

46a-68-82 ORGANIZATIONAL ANALYSIS

This section of the Central Connecticut State University's Plan identifies the University's workforce organization.

Section 46a-68-82

In the previous review, the following was recommended:

The "lines without progression" need to be reviewed for the next filing. All the job titles that are at the top of the lines of progression would be a title without a line of progression.

This has been addressed with this filing and the categories have been modified.

Job Title Study

Each position classification authorized by the Department of Administrative Services or established by statute is arranged into lines of progression that depict the order of jobs through which an employee may advance. Titles without promotional opportunity are listed separately. Unclassified and non-competitive titles are identified.

Occupational Category Study

Each position classification listed in the job title study is placed in an occupational category with other position classifications having similar job content, compensation schedules, and opportunity. Titles within an occupational category are ranked from the highest to the lowest compensation schedule, with the salary range for each classification noted.

The University reviewed the **Job Title Study** and the **Occupational Category Study** during this reporting period. As a result, the University has made several updates to the **Job Title Study** and the **Occupational Category Study**.

In the **Job Title Study**, the following *new positions were added* to their respective line of progression:

Assistant Dean Community Partnership and Access	Rank IV
Assistant Director Accessibility Services	Rank III
Associate Dean Planning & Resources	Rank VII
Coordinator of Transfer Services	Rank IV
Information Technology Specialist Audio Visual Media	Rank IV

The following titles were changed without a change in rank:

From:	To:
Program Associate	Administrative Faculty Program Associate
Trainee	Administrative Faculty Trainee

The University will continue to evaluate the Job Title Study to determine which job titles, with or without lines of progression, will be utilized in the future. All resulting changes in the Job Title Survey will be reported in the next filing of the plan.

2023 – 2024 JOB TITLE STUDY

UNCLASSIFIED POSITIONS

Office of Academic Affairs
 Provost and Vice President for Academic Affairs
 Associate Vice President for Academic Affairs
 Academic Planning and Resource Specialist
 Coordinator of First Year Experience
 Student Success Constituent Relationship Management (CRM) Coordinator

Academic Schools

Carole A. Ammon College of Liberal Arts and Social Sciences (CLASS)

Dean, CLASS
 Associate Dean for Planning and Resources, Ammon College of Liberal Arts and Social Sciences (CLASS)
 Associate Dean for Student Academic Success, Ammon College of Liberal Arts and Social Sciences (CLASS)
 Assistant Dean, Class Academic Advising Specialist
 Science Technical Specialist
 Administrative Support Coordinator English

School of Business

Dean, School of Business
 Associate Dean, School of Business
 Associate Director of Graduate Programs – School of Business
 Assistant Dean, School of Business

School of Education and Professional Studies

Dean, School of Education and Professional Studies
 Associate Dean, School of Education and Professional Studies
 Assistant Dean, Professional Programs & Certification Officer
 Assistant Dean for School/Community Partnerships and Assessment
 Assistant Director, Educational Field Experiences
 Administrator of the Early Childhood Drop-in Center & Experiential/Field Learning
 Early Childhood Drop-in Center Coordinator
 Coordinator of School/Community Partnerships
 Coordinator of Clinical Placement and Laboratory Learning
 Coordinator of Clinical Placement and Assessment Management
 Project Assistant

School of Engineering, Science & Technology

Dean, School of Engineering, Science & Technology
 Associate Dean, School of Engineering, Science & Technology
 Computer Facilities Manager – School of Technology
 Server Administrator

School of Graduate Studies

Associate Vice President Academic Affairs & Dean of Graduate Studies
 Director of Graduate Recruitment and Admissions
 Assistant Dean, Graduate Studies
 Graduate Studies Degree Auditor
 Assistant Director of Graduate Recruitment and Admissions
 Advising and Student Support Specialist – Graduate Students
 Institutional Review Board (IRB) Administrator
 Graduate Admissions Services Assistant

Center for Teaching and Innovation

Director of Instructional Design and Distance Learning Development
 Instructional Design & Technology Resource Center Supervisor
 Instructional Coordinator
 Instructional Design and Technology Resource Center Assistant

Career Development

Director of Career Development
 Assistant Director of Career Development
 Career Assistant (grant funded)

Faculty

Professor
 Associate Professor
 Assistant Professor
 Instructor

Bursar

Bursar
 Associate Bursar
 Assistant Bursar
 Assistant Bursar - Perkins Loan
 Assistant Director, Bursar
 Billing Administrator
 Assistant to the Bursar

Business Services

Associate Director of Business Services
 Manager of Contract Compliance/Procurement Services
 Contract Compliance/Procurement Specialist
 Accounting and Budget Assistant
 Assistant in Business Services
 Assistant in Payroll/Accounts Payable

Card Office

Director of Auxiliary Services & Cloud Infrastructure
 Campus One Card System Specialist

Explore Central/Career Success Center

Director of Explore Central/Career Success Center
 Manager of Explore Central/Career Success Center
 Advising & Career Exploration Specialist

Center for International Education (CIE)

Director of Center for International Education
 Associate Director, Center for International Education
 Associate Director, CIE & Coordinator, IELP
 Associate Director, Int'l Student & Scholar Services
 Program Specialist, Intensive English Language Program
 International Education Coordinator

Center for Community Engagement and Social Research (CCESR)

Executive Director of the Center for Public Policy & Social Research
 Associate Director, Center for Public Policy and Social Research
 Assistant Director, Center for Public Policy and Social Research
 Assistant Director, Local, Regional & State Affairs
 Policy & Research Specialist
 Center for Public Policy and Social Research (CPPSR) Program Assistant (self supporting)

Central Access, Success, and Academic Programs

Director of Pre-Collegiate and Access Services
 Associate Director of Pre-Collegiate and Access Services
 Director of College Success Programs and Community Engagement
 Assistant Director/Coordinator for Central Access & Student Development

Continuing Education (Office of)

Director of Continuing Education
 Associate Director Continuing Education

Enrollment Management

Associate Vice President of Enrollment Management
 Enrollment Business Systems Coordinator
 Coordinator, Student Financial Literacy and Advising
 Financial Literacy Assistant (grant funded)

Environmental Health and Safety

Director, Environmental Health & Safety
 Environmental Health and Safety Coordinator
 Environmental Health and Safety Assistant

Equity and Inclusion

Vice President of Equity and Inclusion
 Senior Equity and Inclusion Investigations Officer/Title IX Coordinator (CCSU)
 Case Manager
 Equity and Inclusion Investigations Officer, CCSU
 Sexual Assault and Violence Prevention (SAVP) Specialist

Equity and Inclusion Associate

Facilities Management

Chief Operations Officer
 Director of Engineering Services
 Director of Facilities Management
 Facilities Operations Manager
 Operations Coordinator
 Campus Architect
 Coordinator of Capital Projects and Facilities Planning
 Coordinator, University Construction Facilities Management
 Associate Director of Facilities Support Services
 Assistant Director Facilities Management (Athletic Facilities)
 CCSU Facilities Coordinator – Downtown and Main Campuses
 Facilities Management Administrative Support Specialist
 Accounting & Budget Assistant
 Property Inventory Control Coordinator
 Property Control Assistant
 Property Control Specialist
 Materials Storage Supervisor 1
 University Engineer

Communications and Logistics

Media Technology Manager
 Media Technician

Institutional Marketing and Communications

Associate Vice President of Marketing and Promotions
 Associate Vice President of Communications and Media
 Director of Marketing
 Coordinator of Design and Publications
 Marketing and Communications Assistant
 News Writer/Editor (Media Relations) or (Alumni Relations)
 Assistant Manager of Internet Services
 Social Media and Digital Marketing Coordinator

Financial Aid

Director of Financial Aid
 Associate Director of Financial Aid
 Assistant Director of Financial Aid
 Financial Aid Counselor

Fiscal Affairs

Chief Financial Officer
 University Controller
 Chief Budget and Compliance Officer
 Director of Accounting
 Associate Director of Accounting
 Assistant Director of Accounting
 Post-Award Grants Administration Manager

Contract Compliance/Procurement Specialist
Accounting & Budget Assistant
Accounting and Budget Tax Specialist
Accounts Payable Coordinator
Assistant in Fiscal Affairs
Budget Assistant

Grants and Funded Research/ Office of Post Award Grants

Director of Grants and Funded Research
Post-Award Grants Administration Manager
Assistant Director of Grants and Funded Research
Grants Specialist

Human Resources

Chief Human Resources Officer
Director of Employee and Labor Relations
University Human Resources Administrator
Assistant Director of Human Resources
Associate in Human Resources
Assistant in Human Resources
Administrative Operations Assistant

Information Technology

Chief Information Officer
Deputy Chief Information Officer (DCIO)
Director of Client Support Services
Director of Technical Services
Director Administrative Technical Services
Student Technical Resource Manager
Computer Facilities Manager (School of Technology)
Director of IT Strategic Initiatives and Special Projects
Associate Director of IT Strategic Initiatives and Projects
Cloud Infrastructure Manager
Enterprise Resource Planning Manager
Enterprise Content Management (ECM) Application Administrator
Project Manager
System Manager
Manager Support Services
Manager of University Internet Services
Desktop Engineer
Data Network Manager
Desktop Engineer Manager
Customer Support Center Manager
Database Administrator
Network Administrator IV
Data Network Specialist
Network Administrator III
Network Administrator II
Network Security Specialist

Networking & Telecomm Administrator
 Operations and Database Support Specialist
 Operations Coordinator
 Programmer Specialist
 Programmer Analyst
 Server Administrator
 Senior System Administrator
 Systems Administrator
 Technical Support Specialist
 Technical Support Assistant
 Technical Support Lead
 Instructional Technology Systems Administrator
 Voice Systems Specialist
 Desktop Support Technician
 Software Support/Training Specialist
 Digital Media Production Coordinator
 Customer Support Center Lead
 Instructional Media Coordinator
 Instructional Coordinator
 Operations and Data Support Specialist
 Desktop Support Assistant
 Customer Support Center Assistant
 Property Control Assistant
 Support Assistant (Server or Systems)
 Server Support Specialist
 Computer Support Assistant
 Video Engineering Specialist

Institutional Advancement

Vice President for Instructional Advancement and Strategic Partnerships
 Associate to the Vice President for Institutional Advancement
 Director of Institutional Advancement
 Director of Public Relations
 Director of Community Advancement
 Director, Advancement Services
 Director, Institutional Advancement
 Director of Alumni Affairs
 Director of Corporation and Foundation Relations
 Associate Director, Alumni Affairs
 Associate Director of Leadership Giving
 Assistant Director of Advancement Services and Operations
 Assistant Director of Alumni Affairs
 Assistant Director of Development/Annual Giving
 Assistant in Advancement Services
 Major Gifts Associate
 Advancement Services Specialist
 Institutional Advancement Data Specialist

Institutional Research and Assessment

Institutional Research Specialist
Planner/Analyst – Assessment
Assessment Coordinator
Institutional Research and Assessment Support Specialist

Intercollegiate Athletics: Administrative

Director, Intercollegiate Athletics
Senior Associate Athletics Director
Associate Director, Athletics for Compliance
Associate Director of Athletics/External Services
Associate Director for Sports Performance
Assistant Director for Administration and Student Services
Assistant Director of Athletics for Communication & Media Services
Assistant Compliance Coordinator
Accounting and Budget Specialist
Equipment Manager
Athletic Trainer II
Sports Information Assistant
Sports Performance Assistant
Athletics Communications Trainee

Intercollegiate Athletics: Coaching

Coach IV
Coach III
Coach II
Coach I
Coach A

Learning Center

Director, Learning Center
Assistant Director, Learning Center
Learning Center Academic Support Specialist

Library Services

Director of Library Services
Associate Director of Library Services
Librarian
Associate Librarian
Assistant Librarian

Recruitment and Admissions

Director of Recruitment and Admissions
Associate Director of Recruitment and Admissions
Assistant Director of Recruitment and Admissions
Recruitment and Admissions Counselor
Recruitment and Admissions Representative I
Recruitment and Admissions Coordinator

Registrar

Registrar
Associate Registrar
Associate Registrar – Curriculum Management
Associate Registrar for Scheduling and CAPP
Associate Registrar – Scheduling Officer
Associate Registrar – Graduate Studies
Assistant Director, Registrar
Assistant Registrar - Degree Auditor
Coordinator of Transfer Services
Registrar Services Assistant

Student Affairs

Vice President for Student Affairs
Associate Dean of Student Affairs
Associate Dean of Student Life
Assistant Dean of Student Affairs
Case Manager

Residence Life

Director of Residence Life
Associate Director of Residence Life
Associate Director of Residence Life – Administration
Assistant to Director/Area Coordinator
Assistant to Director/Residence Hall Director

Student Activities/Leadership Development

Director of Student Activities/Leadership Development
Associate Director, Student Activities/Leadership Development
Assistant Director, Student Activities/Leadership Development
Coordinator of Campus Recreation and Fitness
Recreation Specialist
Program Assistant

Student Center

Director of the Student Center
Associate Director of the Student Center
Assistant Director of the Student Center
Program Associate
Technical Support Assistant

Student Rights & Responsibilities (Office of)

Director of Student Rights & Responsibilities
Assistant Director of Student Rights & Responsibilities

Student Wellness Services: Health

Director of Student Health Services
Associate Director, Student Wellness Services
University Health Psychiatric Nurse Practitioner
Coordinator of Wellness Education
Advanced Practice Registered Nurse (APRN)
College Health Nurse
Wellness Program Administrator – Suicide Prevention

Student Wellness Services: Counseling and Student Development

Director of Counseling and Student Development
Associate Director of Counseling and Wellness
Assistant Director of Student Wellness Services for Counseling
Counselor
Associate Counselor
Assistant Counselor
Wellness Program Administrator

TRIO Student Support Services (Note: TRIO falls under Academic Affairs)

Director of College Success Program
Associate Director Educational Opportunity Program
Assistant Director TRIO Student Support Service Teacher Prep
Assistant Director TRIO Educational Talent Search

Undergraduate Advising

Director of Undergraduate Advising
Associate Director of the Career Success Center and Explore Central Advising Office
Assistant Director of Undergraduate Advising

Veterans Affairs (Office of)

Veterans Affairs Coordinator
Veteran Retention Assistant

Unclassified Positions without Lines of Progression

Access and Security Coordinator (Facilities)
 Academic Advising Specialist
 Accreditation/Support Technician
 Administrative Assistant to President
 Administrative Coordinator
 Administrative Support Coordinator
 Advising and Student Support Specialist
 Assistant Director/Coordinator, CASD Grant Program
 Associate Director, Graduate Office
 Business Development Coordinator
 Campus Architect
 Capital Budget Administrator
 Coordinator, Community Engagement
 Coordinator for the LGBTQ Center
 Coordinator, Student Disability Services
 Coordinator of Student Financial Literacy and Advising
 Coordinator of Transfer Services
 CSU Administrative Assistant
 Director, Women's Center
 Director of Academic Articulations and Partnerships
 Director, Academic Center for Student Athletes
 Director of Engineering
 Director of Marketing
 Director, Office of Student Teaching and Field Experiences
 Director of Operational Logistics and Events Management (Admin. Affairs)
 Director of Student Disability Services
 Director of Student Wellness Services and University Physician
 Executive Assistant to the President/Chief Diversity Officer
 Graduate Studies Degree Auditor
 Institutional Review Board (IRB) Administrator
 Ombudsperson
 President
 Project Assistant (School of Education)
 Project Assistant (Academic Affairs, Travelers' EDGE)
 Project Coordinator (Academic Affairs, Travelers' EDGE)Recreation Specialist
 Science Technical Specialist
 Site Specialist (TRIO Grant) (grant funded)
 Special Assistant to the President
 Special Project Administrator, President's Office
 Team Advisor (Academic Center for Student Athletes)
 Theatre Support Specialist University Research Technician
 University Research Technician

Titles at the top of their line of progression without further lines of Progression

Associate Vice President for Marketing and Communications
Associate Vice President of Planning and Institutional Research
Associate Vice President of Enrollment Management
Bursar
Chief Financial Officer
Chief Human Resources Officer
Chief Information Officer
Chief Operations Officer
Chief of Police
Director of Auxiliary Services & Cloud Infrastructure
Director of Center for International Education
Director of Continuing Education
Director of Financial Aid
Director of Institutional Research and Assessment
Director of Library Services
Director of Marketing
Director of Pre-Collegiate and Access Services
Director of Recruitment and Admissions
Director of Residence Life
Director of Student Activities/Leadership Development
Director of Student Center Operation & Services
Director of the Career Success Center and Explore Central Advising Office
Director of the Institute for Municipal and Regional Policy (IMRP)
Director of the Office of Grants and Funded Research
Director of Student Rights & Responsibilities
Director, Environmental Health & Safety
Director, Intercollegiate Athletics
Director, Learning Center
Executive Assistant to the President for Community Business Programs
Executive Director of the Center for Public Policy & Social Research
Manager of Explore Central/Career Services Center
Ombudsperson
Provost and Vice President for Academic Affairs
Registrar
Trio Project Coordinator
Veterans Affairs Coordinator
Vice President for Institutional Advancement
Vice President for Student Affairs
Vice President of Equity and Inclusion

CLASSIFIED POSITIONS

Accounting

Associate Accountant
Assistant Accountant
Accounting Trainee

Clerical

Administrative Assistant
Secretary 2
Secretary 1
Processing Technician
Office Assistant
Clerk Typist
University Helper

Fiscal

Fiscal Administrative Assistant
Financial Clerk

Mail Services

Mail Services Supervisor 1
Mail Handler (2)

Paraprofessional\Technical

Library Technician
Library Technical Assistant
Administrative Faculty Trainee
Recruitment and Admissions Rep 1

Payroll

Payroll Officer 2
Payroll Clerk
Assistant in Payroll/Accounts Payable

Protective Services

Police Lieutenant
Fire Lieutenant
Police Sergeant
Police Detective
Police Officer
Protective Services Trainee

Purchasing

Purchasing Manager
Procurement Specialist
Purchasing Assistant

Secretarial

Administrative Assistant
Secretary 2
Secretary 1
Office Assistant
Clerk Typist

Service/Maintenance

Building Superintendent 3
Building Maintenance Supervisor
Materials Storage Supervisor
Storekeeper
Storekeeper Assistant
Landscape Technician
Skilled Maintainer
Lead Powerplant Operator
Power Plant Operator Energy Center Engineer
Maintainer
Maintenance Supervisor 2 (General, Plumber)
Maintenance Supervisor 1 (Electrical, General, Locksmith, Plumber & Steamfitter)
Supervising Custodian
General Trades Worker
Lead Custodian
Custodian

Skilled Craft

Qualified Craft Worker (Carpenter, Painter, Locksmith, Electrical, HVACR, Plumber & Steamfitter)

Classified Positions without Lines of Progression

Building Maintenance Supervisor
Building Superintendent 1
Drafter 1
Plant Facilities Engineer 2
Planetarium Technician
Telecommunications Dispatcher

Classified positions at the top of their lines of progression without further lines of progression

Associate Accountant
Fiscal Administrative Assistant
Library Technician
Mail Services Supervisor 1
Payroll Officer 2
Materials Storage Supervisor
General Trades Worker
Supervising Custodian
Duplicating Services Supervisor 1
Lead Power Plant Operator Energy Center
Maintenance Supervisor 1 (Electrical, General, Locksmith, Plmn & Stmfr)

OCCUPATIONAL CATEGORY STUDY

2023- 2024

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
Category 1: Executive, Administrative & Managerial				
1	President		\$336,302	\$451,990
1	Provost & Vice President of Academic Affairs	MCE4	\$218,403	\$327,604
1	Vice President for Student Affairs	MCE3	\$185,888	\$278,831
1	Vice President for Institutional Advancement	MCE3	\$185,888	\$278,831
1	Vice President Office of Equity and Inclusion	MCE3	\$185,888	\$278,831
1	Chief Operations Officer	MCE3	\$185,888	\$278,831
1	Chief Information Officer	MCE3	\$185,888	\$278,831
1	Dean, School of Business	MCE2	\$157,974	\$236,961
1	Dean, School of Engineering & Technology	MCE2	\$157,974	\$236,961
1	Dean, School of Education and Professional Studies	MCE2	\$157,974	\$236,961
1	Dean, School of Arts & Sciences	MCE2	\$157,974	\$236,961
1	Associate VP Enrollment Management	MCE1	\$134,661	\$201,992
1	Chief Human Resources Officer	MCE1	\$134,661	\$201,992
1	Chief Budget & Compliance Officer	MCE1	\$134,661	\$201,992
1	Associate VP Communications and Marketing	MCE1	\$134,661	\$201,992
1	Associate VP for Marketing and Promotions	MCE1	\$134,661	\$201,992
1	University Counsel & Special Assistant to President	MCE1	\$134,661	\$201,992
1	Director, Intercollegiate Athletics	S2009	\$130,002	\$194,851
1	Physician/Director of University Health Services	S2008	\$130,002	\$192,479
1	Deputy Chief Information Officer	MCM3	\$114,110	\$171,164
1	Director of Employee & Labor Relations	MCM3	\$114,110	\$171,164
1	University Ombudsperson	MCM3	\$114,110	\$171,164
1	Chief of Police	MCM3	\$114,110	\$171,164
1	Sr. Equity & Inclusion Officer / Title IX Coordinator	MCM3	\$114,110	\$171,164
1	Associate Dean for Student Academic Success	S2007	\$113,046	\$169,436
1	Associate Dean Planning & Resources	S2007	\$113,046	\$169,436
1	Associate Dean, School of Business	S2007	\$113,046	\$169,436
1	Associate Dean, School of Education & Professional Studies	S2007	\$113,046	\$169,436
1	Associate Dean, School of Engineering & Technology	S2007	\$113,046	\$169,436
1	Associate Dean, Student Affairs	S2007	\$113,046	\$169,436
1	Controller	S2007	\$113,046	\$169,436
1	Director, Recruitment & Admissions	S2007	\$113,046	\$169,436
1	Director, Center for International Education	S2007	\$113,046	\$169,436
1	Director Counseling & Student Development	S2007	\$113,046	\$169,436
1	Director of Facilities Management	S2007	\$113,046	\$169,436
1	Director, Institutional Advancement	S2007	\$113,046	\$169,436
1	Director, Library Services	S2007	\$113,046	\$169,436
1	Director Student Financial Services	S2007	\$113,046	\$169,436

OCCUPATIONAL CATEGORY STUDY

2023- 2024

1	Registrar	S2007	\$113,046	\$169,436
1	Special Project Administrator	MCM2	\$97,546	\$146,318
1	Human Resource Administrator	MCM2	\$97,546	\$146,318
Category 2: Faculty				
2	Professor (12 Month)	A2004	\$124,399	\$165,866
2	Associate Professor (12 Month)	A2003	\$104,637	\$139,516
2	Professor (10 Month)	A1004	\$103,666	\$138,222
2	Associate Professor (10 Month)	A1003	\$87,198	\$116,264
2	Assistant Professor (12 Month)	A2002	\$84,874	\$113,167
2	Assistant Professor (10 Month)	A1002	\$70,729	\$94,306
2	Instructor (10 Month)	A1001	\$62,495	\$83,327
Category 2: Coaching/Athletic				
2	Coach IV/ Athletic Trainer IV (12 Month)	A2004	\$124,399	\$165,866
2	Coach III/ Athletic Trainer III (12 Month)	A2003	\$104,637	\$139,516
2	Coach IV/ Athletic Trainer IV (10 Month)	A1004	\$103,666	\$138,222
2	Coach III/ Athletic Trainer III (10 Month)	A1003	\$87,198	\$116,264
2	Coach II/ Athletic Trainer II (12 Month)	A2002	\$84,874	\$113,167
2	Coach I/ Athletic Trainer I (12 Month)	A2001	\$74,994	\$99,992
2	Coach A (12 month)	A2005	\$59,995	\$79,994
2	Coach I/ Athletic Trainer I (10 Month)	A1001	\$59,484	\$83,327
2	Coach A (10 month)	A1005	\$47,587	\$66,662

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
Category 3: Professional/Non-faculty				
3	Counselor	A2004	\$124,399	\$165,866
3	Associate Counselor (12 month)	A2003	\$104,637	\$139,516
3	Assistant Counselor	A2003	\$104,637	\$139,516
3	Librarian	A1004	\$103,666	\$138,222
3	Associate Dean of Student Life	S2006	\$101,452	\$154,599
3	Director, Accounting Administrative	S2006	\$101,452	\$154,599
3	Director, Auxiliary Services & Cloud Infrastructure	S2006	\$101,452	\$154,599
3	Director, Business Services	S2006	\$101,452	\$154,599
3	Director of Career Development	S2006	\$101,452	\$154,599
3	Director, Client Support Services	S2006	\$101,452	\$154,599
3	Director Event Management	S2006	\$101,452	\$154,599
3	Director, Student and Financial Aid Services	S2006	\$101,452	\$154,599
3	Director, Institutional Advancement	S2006	\$101,452	\$154,599
3	Director, IT Strategic Initiatives and Special Projects	S2006	\$101,452	\$154,599
3	Director, Learning Center	S2006	\$101,452	\$154,599
3	Director of Leadership Giving	S2006	\$101,452	\$154,599

OCCUPATIONAL CATEGORY STUDY

2023- 2024

3	Director, Operational Logistics and Events Management	S2006	\$101,452	\$154,599
3	Director, Residence Life	S2006	\$101,452	\$154,599
3	Director, Student Activities/Leadership Development	S2006	\$101,452	\$154,599
3	Director of Student Disabilities	S2006	\$101,452	\$154,599
3	Director of Student Conduct	S2006	\$101,452	\$154,599
3	Director of Undergraduate Advising	S2006	\$101,452	\$154,599
3	Associate Director of Facilities Support Services	S2006	\$101,452	\$154,599
3	Registrar & Director of Academic Affairs Operation	S2006	\$101,452	\$154,599
3	Associate Director, Accounting	S2005	\$89,857	\$139,763
3	Associate Director, Athletics Administration	S2005	\$89,857	\$139,763
3	Associate Director, Athletics for External Affairs	S2005	\$89,857	\$139,763
3	Associate Director Institute Research Assessment	S2005	\$89,857	\$139,763
3	Associate Director of IT Strategic Initiatives and Projects	S2005	\$89,857	\$139,763
3	Associate Director of Leadership Giving	S2005	\$89,857	\$139,763
3	Campus Architect	S2005	\$89,857	\$139,763
3	Coordinator, Capital Projects & Facilities Planning	S2005	\$89,857	\$139,763
3	CSCU Travelers EDGE Program Manager - GF	S2005	\$89,857	\$139,763
3	Desktop Engineer Manager	S2005	\$89,857	\$139,763
3	Director, Academic Center for Student Athletes	S2005	\$89,857	\$139,763
3	Director of Administrative Technology Services	S2005	\$89,857	\$139,763
3	Director, Advancement Services	S2005	\$89,857	\$139,763
3	Director of Alumni Relations	S2005	\$89,857	\$139,763
3	Director of College Success Programs & Community Engagement	S2005	\$89,857	\$139,763
3	Director, Continuing Education	S2005	\$89,857	\$139,763
3	Director of Corporation and Foundation Relations	S2005	\$89,857	\$139,763
3	Director, Environmental Health & Safety	S2005	\$89,857	\$139,763
3	Director of New Student Programs	S2005	\$89,857	\$139,763
3	Director of Student Disabilities Services	S2005	\$89,857	\$139,763
3	Director of Teaching & Innovation	S2005	\$89,857	\$139,763
3	Enterprise Cloud Infrastructure Manager	S2005	\$89,857	\$139,763
3	Manager, Support Services	S2005	\$89,857	\$139,763
3	Management Contract Compliance/Procurement Services	S2005	\$89,857	\$139,763
3	Network Security Manager	S2005	\$89,857	\$139,763
3	Project Manager, IT	S2005	\$89,857	\$139,763
3	Senior System Manager	S2005	\$89,857	\$139,763
3	Assistant Counselor	A2002	\$84,874	\$113,167
3	Accounts Payable Coordinator	S2004	\$78,262	\$124,925
3	Administrator of the Early Childhood Drop-in Ctr & Exp/Field Learning	S2004	\$78,262	\$124,925
3	Advanced Practice Registered Nurse (APRN)	S2004	\$78,262	\$124,925
3	Assessment Coordinator - IRA	S2004	\$78,262	\$124,925
3	Assistant Dean, School of Education	S2004	\$78,262	\$124,925

OCCUPATIONAL CATEGORY STUDY

2023- 2024

3	Assistant Dean Community Partnership and Access	S2004	\$78,262	\$124,925
3	Assistant Dean, School of Business	S2004	\$78,262	\$124,925
3	Assistant Dean, Student Affairs	S2005	\$78,262	\$124,925
3	Accounting and Budget Tax Specialist	S2004	\$78,262	\$124,925
3	Assistant Director, Athletics for Admin and Student Svcs	S2004	\$78,262	\$124,925
3	Assistant Director, Athletics for Comm & Media Svcs	S2004	\$78,262	\$124,925
3	Assistant Athletic Director of Sports Performance	S2004	\$78,262	\$124,925
3	Assistant Manager for Internet Services	S2004	\$78,262	\$124,925
3	Associate Bursar	S2004	\$78,262	\$124,925
3	Associate Director Bachelor of General Studies Program	S2004	\$78,262	\$124,925
3	Associate Director, CIE & Coordinator of IELP	S2004	\$78,262	\$124,925
3	Associate Director, Financial Aid	S2004	\$78,262	\$124,925
3	Associate Director, Graduate Recruitment and Admissions	S2004	\$78,262	\$124,925
3	Associate Director, Pre-Collegiate and Access Services	S2004	\$78,262	\$124,925
3	Associate Director, Recruitment & Admissions	S2004	\$78,262	\$124,925
3	Associate Director, Residence Life	S2004	\$78,262	\$124,925
3	Associate Director of Student Financial Literacy	S2004	\$78,262	\$124,925
3	Associate Director, Student Activities/Leadership Dev.	S2004	\$78,262	\$124,925
3	Associate Director, Student Center	S2004	\$78,262	\$124,925
3	Associate Director Student Wellness Services (Medical)	S2004	\$78,262	\$124,925
3	Associate Director of Undergraduate Advising	S2004	\$78,262	\$124,925
3	Associate Registrar	S2004	\$78,262	\$124,925
3	Associate Registrar for Curriculum Management	S2004	\$78,262	\$124,925
3	Capital Budget Administrator	S2004	\$78,262	\$124,925
3	Contract Compliance Specialist	S2004	\$78,262	\$124,925
3	Coordinator, Clinical Placement and Laboratory Learning	S2004	\$78,262	\$124,925
3	Coordinator of Design & Publications	S2004	\$78,262	\$124,925
3	Coordinator of First Year Experience	S2004	\$78,262	\$124,925
3	Coordinator Transfer Services	S2004	\$78,262	\$124,925
3	Coordinator, University Construction Facilities Management	S2004	\$78,262	\$124,925
3	Coordinator, Wellness Education	S2004	\$78,262	\$124,925
3	Customer Support Center Coordinator	S2004	\$78,262	\$124,925
3	Director of Campus Recreation	S2004	\$78,262	\$124,925
3	Information Technology Specialist Audio Visual Media	S2004	\$78,262	\$124,925
3	Institutional Advancement Data Specialist	S2004	\$78,262	\$124,925
3	Institutional Research Specialist	S2004	\$78,262	\$124,925
3	Institutional Review Board (IRB) Administrator	S2004	\$78,262	\$124,925
3	Instructional Technology Systems Administrator	S2004	\$78,262	\$124,925
3	International Education Coordinator	S2004	\$78,262	\$124,925
3	Media Technology Manager	S2004	\$78,262	\$124,925
3	Networking and Telecom Manager	S2004	\$78,262	\$124,925
3	News Writer/Editor (Alumni Relations)	S2004	\$78,262	\$124,925

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3	Operations Coordinator	S2004	\$78,262	\$124,925
3	Post-Awards Administration Manager	S2004	\$78,262	\$124,925
3	Programmer Specialist	S2004	\$78,262	\$124,925
3	Server Administrator	S2004	\$78,262	\$124,925
3	Social Media and Digital Marketing Coordinator	S2004	\$78,262	\$124,925
3	Student Success Constituent Relationship Mgmt. (CRM) Coord	S2004	\$78,262	\$124,925
3	System Administrator	S2004	\$78,262	\$124,925
3	Technical Support Specialist	S2004	\$78,262	\$124,925
3	University Grants & Funded Research Administrator Pre-Awards	S2004	\$78,262	\$124,925
3	Veterans Affairs Coordinator	S2004	\$78,262	\$124,925
3	Director of Women's Center	S1005	\$74,880	\$116,469
3	Executive Assistant to President	MCP3	\$70,756	\$106,134
3	Associate in Equity & Inclusion	MCP3	\$70,756	\$106,134
3	Associate in Human Resources	MCP3	\$70,756	\$106,134
3	University Paralegal Specialist	MCP3	\$70,756	\$106,134
3	Assistant Librarian	A1002	\$70,729	\$94,306
3	Academic Laboratory Specialist	S2003	\$66,669	\$110,089
3	Access and Security Coordinator	S2003	\$66,669	\$110,089
3	Accounting and Budget Assistant	S2003	\$66,669	\$110,089
3	Accounting and Budget Specialist (Athletics)	S2003	\$66,669	\$110,089
3	Administrative Support Specialist	S2003	\$66,669	\$110,089
3	Advising and Career Exploration Specialist	S2003	\$66,669	\$110,089
3	Assistant Bursar	S2003	\$66,669	\$110,089
3	Assistant Dean, School of Education	S2003	\$66,669	\$110,089
3	Assistant Director, Admissions	S2003	\$66,669	\$110,089
3	Assistant Director of Career Development	S2003	\$66,669	\$110,089
3	Assistant Director, Center for Center Community Engagement and Social Research	S2003	\$66,669	\$110,089
3	Assistant Director, Facilities Management	S2003	\$66,669	\$110,089
3	Assistant Director, Financial Aid	S2003	\$66,669	\$110,089
3	Assistant Director New Student Programs	S2003	\$66,669	\$110,089
3	Assistant Director of Student Activities/Leadership Dev for Fiscal Admi	S2003	\$66,669	\$110,089
3	Assistant Director of Student Rights & Responsibilities	S2003	\$66,669	\$110,089
3	Assistant Director, Recruitment & Admissions	S2003	\$66,669	\$110,089
3	Assistant Director, Student Center	S2003	\$66,669	\$110,089
3	Assistant Director Student Center Services	S2003	\$66,669	\$110,089
3	Assistant Director - TRIO Grant	S2003	\$66,669	\$110,089
3	Assistant Director of Undergraduate Advising	S2003	\$66,669	\$110,089
3	Assistant Property Control Manager	S2003	\$66,669	\$110,089
3	Assistant Registrar	S2003	\$66,669	\$110,089
3	Assistant to the Bursar	S2003	\$66,669	\$110,089

OCCUPATIONAL CATEGORY STUDY

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3	Astronomy Support Specialist	S2003	\$66,669	\$110,089
3	Athletics Campus Event Coordinator	S2003	\$66,669	\$110,089
3	Campus One Card System Specialist	S2003	\$66,669	\$110,089
3	College Health Nurse	S2003	\$66,669	\$110,089
3	Coordinator of Design & Publications	S2003	\$66,669	\$110,089
3	Customer Support Center Lead	S2003	\$66,669	\$110,089
3	Desktop Support Technician	S2003	\$66,669	\$110,089
3	Digital Media Production Coordinator	S2003	\$66,669	\$110,089
3	Environmental Health & Safety Coordinator	S2003	\$66,669	\$110,089
3	Facilities Coordinator Downtown & Main Campus	S2003	\$66,669	\$110,089
3	Financial Aid Counselor	S2003	\$66,669	\$110,089
3	Instructional Coordinator	S2003	\$66,669	\$110,089
3	Instructional Media Coordinator	S2003	\$66,669	\$110,089
3	Network Administrator III	S2003	\$66,669	\$110,089
3	Programmer Analyst	S2003	\$66,669	\$110,089
3	Program Specialist in CIE	S2003	\$66,669	\$110,089
3	Property Control Specialist	S2003	\$66,669	\$110,089
3	Recreation Specialist	S2003	\$66,669	\$110,089
3	Sexual Assault and Violence Prevention Specialist	S2003	\$66,669	\$110,089
3	Site Specialist (TRIO Grant)	S2003	\$66,669	\$110,089
3	Student Center Fiscal Assistant	S2003	\$66,669	\$110,089
3	Teacher Prep Associate Director TRIO - Grant	S2003	\$66,669	\$110,089
3	Team Advisor (Academic Center for Student Athletes)	S2003	\$66,669	\$110,089
3	Technical Support Lead	S2003	\$66,669	\$110,089
3	Theatre Support Specialist	S2003	\$66,669	\$110,089
3	Web Content Specialist	S2003	\$66,669	\$110,089
3	Video Engineering Specialist	EC022	\$63,750	\$83,487
3	Assistant in Human Resources	MCP2	\$60,123	\$90,183
3	CSU Administrative Assistant	MCP2	\$60,123	\$90,183
3	Administrative Coordinator	S2002	\$55,074	\$95,252
3	Assistant to Director/Area Coordinator	S2002	\$55,074	\$95,252
3	Assistant to Director/Resident Hall Director	S2002	\$55,074	\$95,252
3	Assistant in Business Services	S2002	\$55,074	\$95,252
3	Degree Auditor	S2002	\$55,074	\$95,252
3	Equipment Manager	S2002	\$55,074	\$95,252
3	Environmental Health & Safety Assistant	S2022	\$55,074	\$95,252
3	Financial Aid Counselor	S2002	\$55,074	\$95,252
3	Procurement Specialist	S2002	\$55,074	\$95,252
3	Administrative Faculty Program Administrator	S2002	\$55,074	\$95,252
3	Program Assistant, School of Education	S2002	\$55,074	\$95,252
3	Recruitment and Admissions Counselor	S2002	\$55,074	\$95,252
3	Registrar Services Assistant	S2002	\$55,074	\$95,252

OCCUPATIONAL CATEGORY STUDY

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3	Sports Information Assistant	S2002	\$55,074	\$95,252
3	Technical Support Assistant	S2002	\$55,074	\$95,252
3	Veteran Retention Assistant	S2002	\$55,074	\$95,252
3	Assistant in Human Resources	S2002	\$55,074	\$95,252
3	Administrative Operations Assistant	MCP1	\$51,227	\$76,839

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
Category 4: Clerical/Secretarial				
4	Administrative Assistant	CL019	\$62,221	\$80,517
4	Processing Technician	CL016	\$53,900	\$70,484
4	Secretary 2	CL016	\$53,900	\$70,484
4	Telecommunications Dispatcher	CL016	\$53,900	\$70,484
4	Head Clerk	CL015	\$51,454	\$67,475
4	Secretary 1	CL014	\$49,243	\$64,613
4	Office Assistant	CL013	\$47,185	\$61,908
4	University Helper	CL004	\$35,714	\$43,044
EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
Category 5: Technical/Paraprofessional				
5	Library Technician	AR020	\$67,649	\$85,703
5	Video Engineering Specialist	EE22	\$64,908	\$93,733
5	Library Technical Assistant	AR016	\$55,647	\$71,582
5	Drafter 1	ES16	\$49,526	\$67,948
5	Administrative Faculty Trainee	S2001	\$43,479	\$80,016
5	Recruitment and Admissions Representative 1	S2001	\$43,479	\$80,016
EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
Category 6: Skilled Crafts				
6	QCW (HVACR) (40 hours)	FM020	\$68,125	\$87,237
6	QCW (Plummer & Steamfitter) (40 hours)	FM019	\$64,894	\$83,433
6	QCW (Electrical)	TC019	\$62,359	\$80,175
6	QCW (Locksmith)	TC019	\$62,359	\$80,175
6	QCW (Plummer & Steamfitter)	TC019	\$62,359	\$80,175
6	QCW (Carpentry)	TC018	\$59,511	\$76,733

OCCUPATIONAL CATEGORY STUDY

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EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
Category 7: Service/Maintenance (excluding Protective Services)				
7	Building Maintenance Supervisor (40 hours)	FM025	\$84,184	\$109,721
7	MaintSupv2 (Plmn&Stmfr) (40 hours)	FM024	\$80,340	\$104,902
7	Building Superintendent 3 (40 hours)	FM023	\$76,718	\$100,259
7	MaintSupv1 (Electrical) (40 hours)	FM022	\$73,325	\$95,893
7	Lead Power Plant Operator Energy Ctr (40 hours)	FM022	\$73,325	\$95,893
7	MaintSupv1 (Electrical) (40 hours)	FM022	\$73,325	\$95,893
7	MaintSupv2 (General)	TC022	\$68,741	\$89,899
7	Power Plant Operator Energy Ctr (40 hours)	FM020	\$68,125	\$87,237
7	MaintSupv1 (Locksmith) (40 hours)	FM020	\$68,125	\$87,237
7	Mail Services Supervisor 1 (40 hours)	FM016	\$56,316	\$73,127
7	Material Storage Supervisor 1	TC016	\$52,794	\$68,555
7	General Trades Worker	TC015	\$50,403	\$65,657
7	Landscape Technician	TC014	\$48,172	\$62,909
7	Skilled Maintainer	TC014	\$48,172	\$62,909
7	Supervising Custodian	TC014	\$48,172	\$62,909
7	Storekeeper	TC012	\$43,743	\$55,664
7	Lead Custodian	TC011	\$42,508	\$53,830
7	Mail Handler	TC011	\$42,508	\$53,830
7	Custodian	TC009	\$40,207	\$50,243
Category 7: Service/Maintenance - Protective Services				
7	Police Lieutenant	PS019	\$91,822	\$118,940
7	Fire Lieutenant	PS015	\$75,961	\$98,989
7	Police Sergeant	PS014	\$72,534	\$94,607
7	Detective	PS013	\$70,271	\$89,857
7	Police Officer	PS011	\$63,817	\$82,100
7	Protective Services Trainee	PS005	\$48,115	\$62,916

OCCUPATIONAL CATEGORY STUDY
2021- 2022

OCCUPATIONAL CATEGORY STUDY

2021- 2022

OCCUPATIONAL CATEGORY STUDY

2021- 2022