,000	87,348
Manager, Corporate & Foundation Relations	087	I, II, III	11	7	89,307	84,996	63,372	137,160
Manager, Major Gifts	094	I, II, III	18	11	78,211	78,126	53,604	110,808
Manager, Planned Giving	099	I, II, III	8	7	93,936	94,446	67,008	109,152
Manager, Publications	100	I, II, III, IV	12	12	75,890	70,176	52,452	131,676
School Development Officer	125	I, II, III	71	12	80,779	80,340	60,000	108,000
Vice President, University Advancement	005	IV	22	21	165,592	167,526	124,560	225,000