Human Resources Administration (HRA) is pleased to provide you with the 2008 Management Personnel Plan (MPP) Benchmark Salary Survey Report which summarizes results of the MPP Benchmark Salary Survey submitted by all 23 campuses. The 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. The following information is provided in the attached report:

- Benchmark job title
- Admin Grade Level
- Total number of incumbents campuses matched to the benchmark job description
- Total number of campuses that reported a match to the benchmark job description
- Average, median, minimum and maximum salary

Data is reported at the position level for MPP employees on the campus payroll as of May 1, 2008. For salary-related data, base pay (full-time rate, not prorated by FTE) was used for comparability purposes. HRA obtained salary data from the Campus Information Retrieval System (CIRS). Foundation and other non-CSU employees are not included.
Also attached for your reference is a benchmark job description list sorted by job title. Only benchmark job titles campuses matched to appear in the final report. For incumbents in multiple positions, campuses were requested to match to the position(s) where the incumbent fulfilled all the responsibilities of the job. In addition, a campus may have matched more than one incumbent to a benchmark position.

If you have questions regarding the survey, please contact Rachel Caracoza in HRA at (562) 951-4411. The MPP Benchmark Salary Survey Report also is available on Human Resources Administration's Web site at: http://www.calstate.edu/HRA/dm/pdf2008/TL-SA2008-06SUP1MPPReport.pdf.

EN/rc

Attachment
# California State University

## 2008 MPP Benchmark Salary Survey Report

<table>
<thead>
<tr>
<th>Benchmark Title</th>
<th>Survey Code</th>
<th>Admin Grade Level(s)</th>
<th>Inc. Count</th>
<th>Campus Count</th>
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Inc. Count is total number of incumbents campuses matched to benchmark title.

Campus Count is number of campuses that reported a match to benchmark title.

Data effective May 1, 2008

Page 1 of 7
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<th>Campus Count</th>
<th>Annual Base Pay</th>
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## Benchmark Title

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<th>Survey Code</th>
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### Administration and Finance

- **Manager, Contract & Grants**
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  - Inc. Count: 6
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  - Annual Base Pay: 99,361 (Average), 99,738 (Median), 61,368 (Minimum), 154,464 (Maximum)

- **Manager, Employee Relations**
  - Survey Code: 141
  - Admin Grade Level(s): II, III
  - Inc. Count: 11
  - Campus Count: 9
  - Annual Base Pay: 91,918 (Average), 86,400 (Median), 72,000 (Minimum), 112,356 (Maximum)

- **Manager, Employment**
  - Survey Code: 142
  - Admin Grade Level(s): I, II, III
  - Inc. Count: 6
  - Campus Count: 6
  - Annual Base Pay: 78,282 (Average), 76,956 (Median), 52,800 (Minimum), 106,512 (Maximum)

- **Manager, Energy Management**
  - Survey Code: 089
  - Admin Grade Level(s): I
  - Inc. Count: 12
  - Campus Count: 12
  - Annual Base Pay: 95,693 (Average), 91,404 (Median), 65,004 (Minimum), 132,276 (Maximum)

- **Manager, Engineering Services**
  - Survey Code: 090
  - Admin Grade Level(s): II, III
  - Inc. Count: 9
  - Campus Count: 8
  - Annual Base Pay: 96,133 (Average), 92,904 (Median), 72,000 (Minimum), 121,212 (Maximum)

- **Manager, Human Resources (Generalist)**
  - Survey Code: 092
  - Admin Grade Level(s): I, II, III
  - Inc. Count: 31
  - Campus Count: 15
  - Annual Base Pay: 79,925 (Average), 78,000 (Median), 54,504 (Minimum), 106,512 (Maximum)

- **Manager, Media/Audio Visual Services**
  - Survey Code: 095
  - Admin Grade Level(s): II, III
  - Inc. Count: 5
  - Campus Count: 5
  - Annual Base Pay: 98,930 (Average), 95,832 (Median), 86,520 (Minimum), 121,212 (Maximum)

- **Manager, Parking & Transportation**
  - Survey Code: 097
  - Admin Grade Level(s): I, II, III
  - Inc. Count: 13
  - Campus Count: 11
  - Annual Base Pay: 92,430 (Average), 90,732 (Median), 69,600 (Minimum), 113,556 (Maximum)

- **Manager, Payroll**
  - Survey Code: 098
  - Admin Grade Level(s): I, II, III
  - Inc. Count: 15
  - Campus Count: 15
  - Annual Base Pay: 85,026 (Average), 83,160 (Median), 68,568 (Minimum), 103,332 (Maximum)

- **Manager, Purchasing**
  - Survey Code: 101
  - Admin Grade Level(s): I, II, III
  - Inc. Count: 22
  - Campus Count: 21
  - Annual Base Pay: 90,915 (Average), 93,492 (Median), 69,132 (Minimum), 108,744 (Maximum)

- **Manager, Risk**
  - Survey Code: 102
  - Admin Grade Level(s): I, II, III
  - Inc. Count: 14
  - Campus Count: 14
  - Annual Base Pay: 90,363 (Average), 83,100 (Median), 62,004 (Minimum), 159,000 (Maximum)

- **Manager, Workers' Compensation**
  - Survey Code: 105
  - Admin Grade Level(s): I
  - Inc. Count: 8
  - Campus Count: 8
  - Annual Base Pay: 79,164 (Average), 78,426 (Median), 66,744 (Minimum), 91,800 (Maximum)

- **Supervisor, Accounting**
  - Survey Code: 106
  - Admin Grade Level(s): I
  - Inc. Count: 18
  - Campus Count: 10
  - Annual Base Pay: 76,804 (Average), 75,360 (Median), 58,008 (Minimum), 93,096 (Maximum)

- **Supervisor, Automotive & Equipment Maintenance**
  - Survey Code: 107
  - Admin Grade Level(s): II
  - Inc. Count: 2
  - Campus Count: 2
  - Annual Base Pay: 88,716 (Average), 88,716 (Median), 86,388 (Minimum), 91,044 (Maximum)

- **Supervisor, Building & Trades**
  - Survey Code: 108
  - Admin Grade Level(s): I, II
  - Inc. Count: 23
  - Campus Count: 18
  - Annual Base Pay: 80,385 (Average), 82,896 (Median), 66,096 (Minimum), 97,656 (Maximum)

- **Supervisor, Custodial Services**
  - Survey Code: 110
  - Admin Grade Level(s): I
  - Inc. Count: 36
  - Campus Count: 17
  - Annual Base Pay: 56,015 (Average), 54,102 (Median), 45,000 (Minimum), 76,788 (Maximum)

- **Supervisor, Grounds & Landscaping**
  - Survey Code: 111
  - Admin Grade Level(s): I, II
  - Inc. Count: 17
  - Campus Count: 16
  - Annual Base Pay: 74,369 (Average), 73,284 (Median), 51,792 (Minimum), 99,696 (Maximum)

- **Supervisor, Support Services**
  - Survey Code: 113
  - Admin Grade Level(s): I
  - Inc. Count: 14
  - Campus Count: 12
  - Annual Base Pay: 62,942 (Average), 61,614 (Median), 55,080 (Minimum), 74,157 (Maximum)

- **Supervisor, Technical Equipment**
  - Survey Code: 114
  - Admin Grade Level(s): II
  - Inc. Count: 2
  - Campus Count: 2
  - Annual Base Pay: 75,792 (Average), 75,792 (Median), 71,844 (Minimum), 79,740 (Maximum)

- **Vice President, Business Administration**
  - Survey Code: 002
  - Admin Grade Level(s): IV
  - Inc. Count: 23
  - Campus Count: 23
  - Annual Base Pay: 198,946 (Average), 197,244 (Median), 160,008 (Minimum), 230,004 (Maximum)

### Executive

- **Director, Affirmative Action/Equal Employment Opportunity**
  - Survey Code: 033
  - Admin Grade Level(s): I, II, III
  - Inc. Count: 10
  - Campus Count: 10
  - Annual Base Pay: 91,760 (Average), 96,402 (Median), 49,992 (Minimum), 109,488 (Maximum)

- **Executive Assistant to the President**
  - Survey Code: 121
  - Admin Grade Level(s): I, II, III
  - Inc. Count: 21
  - Campus Count: 18
  - Annual Base Pay: 123,769 (Average), 124,908 (Median), 82,968 (Minimum), 174,672 (Maximum)

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Inc. Count is total number of incumbents campuses matched to benchmark title.

Campus Count is number of campuses that reported a match to benchmark title.
<table>
<thead>
<tr>
<th>Benchmark Title</th>
<th>Survey Code</th>
<th>Admin Grade Level(s)</th>
<th>Inc. Count</th>
<th>Campus Count</th>
<th>Annual Base Pay</th>
<th>Data effective May 1, 2008</th>
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<td>Director, Multi-Media Services</td>
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<td>Manager, Applications Systems</td>
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<td>Manager, Network Control</td>
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<tr>
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<td>Vice President, Information Technology</td>
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<td>Associate Registrar</td>
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<td>Director, Admissions &amp; Records</td>
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<td>Director, Athletics</td>
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<td>Director, Disabled Student Services</td>
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</table>

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California State University 2008 MPP Benchmark Salary Survey Report

<table>
<thead>
<tr>
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<th>Admin Grade Level(s)</th>
<th>Inc. Count</th>
<th>Campus Count</th>
<th>Annual Base Pay</th>
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<tbody>
<tr>
<td><strong>Student Affairs</strong></td>
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<tr>
<td>Director, Educational/Equity Opportunity Programs</td>
<td>129</td>
<td>I , II , III</td>
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<td>16</td>
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<tr>
<td>Director, Enrollment Services</td>
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<td>Director, Financial Aid</td>
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<td>Director, Residence Halls</td>
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<td>Student Grievance Officer</td>
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<td>Associate Vice President, University Advancement</td>
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<td>Director, Alumni Affairs</td>
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</table>

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Data effective May 1, 2008
## University Advancement

<table>
<thead>
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<th>Survey Code</th>
<th>Admin Grade Level(s)</th>
<th>Inc. Count</th>
<th>Campus Count</th>
<th>Annual Base Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director, University Union</td>
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<td>Manager, Annual Giving</td>
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<tr>
<td>Manager, Corporate &amp; Foundation Relations</td>
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<td>Manager, Major Gifts</td>
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<td>10</td>
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<td>Manager, Planned Giving</td>
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<td>Manager, Publications</td>
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Inc. Count is total number of incumbents campuses matched to benchmark title.

Campus Count is number of campuses that reported a match to benchmark title.

Data effective May 1, 2008
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<th>Job Title</th>
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<td><strong>Associate Dean, Graduate Programs</strong></td>
<td>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.</td>
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<tr>
<td><strong>Associate Dean, School of Agriculture</strong></td>
<td>Under direction of the dean, provides administrative support to the school of Agriculture. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.</td>
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<tr>
<td><strong>Associate Dean, School of Architecture</strong></td>
<td>Under direction of the dean, provides administrative support to the school of Architecture. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.</td>
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<tr>
<td><strong>Associate Dean, School of Arts &amp; Letters</strong></td>
<td>Under direction of the dean, provides administrative support to the school of Arts and Letters. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.</td>
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<tr>
<td><strong>Associate Dean, School of Arts &amp; Sciences</strong></td>
<td>Under direction of the dean, provides administrative support to the school of Arts and Sciences. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.</td>
</tr>
<tr>
<td><strong>Associate Dean, School of Arts, Letters &amp; Humanities</strong></td>
<td>Under direction of the dean, provides administrative support to the school of Arts, Letters and Humanities. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.</td>
</tr>
<tr>
<td><strong>Associate Dean, School of Business</strong></td>
<td>Under direction of the dean, provides administrative support to the school of Business. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.</td>
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<tr>
<td><strong>Associate Dean, School of Communications</strong></td>
<td>Under direction of the dean, provides administrative support to the school of Communications. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.</td>
</tr>
<tr>
<td><strong>Associate Dean, School of Continuing/Extended Education</strong></td>
<td>Under direction of the dean, provides administrative support to the school of Continuing/Extended Education. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.</td>
</tr>
<tr>
<td><strong>Associate Dean, School of Education</strong></td>
<td>Under direction of the dean, provides administrative support to the school of Education. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.</td>
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<tr>
<td><strong>Associate Dean, School of Engineering</strong></td>
<td>Under direction of the dean, provides administrative support to the school of Engineering. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.</td>
</tr>
<tr>
<td><strong>Associate Dean, School of Fine Arts</strong></td>
<td>Under the direction of the dean, provides administrative support to the school of fine arts. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.</td>
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074  **Associate Dean, School 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, School of Science**  
Under direction of the dean, provides administrative support to the School of Science. Responsibilities may include significant administrative tasks such as management of budget, personnel operations, etc.

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

077  **Associate Dean, School of Social Sciences**  
Under direction of the dean, provides administrative support to the School of Social Sciences. 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.

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

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

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

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

006  **Associate Vice President, Business Administration**  
Assists the Vice President in administering campus business operations and finance functions. Develops policy, plans, and provides leadership for activities that include some or all of the following: accounting, budgeting, financial management, procurement, university services, plant operations, facilities planning, public safety, risk management, environmental health and safety and food services.

007  **Associate Vice President, Finance**  
Plans, organizes and/or directs the activities for two or more functions in the financial affairs area.

008  **Associate Vice President, Information Technology**  
The second senior administrative official responsible for the major computing activities of the campus.

009  **Associate Vice President, Student Affairs**  
The second senior official responsible for the campus student affairs programs.

010  **Associate Vice President, University Advancement**  
The second senior administrator responsible for the campus university advancement programs.
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**
The second senior academic official responsible for the academic program of the campus.

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.

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 and Graduate Programs**
The principal administrator for the Research and Graduate Programs.

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

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

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

019  **Dean, School of Arts & Sciences**
The principal administrator for the school of Arts and Sciences.
017 Dean, School of Arts, Letters & Humanities
The principal administrator for the school of Arts, Letters, and Humanities.

020 Dean, School of Business
The principal administrator for the school of Business.

021 Dean, School of Communications
The principal administrator for the school of Communications.

022 Dean, School of Continuing/Extended Education
The principal administrator for the school of Continuing/Extended Education.

023 Dean, School of Education
The principal administrator for the school of Education.

024 Dean, School of Engineering
The principal administrator for the school of Engineering.

025 Dean, School of Fine Arts
The principal administrator for the school of Fine Arts.

026 Dean, School of Health & Human Services
The principal administrator for the Health and Human Services program.

027 Dean, School of Science
The principal administrator for the school of Science.

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

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

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

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 monitors employment equity.
034 **Director, Alumni Affairs**
Directs the campus alumni affairs programs for the campus.

035 **Director, 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.

036 **Director, Budget**
Directs campus budget operations.

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.

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 such as 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.

041 **Director, Enrollment Services**
Directs enrollment services functions such as admissions, financial aid, records and registration, academic scheduling, systems operations, evaluation and graduation.

042 **Director, Environmental Health & Safety**
Directs the campus environmental health and occupational safety programs.

043 **Director, Facilities Management**
Directs the facilities management function. Responsibilities may 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.
045 **Director, Financial Aid**
Directs the campus student financial aid program.

047 **Director, Information Technology**
Directs the campus administrative and/or academic computing function. Exclude Vice President or Associate Vice President.

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

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 Relations**
Directs the campus public relations program.

054 **Director, Residence Halls**
Directs residence hall operations for the campus.

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, and advertisement sales.

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/committees, newspapers, clubs, organizations, etc.

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

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

121 **Executive Assistant to the President**
Assists the President in a wide range of executive and administrative 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.

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

046 **Human Resources Officer**
Directs broad range of campus human resources programs 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.

081 **Manager, Administrative Services**
Manages the business or finance functions of a department or school, which may include 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.

084 **Manager, Compensation & Classification**
Manages the campus compensation and/or classification program.

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

086 **Manager, Contract & Grants**
Manages campus contracts and grants activities.
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.

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.

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 programs.

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.

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

100 Manager, Publications
Manages the design and production of campus publications.
101 Manager, Purchasing
Manages the campus procurement function.

102 Manager, Risk
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.

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 school or 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.