

## 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 of 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:

Accreditation/Support Technician	Rank II
Assistant in Fiscal Affairs	Rank II
Director of IT Strategic Initiatives and Special Projects	Rank VI
Assistant Director of Graduate Recruitment and Admissions	Rank III
Director, CCSU/Ana Grace Project	Rank V
Director, Institutional Advancement	Rank VI

The following titles were changed without a change in rank:

From:	To:
Business and Facility Manager	Business Manager

The following titles and/or ranks were changed:

From:	To:
Major Gifts Associate (Admin 3)	Associate Director of Leadership Giving (Admin 4)
Research Specialist (Admin 3)	Project Manager (Admin 4)

In the Occupational Category Study, the following positions had rank changes due to the BOR Human Resource evaluation of managerial/executive level positions.

- Administrative Operations Assistant changed from MC031 to MCP1
- Human Resource Assistant 1 changed from MC032 to MCP2
- CSU Administrative Assistant and Human Resource Assistant changed from MC033 to MCP2
- Associate in Human Resources and Diversity changed from MC034 to MCP3
- Assistant Director of Human Resources changed to SU Human Resource Specialist and changed from MC036 to MCM1
- Human Resource Manager changed from MC039 to MCM2
- Director of Institutional Advancement changed from MC041 to MCM3
- Special Assistant to the President, Associate to the VP for Institutional Advancement, and Chief of Police changed from MC042 to MCM3
- Executive Director, CPP&SR changed from MC042 to MCM3
- Associate VP for Marketing and Communication, Associate to the Chief Administrative Officer,) changed from MC043 to MCE1
- Executive Assistant to the President (ITBD); Associate Vice President and Dean of Graduate School;
- Associate Vice President for Academic Affairs; Chief Diversity Officer/Executive Assistant to the President; Chief Human Resources Officer changed from MC044 to MCE1
- Dean (School of Arts and Sciences, Business, Engineering and Technology, and Education and Professional Studies) changed from MC045 to MCE2.
- Chief Information Officer changed from MC044 to MCE3
- Chief Financial Officer and Chief Administrative Officer changed from MC045 to MCE3
- Vice President for Institutional Advancement changed from MC046 to MCE3
- Vice President for Student Affairs changed from MC047 to MCE3
- Provost & Vice President of Academic Affairs changed from MC049 to MCE3

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

## 2016 – 2017 JOB TITLE STUDY

### UNCLASSIFIED POSITIONS

#### Office of Academic Affairs

Provost and Vice President for Academic Affairs  
Associate Vice President for Academic Affairs

#### Academic Schools

##### *Arts and Sciences*

Dean, School of Arts & Sciences  
Associate Dean, School of Arts & Sciences  
Assistant Dean, School of Arts & Sciences  
Academic Advising Specialist

##### *School of Business*

Dean, School of Business  
Associate Dean, School of Business  
Assistant Dean, School of Business  
Advising and Student Support Specialist

##### *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  
Coordinator of School/Community Partnerships  
Advising and Student Support Specialist  
Project Assistant

##### *School of Engineering & Technology*

Dean, School of Engineering & Technology  
Associate Dean, School of Engineering & Technology  
Computer Facilities Manager – School of Technology  
Server Administrator  
Advising and Student Support Specialist

##### *Graduate Studies*

Associate Vice President Academic Affairs & Dean of Graduate Studies  
Assistant Dean, Graduate Studies  
Associate Director, Graduate Studies  
Graduate Studies Degree Auditor  
Assistant Director of Graduate Recruitment and Admissions

##### *Faculty*

Professor  
Associate Professor

Assistant Professor  
Instructor  
Bursar  
Bursar  
Associate Bursar  
Assistant Bursar  
Assistant Bursar - Perkins Loan  
Assistant Director, Bursar  
Assistant to the Bursar

#### Business Services

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

#### Campus One Card

Director of Auxiliary Services for IT  
Campus One Card System Specialist

#### Center for Advising & Career Exploration (CACE)

Director of the Center for Advising & Career Exploration  
Associate Director of the Center for Advising & Career Exploration  
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 Public Policy and Social Research (CPPSR)

Executive Director of the Center for Public Policy & Social Research  
Associate Director, Center for Public Policy and Social Research  
Assistant Director, Center for Social Research  
Assistant Director, Local, Regional & State Affairs  
Policy & Research Specialist

#### Confucius Institute

Director, U.S.-China Center  
Associate Director, Confucius Institute  
Program Administrator (China Center)

#### Continuing Education (Office of)

Director of Continuing Education  
Associate Director Continuing Education

## Environmental Health and Safety

Director, Environmental Health & Safety  
Environmental Health and Safety Assistant

## Facilities Management

Assistant Chief Administrative Officer/Director of Facilities Management  
Director of Engineering Services  
Facilities Operations Manager  
Operations Coordinator  
Coordinator of Capital Projects and Facilities Planning  
Coordinator, University Construction Facilities Management  
Assistant Director, Facility Support Services  
Assistant Director, Facilities Management  
Accounting & Budget Assistant  
Property Inventory Control Coordinator  
Property Control Assistant  
Materials Storage Supervisor 1  
University Engineer

## 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  
Budget Director  
Director of Accounting  
Associate Director of Accounting  
Assistant Director of Accounting  
Post-Award Grants Administration Manager  
Accounting & Budget Assistant  
Assistant in Fiscal Affairs  
Budget Assistant

## Grants and Funded Research Office

Director of Grants and Funded Research  
Assistant Director of Grants and Funded Research

## Human Resources

Chief Human Resources Officer  
University Human Resources Administrator  
Assistant Director of Human Resources  
Associate in Human Resources  
Assistant in Human Resources  
Assistant in Human Resources I

Administrative Operations Assistant

## IMRP

Director of the Institute for Municipal and Regional Policy (IMRP)

Associate Director, Center for Social Research

Program Administrator

Project Manager

IMRP Program Assistant

## Information Technology

Chief Information Officer

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

Enterprise Resource Planning Manager

Project Manager

System Manager

Manager Support Services

Manager of University Internet Services

Desktop Engineer

Data Network Manager

Desktop Engineer Manager

Assistant Manager of Internet Services

Customer Support Center Supervisor

Database Administrator

Data Network Specialist

Instructional Design & Technology Resource Center Supervisor

Network Security Specialist

Networking/Telecommunication Specialist

Operations and Database Support Specialist

Media Technology Manager

Operations Coordinator

Programmer Specialist

Server Administrator

Technical Support Specialist

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

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Media Technician  
Property Control Assistant  
Support Assistant (Server or Systems)  
Server Support Specialist  
Computer Support Assistant  
Video Engineering Specialist

#### Institute of Technology & Business Development (ITBD)

Executive Assistant to the President for Community Business Programs  
Business Development Manager  
Business Manager  
Business Development Specialist  
Conference Center Manager  
Business Development Assistant/Youth Programs  
Business Development Coordinator  
Professional Development Specialist  
Project Coordinator  
Disadvantaged Business Enterprise (DBE) Administrator

#### Institutional Advancement

Vice President for Institutional Advancement  
Associate to the Vice President for Institutional Advancement  
Director of Institutional Advancement  
Director, Advancement Services  
Director, Institutional Advancement  
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  
Major Gifts Associate  
Advancement Services Specialist

#### Institutional Research

Director of Institutional Research and Assessment  
Institutional Research Specialist  
Planner/Analyst

#### Intercollegiate Athletics

##### Administrative

Director, Intercollegiate Athletics  
Senior Associate Athletics Director  
Associate Director, Athletics for Compliance  
Associate Director of Athletics/External Services  
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  
Athletics Communications Trainee

### Coaching

Coach IV  
Coach III  
Coach II  
Coach I  
Coach A

### Learning Center

Director, Learning Center  
Learning Center Academic Support Specialist

### Library Services

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

### Marketing and Communications

Associate Vice President for Marketing and Communications  
Media Relations Officer  
Manager of University Internet Services  
Associate Director Marketing and Communications  
Assistant Director Marketing and Communications  
Coordinator of Design & Publications

### Pre-Collegiate & Access Services

Director of Pre-Collegiate and Access Services  
Associate Director of Pre-Collegiate and Access Services  
ConnCAP Site Coordinator

### Recruitment and Admissions

Director of Recruitment and Admissions  
Associate Director of Recruitment and Admissions  
Assistant Director of Recruitment and Admissions

### Registrar

Registrar  
Associate Registrar  
Associate Registrar for Scheduling and CAPP  
Associate Registrar – Scheduling Officer  
Assistant Director, Registrar  
Assistant Registrar  
Degree Auditor



## 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  
Assistant Director/Coordinator for Central Access & Student Development  
Program Assistant

## Student Affairs

Vice President for Student Affairs  
Associate Dean of Student Affairs

## Student Center

Director of Student Center Operation & Services  
Associate Director of the Student Center  
Assistant Director of the Student Center  
Technical Support Assistant

## Student Conduct (Office of)

Director Student Conduct  
Assistant Director, Office of Student Conduct

## Student Wellness Services: Health and Medical

### Student Wellness Services: Health

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

### Counseling

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

Trio Project Coordinator  
Trio Project Assistant

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

Associate in Diversity and Equity

Campus Architect

Capital Budget Administrator

Coordinator of Community Engagement

Coordinator, Student Disability Services

Coordinator of Women's Center

Chief Administrative Officer

Special Assistant to the President

Director, CCSU/Ana Grace Project

Director of Academic Articulations and Partnerships

Director, Academic Center for Student Athletes

Director of Engineering

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

President

Project Assistant (School of Education)

Project Assistant (Academic Affairs, Travelers' EDGE)

Project Coordinator (Academic Affairs, Travelers' EDGE)

Recreation Specialist

Science Technical Specialist

Sexual Assault and Violence Prevention Specialist

Team Advisor (Academic Center for Student Athletes)

University Research Technician 1tr

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

Associate Vice President for Marketing and Communications  
Bursar  
Chief Financial Officer  
Chief Human Resources Officer  
Chief Information Officer  
Director of Auxiliary Services for IT  
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 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 Center for Advising & Career Exploration  
Director of the Institute for Municipal and Regional Policy (IMRP)  
Director of the Office of Grants and Funded Research  
Director Student Conduct  
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  
Provost and Vice President for Academic Affairs  
Registrar  
Trio Project Coordinator  
Veterans Affairs Coordinator  
Vice President for Institutional Advancement  
Vice President for Student Affairs

## **CLASSIFIED POSITIONS**

### Accounting

Associate Accountant  
Assistant Accountant  
Accounting Trainee

### Clerical

CSU Administrative Assistant (1)  
Unit Supervisor  
Administrative Assistant  
Secretary 2  
Secretary 1  
Processing Technician

Office Assistant  
Clerk Typist

#### Fiscal

Fiscal Administrative Assistant  
Financial Clerk

#### Mail Services

Mail Services Supervisor 1  
Lead Mail Handler  
Mail Handler (2)

#### Paraprofessional\Technical

Library Technician  
Library Technical Assistant  
Lead University Research Technician  
University Research Technician 2

#### Payroll

Payroll Officer 2  
Payroll Clerk  
Assistant in Payroll/Accounts Payable (1)

#### Protective Services

Chief of Police (1)  
Police Lieutenant  
Fire Lieutenant  
Police Sergeant  
Police Detective  
Police Officer  
Protective Services Trainee

#### Purchasing

Purchasing Manager (1)  
Procurement Specialist (1)  
Purchasing Assistant

#### Secretarial

CSU Administrative Assistant (1)  
Administrative Assistant  
Secretary 2  
Secretary 1  
Office Assistant  
Clerk Typist

#### Service/Maintenance

Materials Storage Supervisor (2)  
Storekeeper (2)  
Storekeeper Assistant (2)

General Trades Worker (2)  
Skilled Maintainer (2)  
Maintainer (2)  
Supervising Custodian (2)  
Lead Custodian (2)  
Custodian (2)  
Duplicating Services Supervisor1  
Duplicating Technician 2

#### Skilled Craft

Lead Power Plant Operator Energy Center  
Power Plant Operator Energy Center Engineer (2)  
Maintenance Supervisor 1 (Electrical, General, Locksmith, Plmn & Stmfr)  
Qualified Craft Worker (Carpenter, Painter, Locksmith, Plumbing, Electrical, Mason, Mechanics, HVAC, Plmn & Stmfr) (2)

### **Classified Positions without Lines of Progression**

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

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

Associate Accountant  
Chief of Police  
CSU Administrative Assistant (1)  
Fiscal Administrative Assistant  
Library Technician  
Mail Services Supervisor 1  
Payroll Officer 2  
Purchasing Manager (1)  
Materials Storage Supervisor (2)  
General Trades Worker (2)  
Supervising Custodian (2)  
Duplicating Services Supervisor1  
Lead Power Plant Operator Energy Center  
Maintenance Supervisor 1 (Electrical, General, Locksmith, Plmn & Stmfr)

Unclassified  
Non-competitive

**OCCUPATIONAL CATEGORY STUDY  
2016- 2017**

<b>EEO Category</b>	<b>Job Title</b>	<b>Pay Plan</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
<b>Category 1: Executive, Administrative &amp; Managerial</b>				
1	President		\$299,460	
1	Provost & Vice President of Academic Affairs	MCE4	\$164,300	\$262,900
1	Vice President for Student Affairs	MCE3	\$139,800	\$223,700
1	Vice President for Institutional Advancement	MCE3	\$139,800	\$223,700
1	Chief Administrative Officer	MCE3	\$139,800	\$223,700
1	Chief Financial Officer	MCE3	\$139,800	\$223,700
1	Chief Information Officer	MCE3	\$139,800	\$223,700
1	Dean, School of Business	MCE2	\$119,000	\$190,004
1	Dean, School of Engineering & Technology	MCE2	\$119,000	\$190,004
1	Dean, School of Education and Professional Studies	MCE2	\$119,000	\$190,004
1	Dean, School of Arts & Sciences	MCE2	\$119,000	\$190,004
1	Associate Vice President and Dean of Graduate School	MCE1	\$131,789	\$186,052
1	Associate Vice President for Academic Affairs	MCE1	\$131,789	\$186,052
1	Chief Diversity Officer/Executive Assistant to the President	MCE1	\$101,300	\$162,001
1	Chief Human Resources Officer	MCE1	\$101,300	\$162,001
1	Executive Assistant to the President, ITBD	MCE1	\$101,300	\$162,001
1	Associate to the Chief Administrative Officer	MCE1	\$125,198	\$176,750
1	Associate Vice President for Marketing & Comm.	MCE1	\$101,300	\$162,001
1	Director, Intercollegiate Athletics	S2008	\$102,353	\$153,409
1	Physician/Director of University Health Services	S2008	\$102,353	\$151,542
1	Assistant Chief Administrative Officer/Director	S2007	\$89,003	\$133,399
1	Associate Dean of Arts & Sciences	S2007	\$89,003	\$133,399
1	Associate Dean, School of Business	S2007	\$89,003	\$133,399
1	Associate Dean, School of Education & Professional Studies	S2007	\$89,003	\$133,399
1	Associate Dean, School of Engineering & Technology	S2007	\$89,003	\$133,399
1	Associate Dean, Student Affairs	S2007	\$89,003	\$133,399
1	Controller	S2007	\$89,003	\$133,399
1	Director, Academic Articulations & Partnerships	S2007	\$89,003	\$133,399
1	Director, Recruitment & Admissions	S2007	\$89,003	\$133,399
1	Director, Center for International Education	S2007	\$89,003	\$133,399
1	Director, Institutional Advancement	S2007	\$89,003	\$133,399
1	Director, Library Services	S2007	\$89,003	\$133,399
1	Director, Institutional Research and Assessment	MCM3	\$86,200	\$137,009
1	Special Assistant to the President	MCM3	\$86,200	\$137,009
1	Associate to the VP for Institutional Advancement	MCM3	\$86,200	\$137,009
1	Chief of Police	MCM3	\$86,200	\$137,009
1	Executive Director, CPP&SR	MCM3	\$86,200	\$137,009
1	SU/BOR Human Resource Administrator	MCM2	\$73,400	\$117,400
* School of Business and Engineering Deans higher pay grade				
<b>Category 2: Faculty</b>				
2	Professor (12 Month)	A2004	\$105,296	\$140,759
2	Professor (10 Month)	A1004	\$87,747	\$117,299
2	Associate Professor (10 month)	A1003	\$73,707	\$98,664
2	Assistant Professor (10 Month)	A1002	\$59,668	\$80,030
2	Instructor (10 Month)	A1001	\$52,648	\$70,713
<b>Category 2: Coaching/Athletic</b>				
2	Coach IV / Athletic Trainer IV (12 Month)	A2004	\$105,296	\$140,759
2	Coach IV / Athletic Trainer IV (10 Month)	A1004	\$87,747	\$117,299
2	Coach III / Athletic Trainer III (12 Month)	A2003	\$88,448	\$118,397
2	Coach III / Athletic Trainer III (10 Month)	A1003	\$73,707	\$98,664
2	Coach II / Athletic Trainer II	A2002	\$71,602	\$96,036
2	Coach I / Athletic Trainer I (12 Month)	A2001	\$63,178	\$84,856
2	Coach I / Athletic Trainer I (10 Month)	A1001	\$52,648	\$70,713
2	Coach A (12 month)	A2005	\$50,543	\$67,885
2	Coach A (10 month)	A1005	\$42,119	\$56,571
<b>Category 3: Professional/Non-faculty</b>				

**OCCUPATIONAL CATEGORY STUDY  
2016- 2017**

<b>EEO Category</b>	<b>Job Title</b>	<b>Pay Plan</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
3	Counselor	A2004	\$105,296	\$140,759
3	Associate Counselor (12 month)	A2003	\$88,448	\$118,397
3	Librarian	A1004	\$87,747	\$117,299
3	Computer Facilities Manager (School of Technology)	S2006	\$79,874	\$121,718
3	Director, Accounting	S2006	\$79,874	\$121,718
3	Director, Administrative Technical Services	S2006	\$79,874	\$121,718
3	Director, Business Services	S2006	\$79,874	\$121,718
3	Director, Ctr. Advising & Career Exploration	S2006	\$79,874	\$121,718
3	Director, Client Support Services	S2006	\$79,874	\$121,718
3	Director, Counseling and Wellness	S2006	\$79,874	\$121,718
3	Director, Financial Aid	S2006	\$79,874	\$121,718
3	Director, Institutional Advancement	S2006	\$79,874	\$121,718
3	Director, IT Strategic Initiatives and Special Projects	S2006	\$79,874	\$121,718
3	Director, Learning Center	S2006	\$79,874	\$121,718
3	Director, Office of Grants & Funded Research	S2006	\$79,874	\$121,718
3	Director, Operational Logistics and Events Management	S2006	\$79,874	\$121,718
3	Director, Residence Life	S2006	\$79,874	\$121,718
3	Director, Student Activities/Leadership Development	S2006	\$79,874	\$121,718
3	Director, Student Center Operation & Services	S2006	\$79,874	\$121,718
3	Director, Student Conduct	S2006	\$79,874	\$121,718
3	Director, Technical Services	S2006	\$79,874	\$121,718
3	Registrar	S2006	\$79,874	\$121,718
3	Senior Associate Athletics Director	S2006	\$79,874	\$121,718
3	SU Human Resources Specialist	MCM1	\$71,900	\$100,000
3	Associate Accountant	AR026	\$76,373	\$98,224
3	Payroll Officer 2	AR025	\$72,786	\$93,813
3	Associate Counselor (10 month)	A1003	\$73,707	\$98,664
3	Associate Librarian	A1003	\$73,707	\$98,664
3	Associate Director, Accounting	S2005	\$70,745	\$110,037
3	Associate Director, Athletics for Compliance	S2005	\$70,745	\$110,037
3	Associate Director, Athletics for External Services	S2005	\$70,745	\$110,037
3	Associate Director, Business Services	S2005	\$70,745	\$110,037
3	Associate Director, Ctr for Advising & Career Exploration	S2005	\$70,745	\$110,037
3	Associate Director, International Education	S2005	\$70,745	\$110,037
3	Associate Director, Library Services	S2005	\$70,745	\$110,037
3	Associate Director, Student Wellness Services	S2005	\$70,745	\$110,037
3	Bursar	S2005	\$70,745	\$110,037
3	Business Development Manager	S2005	\$70,745	\$110,037
3	Campus Architect	S2005	\$70,745	\$110,037
3	Coordinator, Capital Projects & Facilities Planning	S2005	\$70,745	\$110,037
3	Coordinator, Student Disability Services (RC)	S2005	\$70,745	\$110,037
3	Data Network Manager	S2005	\$70,745	\$110,037
3	Desktop Engineer Manager	S2005	\$70,745	\$110,037
3	Director, Academic Center for Student Athletes	S2005	\$70,745	\$110,037
3	Director, Advancement Services	S2005	\$70,745	\$110,037
3	Director, CCSU/Ana Grace Project	S2005	\$70,745	\$110,037
3	Director, Auxillary Services (IT)	S2005	\$70,745	\$110,037
3	Director, Continuing Education	S2005	\$70,745	\$110,037
3	Director, Engineering	S2005	\$70,745	\$110,037
3	Director, Environmental Health & Safety	S2005	\$70,745	\$110,037
3	Director, Institute for Municipal and Regional Policy (IMRP)	S2005	\$70,745	\$110,037
3	Director, Pre-Collegiate and Access Services	S2005	\$70,745	\$110,037
3	Director, U.S. - China Center	S2005	\$70,745	\$110,037
3	Enterprise Resource Planning Manager	S2005	\$70,745	\$110,037
3	Facilities Operations Manager	S2005	\$70,745	\$110,037
3	Manager, Support Services	S2005	\$70,745	\$110,037
3	Manager of University Internet Services	S2005	\$70,745	\$110,037
3	Media Relations Officer	S2005	\$70,745	\$110,037
3	Network Security Manager	S2005	\$70,745	\$110,037
3	Project Manager, IT	S2005	\$70,745	\$110,037

**OCCUPATIONAL CATEGORY STUDY  
2016- 2017**

<b>EEO Category</b>	<b>Job Title</b>	<b>Pay Plan</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
3	Student Tech. Resource Manager	S2005	\$70,745	\$110,037
3	System Manager	S2005	\$70,745	\$110,037
3	Advanced Practice Registered Nurse (APRN)	S2004	\$61,617	\$98,355
3	Assistant Dean, Professional Programs & Certification Officer	S2004	\$61,617	\$98,355
3	Assistant Dean, Graduate Studies	S2004	\$61,617	\$98,355
3	Assistant Dean, School of Arts & Sciences	S2004	\$61,617	\$98,355
3	Assistant Dean, School of Business	S2004	\$61,617	\$98,355
3	Assistant Director, Accounting	S2004	\$61,617	\$98,355
3	Assistant Director, Athletics for Admin and Student Svcs	S2004	\$61,617	\$98,355
3	Assistant Director, Athletics for Comm & Media Svcs	S2004	\$61,617	\$98,355
3	Assistant Director, Facility Support Services	S2004	\$61,617	\$98,355
3	Assistant Manager for Internet Services	S2004	\$61,617	\$98,355
3	Associate Bursar	S2004	\$61,617	\$98,355
3	Associate Director, CIE & Coordinator of IELP	S2004	\$61,617	\$98,355
3	Associate Director, CIE/ Intl Student and Scholar Svcs	S2004	\$61,617	\$98,355
3	Associate Director, Center for Social Research	S2004	\$61,617	\$98,355
3	Associate Director, Confucious Center	S2004	\$61,617	\$98,355
3	Associate Director, Communication & Marketing	S2004	\$61,617	\$98,355
3	Associate Director, Counseling and Wellness	S2004	\$61,617	\$98,355
3	Associate Director, Alumni Affairs	S2004	\$61,617	\$98,355
3	Associate Director, Cont. Ed. & Community Engagement	S2004	\$61,617	\$98,355
3	Associate Director, Financial Aid	S2004	\$61,617	\$98,355
3	Associate Director, Graduate Office	S2004	\$61,617	\$98,355
3	Associate Director, Int'l Student & Scholar Svcs Coord.	S2004	\$61,617	\$98,355
3	Associate Director, Pre-Collegiate and Access Services	S2004	\$61,617	\$98,355
3	Associate Director, Recruitment & Admissions	S2004	\$61,617	\$98,355
3	Associate Director, Residence Life	S2004	\$61,617	\$98,355
3	Associate Director, Student Activities/Leadership Dev.	S2004	\$61,617	\$98,355
3	Associate Director, Student Center	S2004	\$61,617	\$98,355
3	Associate Registrar	S2004	\$61,617	\$98,355
3	Associate Registrar for CAPP	S2004	\$61,617	\$98,355
3	Capital Budget Administrator	S2004	\$61,617	\$98,355
3	Coordinator, Community Engagement	S2004	\$61,617	\$98,355
3	Coordinator, University Construction Facilities Management	S2004	\$61,617	\$98,355
3	Coordinator, Wellness Education	S2004	\$61,617	\$98,355
3	Coordinator, Women's Center	S2004	\$61,617	\$98,355
3	Customer Support Center Supervisor	S2004	\$61,617	\$98,355
3	Data Network Specialist	S2004	\$61,617	\$98,355
3	Database Administrator	S2004	\$61,617	\$98,355
3	Desktop Engineer	S2004	\$61,617	\$98,355
3	Director, Office of Student Teaching and Field Experiences	S2004	\$61,617	\$98,355
3	Director, University Learning Center	S2004	\$61,617	\$98,355
3	Facilities Contract Administrator	S2004	\$61,617	\$98,355
3	Institutional Research Specialist	S2004	\$61,617	\$98,355
3	Instructional Design & Technology Resource Center Supervisor	S2004	\$61,617	\$98,355
3	Instructional Technology Systems Administrator	S2004	\$61,617	\$98,355
3	Manager Contract Compliance/Procurement Services	S2004	\$61,617	\$98,355
3	Media Technology Manager	S2004	\$61,617	\$98,355
3	Network Security Specialist	S2004	\$61,617	\$98,355
3	Operations Coordinator	S2004	\$61,617	\$98,355
3	Programmer Specialist	S2004	\$61,617	\$98,355
3	Project Coordinator	S2004	\$61,617	\$98,355
3	Purchasing Manager	S2004	\$61,617	\$98,355
3	Server Administrator	S2004	\$61,617	\$98,355
3	Technical Support Specialist	S2004	\$61,617	\$98,355
3	Veterans Affairs Coordinator	S2004	\$61,617	\$98,355
3	Voice Systems Specialist	S2004	\$61,617	\$98,355
3	Assistant Counselor	A3002	\$59,668	\$80,030
3	Assistant Librarian	A1002	\$59,668	\$80,030



**OCCUPATIONAL CATEGORY STUDY  
2016- 2017**

<b>EEO Category</b>	<b>Job Title</b>	<b>Pay Plan</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
3	Video Engineering Specialist	EE022	\$56,263	\$81,251
3	Administrative Assistant to President	MCP3	\$53,200	\$85,100
3	Associate in Diversity and Equity	MCP3	\$53,200	\$85,100
3	Associate in Human Resources	MCP3	\$53,200	\$85,100
3	Academic Advising Specialist	S2003	\$52,489	\$86,675
3	Academic Support Specialist	S2003	\$52,489	\$86,675
3	Access and Security Coordinator (Facilities)	S2003	\$52,489	\$86,675
3	Accounting and Budget Specialist (athletics)	S2003	\$52,489	\$86,675
3	Advancement Services Specialist	S2003	\$52,489	\$86,675
3	Advising and Career Exploration Specialist	S2003	\$52,489	\$86,675
3	Advising and Student Support Specialist	S2003	\$52,489	\$86,675
3	Assistant Bursar	S2003	\$52,489	\$86,675
3	Assistant Compliance Coordinator	S2003	\$52,489	\$86,675
3	Assistant Director, Admissions	S2003	\$52,489	\$86,675
3	Assistant Director, Bursar	S2003	\$52,489	\$86,675
3	Assistant Director, Center for Social Research	S2004	\$52,489	\$86,675
3	Assistant Director, Facilities Management	S2003	\$52,489	\$86,675
3	Assistant Director, Financial Aid	S2003	\$52,489	\$86,675
3	Assistant Director, Graduate Recruitment & Admissions	S2003	\$52,489	\$86,675
3	Assistant Director, Local, Regional & State Affairs	S2003	\$52,489	\$86,675
3	Assistant Director, Marketing and Communications	S2003	\$52,489	\$86,675
3	Assistant Director, Office of Grants & Funded Research	S2003	\$52,489	\$86,675
3	Assistant Director, Office of Student Conduct	S2003	\$52,489	\$86,675
3	Assistant Director, Recruitment & Admissions	S2003	\$52,489	\$86,675
3	Assistant Director, Registrar	S2003	\$52,489	\$86,675
3	Assistant Director, Residence Life	S2003	\$52,489	\$86,675
3	Assistant Director, Student Activities/Leadership Dev.	S2003	\$52,489	\$86,675
3	Assistant Director, Student Center	S2003	\$52,489	\$86,675
3	Assistant Director/Coordinator, CASD Grant Program	S2003	\$52,489	\$86,675
3	Assistant Director/Coord. Central Access & Student Dev.	S2003	\$52,489	\$86,675
3	Assistant Registrar	S2003	\$52,489	\$86,675
3	Assistant to the Bursar	S2003	\$52,489	\$86,675
3	Budget & Accounting Assistant, Athletics	S2003	\$52,489	\$86,675
3	Budget & Accounting Assistant, Budget	S2003	\$52,489	\$86,675
3	Budget & Accounting Assistant, Facilities Mgmt	S2003	\$52,489	\$86,675
3	Budget Assistant	S2003	\$52,489	\$86,675
3	Business Development Coordinator	S2003	\$52,489	\$86,675
3	Business Development Specialist (ITBD)	S2003	\$52,489	\$86,675
3	Campus One Card System Specialist	S2003	\$52,489	\$86,675
3	College Health Nurse	S2003	\$52,489	\$86,675
3	Conference Center Manager	S2003	\$52,489	\$86,675
3	ConnCAP Site Coordinator	S2003	\$52,489	\$86,675
3	Coordinator of Design & Publications	S2003	\$52,489	\$86,675
3	Customer Support Center Lead	S2003	\$52,489	\$86,675
3	Desktop Support Technician	S2003	\$52,489	\$86,675
3	Digital Media Production Coordinator	S2003	\$52,489	\$86,675
3	Environmental Health & Safety Coordinator	S2003	\$52,489	\$86,675
3	Instructional Media Coordinator	S2003	\$52,489	\$86,675
3	International Education Coordinator	S2003	\$52,489	\$86,675
3	Major Gifts Associate	S2003	\$52,489	\$86,675
3	Networking/Telecommunication Specialist	S2003	\$52,489	\$86,675
3	Operations & Database Support Specialist	S2003	\$52,489	\$86,675
3	Planner/Analyst	S2003	\$52,489	\$86,675
3	Policy & Research Specialist	S2003	\$52,489	\$86,675
3	Program Administrator (IMRP)	S2003	\$52,489	\$86,675
3	Project Coordinator	S2003	\$52,489	\$86,675
3	Property Inventory Control Coordinator	S2003	\$52,489	\$86,675
3	Recreation Specialist	S2003	\$52,489	\$86,675
3	Science Technical Specialist	S2003	\$52,489	\$86,675
3	Sexual Assault and Violence Prevention Specialist	S2003	\$52,489	\$86,675

**OCCUPATIONAL CATEGORY STUDY  
2016- 2017**

<b>EEO Category</b>	<b>Job Title</b>	<b>Pay Plan</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
3	Software Support/Training Specialist	S2003	\$52,489	\$86,675
3	Team Advisor (Academic Center for Student Athletes)	S2003	\$52,489	\$86,675
3	Staff Librarian	A1001	\$52,648	\$70,713
3	Assistant in Human Resources	MCP2	\$45,200	\$72,300
3	CSU Administrative Assistant	MCP2	\$45,200	\$72,300
3	Accreditation/Support Technician	S2002	\$43,360	\$74,993
3	Administrative Coordinator	S2002	\$43,360	\$74,993
3	Administrative Support Coordinator	S2002	\$43,360	\$74,993
3	Assistant to Director/Area Coordinator	S2002	\$43,360	\$74,993
3	Assistant in Fiscal Affairs	S2002	\$43,360	\$74,993
3	Assistant to Director/Residence Hall Director	S2002	\$43,360	\$74,993
3	Assistant in Payroll/Accts Payable	S2002	\$43,360	\$74,993
3	Business Development Assistant/Youth Programs	S2002	\$43,360	\$74,993
3	Customer Support Center Assistant	S2002	\$43,360	\$74,993
3	Degree Auditor	S2002	\$43,360	\$74,993
3	Desktop Support Assistant	S2002	\$43,360	\$74,993
3	Disadvantaged Business Enterprise (DBE) Administrator	S2002	\$43,360	\$74,993
3	Equipment Manager	S2002	\$43,360	\$74,993
3	Financial Aid Counselor	S2002	\$43,360	\$74,993
3	Media Technician	S2002	\$43,360	\$74,993
3	Procurement Specialist	S2002	\$43,360	\$74,993
3	Program Administrator (China Center)	S2002	\$43,360	\$74,993
3	Program Assistant, IMRP	S2002	\$43,360	\$74,993
3	Project Assistant	S2002	\$43,360	\$74,993
3	Project Specialist	S2002	\$43,360	\$74,993
3	Property Control Assistant	S2002	\$43,360	\$74,993
3	Sports Information Assistant	S2002	\$43,360	\$74,993
3	Support Assistant (Server or Systems)	S2002	\$43,360	\$74,993
3	TRIO Project Assistant	S2002	\$43,360	\$74,993
3	Wellness Program Administrator	S2002	\$43,360	\$74,993
3	Veteran Retention Specialist	S2002	\$43,360	\$74,993
3	Drafter 1	ES016	\$42,930	\$58,899
3	Athletic Communication Trainee	S2001	\$33,235	\$61,468
3	Computer Support Assistant	S2001	\$33,235	\$61,468
3	Professional Development Specialist	S2001	\$33,235	\$61,468
<b>Category 4: Clerical/Secretarial</b>				
4	Administrative Assistant	CL019	\$53,935	\$69,795
4	Unit Supervisor	CL018	\$51,441	\$66,764
4	Purchasing Assistant	CL017	\$49,005	\$63,864
4	Administrative Operations Assistant	MCP1	\$48,193	\$65,202
4	Processing Technician	CL016	\$46,721	\$61,096
4	Secretary 2	CL016	\$46,721	\$61,096
4	Payroll Clerk	CL016	\$46,721	\$61,096
4	Telecommunications Dispatcher	CL015	\$44,601	\$58,489
4	Secretary 1	CL014	\$42,684	\$56,009
4	Office Assistant	CL013	\$40,901	\$53,663
4	Financial Clerk	CL012	\$38,870	\$49,496
4	Clerk Typist	CL010	\$36,671	\$46,355
<b>Category 5: Technical/Paraprofessional</b>				
5	Lead University Research Technician	TC022	\$59,587	\$77,928
5	Library Technician	AR020	\$58,640	\$74,289
5	Assistant Accountant	AR019	\$55,797	\$70,999
5	Fiscal Administrative Assistant	AR019	\$55,797	\$70,999
5	University Research Technician 2	TC019	\$52,736	\$67,802
5	Planetarium Technician	TC018	\$50,326	\$64,892
5	Library Technical Assistant	AR016	\$48,235	\$62,050
5	University Research Technician 1	TC017	\$47,967	\$62,095

**OCCUPATIONAL CATEGORY STUDY  
2016- 2017**

<b>EEO Category</b>	<b>Job Title</b>	<b>Pay Plan</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
<b>Category 6: Skilled Crafts</b>				
6	Plant Facilities Engineer 2	FM032	\$95,493	\$124,851
6	QCW (Elect)	TC018	\$50,326	\$64,892
6	QCW (HVACR)	TC018	\$50,326	\$64,892
6	QCW (locksmith)	TC018	\$50,326	\$64,892
6	QCW (Pln&Stmfr)	TC018	\$50,326	\$64,892
6	QCW (Carpy)	TC017	\$47,967	\$62,095
<b>Category 7: Service/Maintenance (excluding Protective Services)</b>				
7	Building Maintenance Supervisor	TC025	\$72,972	\$95,110
7	MaintSupv2 (Plmn&Stmfr)	FM024	\$69,641	\$90,932
7	MaintSupv2 (Genl) (40hrs/wk)	TC022	\$59,587	\$77,928
7	MaintSupv1 (Elect)	TC022	\$59,587	\$77,928
7	Lead Power Plnt Oper Enrgy Ctr	FM021	\$61,900	\$79,018
7	MaintSupv1 (Genl)	TC020	\$55,361	\$70,892
7	MaintSupv1 (Lock)	TC020	\$55,361	\$70,892
7	Power Plant Operator Enrgy Ctr (40 hrs/wk) (RC)	TC019	\$52,736	\$67,802
7	Power Plant Operator Enrgy Ctr (40 hrs/wk)	TC018	\$50,326	\$64,892
7	Building Superintendent 1	TC018	\$50,326	\$64,892
7	Duplicating Services Supervisor 1	TC016	\$45,763	\$59,425
7	Mail Services Supervisor 1	TC016	\$45,763	\$59,425
7	Material Storage Supervisor 1	TC016	\$45,763	\$59,425
7	General Trades Worker	TC015	\$43,689	\$56,913
7	Duplicating Technician 2	TC014	\$41,756	\$54,531
7	Landscape Technician	TC014	\$41,756	\$54,531
7	Lead Mail Handler	TC014	\$41,756	\$54,531
7	Material Storage Specialist	TC014	\$41,756	\$54,531
7	Skilled Maintainer	TC014	\$41,756	\$54,531
7	Supervising Custodian	TC014	\$41,756	\$54,531
7	Storekeeper	TC012	\$37,917	\$48,251
7	Lead Custodian	TC011	\$36,847	\$46,661
7	Mail Handler	TC011	\$36,847	\$46,661
7	Custodian	TC009	\$34,852	\$43,551
7	Maintainer	TC009	\$34,852	\$43,551
7	Storekeeper Assistant	TC009	\$34,852	\$43,551
<b>Category 7: Service/Maintenance - Protective Services</b>				
7	Police Lieutenant	PS019	\$76,914	\$102,059
7	Fire Lieutenant	PS015	\$63,527	\$84,935
7	Police Sergeant	PS014	\$60,656	\$81,178
7	Detective	PS013	\$59,037	\$77,104
7	Police Officer	PS011	\$53,540	\$70,449
7	Protective Services Trainee	PS005	\$40,226	\$53,982

**CENTRAL CONNECTICUT STATE UNIVERSITY**

