

## 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:

Recruitment and Admissions Representative 1	Rank I
Assistant in Advancement Services	Rank II
Assistant in Business Services	Rank II
Graduate Admissions Services Assistant	Rank II
Network Administrator II	Rank II
Recruitment and Admissions Counselor	Rank II
Assistant Director, Education Field Experiences	Rank III
Assistant Director of Undergraduate Advising	Rank III
Assistant Director of Career Development	Rank III
Assistant Director of Student Activities/Leadership Development for Fiscal Administration	Rank III
Network Administrator III	Rank III
Programmer Analyst	Rank III
Property Control Specialist	Rank III
Accounts Payable Coordinator	Rank IV
Administrator of the Early Childhood Drop-in Center & Experiential/Field Learning	Rank IV
Coordinator of First Year Experience	Rank IV
Enterprise Content Management (ECM) Application Administrator	Rank IV
Early Childhood Drop-in Center Coordinator	Rank IV
Institutional Advancement Data Specialist	Rank IV

Social Media and Digital Marketing Coordinator	Rank IV
Student Success Constituent Relationship Management (CRM) Coordinator	Rank IV
Director of College Success Programs & Community Engagement	Rank V
Director of Corporation and Foundation Relations	Rank V

The following titles were changed without a change in rank:

<b>From:</b>	<b>To:</b>
Coordinator, LGBTQ Center	Coordinator for the LGBTQ Center
Enterprise Infrastructure Administrator (Network)	Network Administrator IV
Director of Student Conduct	Director of Student Rights & Responsibilities
Assistant Director, Office of Student Conduct	Assistant Director of Student Rights & Responsibilities

The following ranks were changed:

<b>From:</b>	<b>To:</b>
Associate Director of Facilities Support Services Rank V	Associate Director of Facilities Support Services Rank VI
Director of Auxiliary Services for Information Technology Rank V	Director of Auxiliary Services & Cloud Infrastructure Rank VI
Director of Facilities Management VI	Director of Facilities Management VII

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.

## 2021 – 2022 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

***Campus One Card***

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 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 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)

**Confucius Institute**

Manager, Confucius Institute  
 Associate Director, Confucius Institute  
 Program Administrator (China Center)

**Continuing Education (Office of)**

Director of Continuing Education  
 Associate Director Continuing Education

**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)  
 Equity and Inclusion Investigations Officer, CCSU  
 Sexual Assault and Violence Prevention (SAVP) Specialist  
 Coordinator, Women's Center to Director  
 Coordinator for the LGBTQ Center

**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

**University Marketing**

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***

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  
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  
Deputy Chief Information and Security Officer (DCISO)  
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  
 Learning Center Academic Support Specialist

***Library Services***

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

***Pre-Collegiate & Access Services***

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

Director of College Success Programs and Community Engagement  
 Assistant Director/Coordinator for Central Access & Student Development

### ***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  
 Registrar Services Assistant

### ***Student Affairs***

Vice President for Student Affairs  
 Associate Dean of Student Affairs  
 Director of New Student Programs

### ***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 of Student Activities/Leadership Development for Fiscal Administration  
 Coordination 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  
 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  
COVID-19 Campus Facilitator

***Student Wellness Services: Counseling***

Director of Counseling Services  
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)***

Project Coordinator (TRIO Grant) or (TRIO SSS Grant) (grant funded)  
Project Assistant (TRIO Grant) or (TRIO SSS Grant) (grant funded)  
Fiscal Assistant – TRIO Grants (grant funded)  
Site Specialist – (TRIO Grant) (grant funded)

***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, Student Disability Services  
 Coordinator of Student Financial Literacy and Advising  
 Director, Women's Center  
 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 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  
 Sexual Assault and Violence Prevention Specialist  
 Site Specialist (TRIO Grant) (grant funded)  
 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  
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*

CSU Administrative Assistant (1)  
Unit Supervisor  
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  
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

### *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 Supervisor 1  
Duplicating Technician 2

*Skilled Craft*

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



## OCCUPATIONAL CATEGORY STUDY

2021- 2022

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
<b>Category 1: Executive, Administrative &amp; Managerial</b>				
1	President		\$299,632	
1	Provost & Vice President of Academic Affairs	MCE4	\$191,386	\$287,078
1	Vice President for Student Affairs	MCE3	\$162,893	\$244,339
1	Vice President for Institutional Advancement	MCE3	\$162,893	\$244,339
1	Vice President Office of Equity and Inclusion	MCE3	\$162,893	\$244,339
1	Chief Operations Officer	MCE3	\$162,893	\$244,339
1	Chief Information Officer	MCE3	\$162,893	\$244,339
1	Dean, School of Business	MCE2	\$138,432	\$207,648
1	Dean, School of Engineering & Technology	MCE2	\$138,432	\$207,648
1	Dean, School of Education and Professional Studies	MCE2	\$138,432	\$207,648
1	Dean, School of Arts & Sciences	MCE2	\$138,432	\$207,648
1	Director, Intercollegiate Athletics	S2008	\$124,407	\$184,193
1	Physician/Director of University Health Services	S2008	\$124,407	\$184,193
1	Associate Vice President and Dean of Graduate School	MCE1	\$118,003	\$177,005
1	Associate Vice President for Academic Affairs	MCE1	\$118,003	\$177,005
1	Chief Diversity Officer/Executive Assistant to the President	MCE1	\$118,003	\$177,005
1	Chief Human Resources Officer	MCE1	\$118,003	\$177,005
1	Chief Budget & Compliance Officer	MCE1	\$118,003	\$177,005
1	Executive Assistant to the President, ITBD	MCE1	\$118,003	\$177,005
1	Associate to the Chief Administrative Officer	MCE1	\$118,003	\$177,005
1	Associate Vice President for Marketing & Comm.	MCE1	\$118,003	\$177,005
1	University Counsel & Special Assistant to President	MCE1	\$118,003	\$177,005
1	Assistant Chief Administrative Officer/Director	S2007	\$108,178	\$162,140
1	Associate Dean of Arts & Sciences	S2007	\$108,178	\$162,140
1	Associate Dean, School of Business	S2007	\$108,178	\$162,140
1	Associate Dean, School of Education & Professional Studies	S2007	\$108,178	\$162,140
1	Associate Dean, School of Engineering & Technology	S2007	\$108,178	\$162,140
1	Associate Dean, Student Affairs	S2007	\$108,178	\$162,140
1	Controller	S2007	\$108,178	\$162,140
1	Director, Academic Articulations & Partnerships	S2007	\$108,178	\$162,140
1	Director, Recruitment & Admissions	S2007	\$108,178	\$162,140
1	Director, Center for International Education	S2007	\$108,178	\$162,140
1	Director of Facilities Management	S2007	\$108,178	\$162,140
1	Director, Institutional Advancement	S2007	\$108,178	\$162,140
1	Director, Library Services	S2007	\$108,178	\$162,140
1	Director, Institutional Research and Assessment	MCM3	\$99,994	\$149,990
1	Special Assistant to the Provost	MCM3	\$99,994	\$149,990
1	University Ombudsperson	MCM3	\$99,994	\$149,990
1	Associate to the VP for Institutional Advancement	MCM3	\$99,994	\$149,990
1	Chief of Police (currently vacant)	MCM3	\$99,994	\$149,990
1	Executive Director, CPP&SR	MCM3	\$99,994	\$149,990
1	SU/BOR Human Resource Administrator	MCM2	\$85,478	\$128,218
	• School of Business and Engineering Deans higher pay grade			
<b>Category 2: Faculty</b>				
2	Professor (12 Month)	A2004	\$121,364	\$161,821
2	Associate Professor (12 Month)	A2003	\$102,084	\$136,114
2	Professor (10 Month)	A1004	\$101,137	\$134,851
2	Associate Professor (10 Month)	A1003	\$85,070	\$113,428
2	Assistant Professor (10 Month)	A1002	\$69,004	\$92,006
2	Instructor (10 Month)	A1001	\$60,970	\$81,295
<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	\$94,422	\$125,896
2	Coach III/ Athletic Trainer III (12 Month)	A2003	\$91,053	\$120,457
2	Coach III/ Athletic Trainer III (10 Month)	A1003	\$79,421	\$105,895
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	\$56,942	\$75,896
2	Coach A (12 month)	A2005	\$50,543	\$67,885
2	Coach A (10 month)	A1005	\$45,538	\$60,717

OCCUPATIONAL CATEGORY STUDY

2021- 2022

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
<b>Category 3: Professional/Non-faculty</b>				
3	Counselor	A2004	\$121,634	\$161,821
3	Associate Counselor (12 month)	A2003	\$102,084	\$136,114
3	Librarian	A1004	\$101,137	\$134,851
3	Computer Facilities Manager (School of Technology)	S2006	\$97,083	\$147,942
3	Director, Accounting	S2006	\$97,083	\$147,942
3	Director, Administrative Technical Services	S2006	\$97,083	\$147,942
3	Director, Auxiliary Services & Cloud Infrastructure	S2006	\$97,083	\$147,942
3	Director, Business Services	S2006	\$97,083	\$147,942
3	Director, Client Support Services	S2006	\$97,083	\$147,942
3	Director, Counseling and Wellness	S2006	\$97,083	\$147,942
3	Director, Explore Central/Career Success Center	S2006	\$97,083	\$147,942
3	Director, Financial Aid	S2006	\$97,083	\$147,942
3	Director, Institutional Advancement	S2006	\$97,083	\$147,942
3	Director, IT Strategic Initiatives and Special Projects	S2006	\$97,083	\$147,942
3	Director, Learning Center	S2006	\$97,083	\$147,942
3	Director, Office of Grants & Funded Research	S2006	\$97,083	\$147,942
3	Director, Operational Logistics and Events Management	S2006	\$97,083	\$147,942
3	Director, Residence Life	S2006	\$97,083	\$147,942
3	Director, Student Activities/Leadership Development	S2006	\$97,083	\$147,942
3	Director, Student Center Operation & Services	S2006	\$97,083	\$147,942
3	Director of Student Rights & Responsibilities	S2006	\$97,083	\$147,942
3	Director, Technical Services	S2006	\$97,083	\$147,942
3	Associate Director of Facilities Support Services	S2006	\$97,083	\$147,942
3	Registrar	S2006	\$97,083	\$147,942
3	Senior Associate Athletics Director	S2006	\$97,083	\$147,942
3	Associate Director, Accounting	S2005	\$85,988	\$133,744
3	Associate Director, Athletics for Compliance	S2005	\$85,988	\$133,744
3	Associate Director, Athletics for External Services	S2005	\$85,988	\$133,744
3	Associate Director, Athletics for Sports Performance	S2005	\$85,988	\$133,744
3	Associate Director, Business Services	S2005	\$85,988	\$133,744
3	Associate Director, International Education	S2005	\$85,988	\$133,744
3	Associate Director, Library Services	S2005	\$85,988	\$133,744
3	Associate Director, Student Wellness Services	S2005	\$85,988	\$133,744
3	Bursar	S2005	\$85,988	\$133,744
3	Business Development Manager	S2005	\$85,988	\$133,744
3	Campus Architect	S2005	\$85,988	\$133,744
3	Coordinator, Capital Projects & Facilities Planning	S2005	\$85,988	\$133,744
3	Coordinator, Student Disability Services (RC)	S2005	\$85,988	\$133,744
3	Data Network Manager	S2005	\$85,988	\$133,744
3	Desktop Engineer Manager	S2005	\$85,988	\$133,744
3	Director, Academic Center for Student Athletes	S2005	\$85,988	\$133,744
3	Director, Advancement Services	S2005	\$85,988	\$133,744
3	Director, CCSU/Ana Grace Project	S2005	\$85,988	\$133,744
3	Director of College Success Programs & Community Engagement	S2005	\$85,988	\$133,744
3	Director, Continuing Education	S2005	\$85,988	\$133,744
3	Director of Corporation and Foundation Relations	S2005	\$85,988	\$133,744
3	Director, Engineering	S2005	\$85,988	\$133,744
3	Director, Environmental Health & Safety	S2005	\$85,988	\$133,744
3	Director, Institute for Municipal and Regional Policy (IMRP)	S2005	\$85,988	\$133,744
3	Director, Pre-Collegiate and Access Services	S2005	\$85,988	\$133,744
3	Director, U.S. - China Center	S2005	\$85,988	\$133,744
3	Enterprise Resource Planning Manager	S2005	\$85,988	\$133,744
3	Facilities Operations Manager	S2005	\$85,988	\$133,744
3	Manager, Explore Central/Career Success Center	S2005	\$85,988	\$133,744
3	Manager, Support Services	S2005	\$85,988	\$133,744
3	Manager of University Internet Services	S2005	\$85,988	\$133,744
3	Media Relations Officer	S2005	\$85,988	\$133,744
3	Network Security Manager	S2005	\$85,988	\$133,744
3	Project Manager, IT	S2005	\$85,988	\$133,744
3	Student Tech. Resource Manager	S2005	\$85,988	\$133,744

**OCCUPATIONAL CATEGORY STUDY**

2021- 2022

<b>EEO Category</b>	<b>Job Title</b>	<b>Pay Plan</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
3	System Manager	S2005	\$85,988	\$133,744
3	Associate Accountant	AR026	\$85,957	\$110,549
3	Associate Counselor (10 month)	A1003	\$85,070	\$113,428
3	Associate Librarian	A1003	\$85,070	\$113,428
3	Payroll Officer 2	AR025	\$81,920	\$105,585
3	Accounts Payable Coordinator	S2004	\$74,892	\$119,545
3	Administrator of the Early Childhood Drop-in Ctr & Exp/Field Lrng	S2004	\$74,892	\$119,545
3	Advanced Practice Registered Nurse (APRN)	S2004	\$74,892	\$119,545
3	Assistant Dean, Professional Programs & Certification Officer	S2004	\$74,892	\$119,545
3	Assistant Dean, Graduate Studies	S2004	\$74,892	\$119,545
3	Assistant Dean, School of Arts & Sciences	S2004	\$74,892	\$119,545
3	Assistant Dean, School of Business	S2004	\$74,892	\$119,545
3	Assistant Director, Accounting	S2004	\$74,892	\$119,545
3	Assistant Director, Athletics for Admin and Student Svcs	S2004	\$74,892	\$119,545
3	Assistant Director, Athletics for Comm & Media Svcs	S2004	\$74,892	\$119,545
3	Assistant Director, Facility Support Services	S2004	\$74,892	\$119,545
3	Assistant Manager for Internet Services	S2004	\$74,892	\$119,545
3	Associate Bursar	S2004	\$74,892	\$119,545
3	Associate Director, CIE & Coordinator of IELP	S2004	\$74,892	\$119,545
3	Associate Director, CIE Intl Student and Scholar Svcs	S2004	\$74,892	\$119,545
3	Associate Director, Center for Social Research	S2004	\$74,892	\$119,545
3	Associate Director, Confucius Center	S2004	\$74,892	\$119,545
3	Associate Director, Communication & Marketing	S2004	\$74,892	\$119,545
3	Associate Director, Counseling and Wellness	S2004	\$74,892	\$119,545
3	Associate Director, Alumni Affairs	S2004	\$74,892	\$119,545
3	Associate Director, Cont. Ed. & Community Engagement	S2004	\$74,892	\$119,545
3	Associate Director, Financial Aid	S2004	\$74,892	\$119,545
3	Associate Director, Graduate Office	S2004	\$74,892	\$119,545
3	Associate Director, Int'l Student & Scholar Svcs Coordinator	S2004	\$74,892	\$119,545
3	Associate Director, Pre-Collegiate and Access Services	S2004	\$74,892	\$119,545
3	Associate Director, Recruitment & Admissions	S2004	\$74,892	\$119,545
3	Associate Director, Residence Life	S2004	\$74,892	\$119,545
3	Associate Director, Student Activities/Leadership Dev.	S2004	\$74,892	\$119,545
3	Associate Director, Student Center	S2004	\$74,892	\$119,545
3	Associate Registrar	S2004	\$74,892	\$119,545
3	Associate Registrar for CAPP	S2004	\$74,892	\$119,545
3	Capital Budget Administrator	S2004	\$74,892	\$119,545
3	Coordinator, Clinical Placement and Laboratory Learning	S2004	\$74,892	\$119,545
3	Coordinator, Community Engagement	S2004	\$74,892	\$119,545
3	Coordinator of First Year Experience	S2004	\$74,892	\$119,545
3	Coordinator, University Construction Facilities Management	S2004	\$74,892	\$119,545
3	Coordinator, Wellness Education	S2004	\$74,892	\$119,545
3	Coordinator, Women's Center	S2004	\$74,892	\$119,545
3	Customer Support Center Supervisor	S2004	\$74,892	\$119,545
3	Data Network Specialist	S2004	\$74,892	\$119,545
3	Database Administrator	S2004	\$74,892	\$119,545
3	Desktop Engineer	S2004	\$74,892	\$119,545
3	Director, Office of Student Teaching and Field Experiences	S2004	\$74,892	\$119,545
3	Director, University Learning Center	S2004	\$74,892	\$119,545
3	Early Childhood Drop-in Center Coordinator	S2004	\$74,892	\$119,545
3	Enterprise Content Mgmt (ECM) Application Administrator	S2004	\$74,892	\$119,545
3	Facilities Contract Administrator	S2004	\$74,892	\$119,545
3	Institutional Advancement Data Specialist	S2004	\$74,892	\$119,545
3	Institutional Research Specialist	S2004	\$74,892	\$119,545
3	Institutional Review Board (IRB) Administrator	S2004	\$74,892	\$119,545
3	Instructional Design & Technology Resource Center Supervisor	S2004	\$74,892	\$119,545
3	Instructional Technology Systems Administrator	S2004	\$74,892	\$119,545
3	International Education Coordinator	S2004	\$74,892	\$119,545
3	Manager Contract Compliance/Procurement Services	S2004	\$74,892	\$119,545
3	Media Technology Manager	S2004	\$74,892	\$119,545
3	Network Security Specialist	S2004	\$74,892	\$119,545

## OCCUPATIONAL CATEGORY STUDY

2021- 2022

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
3	Programmer Specialist	S2004	\$74,892	\$119,545
3	Operations Coordinator	S2004	\$74,892	\$119,545
3	Project Coordinator	S2004	\$74,892	\$119,545
3	Purchasing Manager	S2004	\$74,892	\$119,545
3	Server Administrator	S2004	\$74,892	\$119,545
3	Social Media and Digital Marketing Coordinator	S2004	\$74,892	\$119,545
3	Student Success Constituent Relationship Mgmt (CRM) Coord	S2004	\$74,892	\$119,545
3	Voice Systems Specialist	S2004	\$74,892	\$119,545
3	Technical Support Specialist	S2004	\$74,892	\$119,545
3	Veterans Affairs Coordinator	S2004	\$74,892	\$119,545
3	SU Human Resources Specialist	MCM1	\$72,845	\$109,267
3	Assistant Counselor	A3002	\$69,004	\$92,006
3	Assistant Librarian	A1002	\$69,004	\$92,006
3	Project Coordinator	S2003	\$63,798	\$105,348
3	Property Inventory Control Coordinator	S2003	\$63,798	\$105,348
3	Property Control Specialist	S2003	\$63,798	\$105,348
3	Recreation Specialist	S2003	\$63,798	\$105,348
3	Science Technical Specialist	S2003	\$63,798	\$105,348
3	Academic Advising Specialist	S2003	\$63,798	\$105,348
3	Academic Support Specialist	S2003	\$63,798	\$105,348
3	Access and Security Coordinator (Facilities)	S2003	\$63,798	\$105,348
3	Accounting and Budget Specialist (athletics)	S2003	\$63,798	\$105,348
3	Advancement Services Specialist	S2003	\$63,798	\$105,348
3	Advising and Career Exploration Specialist	S2003	\$63,798	\$105,348
3	Advising and Student Support Specialist	S2003	\$63,798	\$105,348
3	Assistant Bursar	S2003	\$63,798	\$105,348
3	Assistant Compliance Coordinator	S2003	\$63,798	\$105,348
3	Assistant Director, Admissions	S2003	\$63,798	\$105,348
3	Assistant Director, Bursar	S2003	\$63,798	\$105,348
3	Assistant Director of Career Development	S2003	\$63,798	\$105,348
3	Assistant Director, Center for Social Research	S2003	\$63,798	\$105,348
3	Assistant Director, Education Field Experiences	S2003	\$63,798	\$105,348
3	Assistant Director, Facilities Management	S2003	\$63,798	\$105,348
3	Assistant Director, Financial Aid	S2003	\$63,798	\$105,348
3	Assistant Director, Graduate Recruitment & Admissions	S2003	\$63,798	\$105,348
3	Assistant Director, Local, Regional & State Affairs	S2003	\$63,798	\$105,348
3	Assistant Director, Marketing and Communications	S2003	\$63,798	\$105,348
3	Assistant Director, Office of Grants & Funded Research	S2003	\$63,798	\$105,348
3	Assistant Director of Student Activities/Leadership Dev for Fiscal Admi	S2003	\$63,798	\$105,348
3	Assistant Director of Student Rights & Responsibilities	S2003	\$63,798	\$105,348
3	Assistant Director, Recruitment & Admissions	S2003	\$63,798	\$105,348
3	Assistant Director, Registrar	S2003	\$63,798	\$105,348
3	Assistant Director, Residence Life	S2003	\$63,798	\$105,348
3	Assistant Director, Student Activities/Leadership Dev.	S2003	\$63,798	\$105,348
3	Assistant Director, Student Center	S2003	\$63,798	\$105,348
3	Assistant Director of Undergraduate Advising	S2003	\$63,798	\$105,348

**OCCUPATIONAL CATEGORY STUDY**

2021- 2022

<b>EEO Category</b>	<b>Job Title</b>	<b>Pay Plan</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
3	Assistant Director/Coordinator, CASO Grant Program	S2003	\$63,798	\$105,348
3	Assistant Director/Coordinator Central Access & Student Dev.	S2003	\$63,798	\$105,348
3	Assistant Property Control Coordinator	S2003	\$63,798	\$105,348
3	Assistant Registrar	S2003	\$63,798	\$105,348
3	Assistant to the Bursar	S2003	\$63,798	\$105,348
3	Budget & Accounting Assistant, Athletics	S2003	\$63,798	\$105,348
3	Budget & Accounting Assistant, Budget	S2003	\$63,798	\$105,348
3	Budget & Accounting Assistant, Facilities Management	S2003	\$63,798	\$105,348
3	Budget Assistant	S2003	\$63,798	\$105,348
3	Business Development Coordinator	S2003	\$63,798	\$105,348
3	Business Development Specialist (ITBD)	S2003	\$63,798	\$105,348
3	Campus One Card System Specialist	S2003	\$63,798	\$105,348
3	College Health Nurse	S2003	\$63,798	\$105,348
3	Conference Center Manager	S2003	\$63,798	\$105,348
3	ConnCAP Site Coordinator	S2003	\$63,798	\$105,348
3	Coordinator of Design & Publications	S2003	\$63,798	\$105,348
3	Customer Support Center Lead	S2003	\$63,798	\$105,348
3	Desktop Support Technician	S2003	\$63,798	\$105,348
3	Digital Media Production Coordinator	S2003	\$63,798	\$105,348
3	Environmental Health & Safety Coordinator	S2003	\$63,798	\$105,348
3	Instructional Media Coordinator	S2003	\$63,798	\$105,348
3	Major Gifts Associate	S2003	\$63,798	\$105,348
3	Network Administrator III	S2003	\$63,798	\$105,348
3	Networking/Telecommunication Specialist	S2003	\$63,798	\$105,348
3	Operations & Database Support Specialist	S2003	\$63,798	\$105,348
3	Planner/Analyst	S2003	\$63,798	\$105,348
3	Policy & Research Specialist	S2003	\$63,798	\$105,348
3	Program Administrator (IMRP)	S2003	\$63,798	\$105,348
3	Programmer Analyst	S2003	\$63,798	\$105,348
3	Sexual Assault and Violence Prevention Specialist	S2003	\$63,798	\$105,348
3	Software Support/Training Specialist	S2003	\$63,798	\$105,348
3	Team Advisor (Academic Center for Student Athletes)	S2003	\$63,798	\$105,348
3	Video Engineering Specialist	EC022	\$62,195	\$81,450
3	Executive Assistant to President	MCP3	\$62,003	\$93,005
3	Associate in Equity & Inclusion	MCP3	\$62,003	\$93,005
3	Associate in Human Resources	MCP3	\$62,003	\$93,005
3	Staff Librarian	A1001	\$60,970	\$81,295
3	Accreditation/Support Technician	S2002	\$52,702	\$91,150
3	Administrative Coordinator	S2002	\$52,702	\$91,150
3	Administrative Support Coordinator	S2002	\$52,702	\$91,150
3	Assistant to Director/Area Coordinator	S2002	\$52,702	\$91,150
3	Assistant in Advancement Services	S2002	\$52,702	\$91,150
3	Assistant in Business Services	S2002	\$52,702	\$91,150
3	Assistant to Director/Residence Hall Director	S2002	\$52,702	\$91,150
3	Assistant in Payroll/Accts Payable	S2002	\$52,702	\$91,150
3	Billing Administrator	S2002	\$52,702	\$91,150
3	Business Development Assistant/Youth Programs	S2002	\$52,702	\$91,150
3	Customer Support Center Assistant	S2002	\$52,702	\$91,150
3	Degree Auditor	S2002	\$52,702	\$91,150
3	Desktop Support Assistant	S2002	\$52,702	\$91,150
3	Disadvantaged Business Enterprise (DBE) Administrator	S2002	\$52,702	\$91,150
3	Equipment Manager	S2002	\$52,702	\$91,150
3	Financial Aid Counselor	S2002	\$52,702	\$91,150
3	Graduate Admissions Services Assistant	S2002	\$52,702	\$91,150
3	Media Technician	S2002	\$52,702	\$91,150
3	Network Administrator II	S2002	\$52,702	\$91,150
3	Procurement Specialist	S2002	\$52,702	\$91,150
3	Program Administrator (China Center)	S2002	\$52,702	\$91,150
3	Program Assistant, IMRP	S2002	\$52,702	\$91,150
3	Project Assistant	S2002	\$52,702	\$91,150

**OCCUPATIONAL CATEGORY STUDY**

2021- 2022

<b>EEO Category</b>	<b>Job Title</b>	<b>Pay Plan</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
3	Project Specialist	S2002	\$52,702	\$91,150
3	Recruitment and Admissions Counselor	S2002	\$52,702	\$91,150
3	Registrar Services Assistant	S2002	\$52,702	\$91,150
3	Sports Information Assistant	S2002	\$52,702	\$91,150
3	Support Assistant (Server or Systems)	S2002	\$52,702	\$91,150
3	TRIO Project Assistant	S2002	\$52,702	\$91,150
3	Wellness Program Administrator	S2002	\$52,702	\$91,150
3	Veteran Retention Specialist	S2002	\$52,702	\$91,150
3	Assistant in Human Resources	MCP2	\$52,685	\$79,027
3	CSU Administrative Assistant	MCP2	\$52,685	\$79,027
3	Drafter 1	ES016	\$48,318	\$66,290
3	Sports Performance Assistant	S2001	\$41,607	\$76,953
3	Computer Support Assistant	S2001	\$41,607	\$76,953
3	Recruitment & Admissions Representative 1	S2001	\$41,607	\$76,953
<b>Category 4: Clerical/Secretarial</b>				
4	Administrative Assistant	CL019	\$60,703	\$78,553
4	Unit Supervisor	CL018	\$57,897	\$75,141
4	Purchasing Assistant	CL017	\$55,156	\$71,879
4	Processing Technician	CL016	\$52,585	\$68,764
4	Secretary 2	CL016	\$52,585	\$68,764
4	Payroll Clerk	CL016	\$52,585	\$68,764
4	Telecommunications Dispatcher	CL015	\$50,199	\$65,829
4	Head Clerk	CL015	\$50,199	\$65,829
4	Secretary 1	CL014	\$48,041	\$63,037
4	Office Assistant	CL013	\$46,034	\$60,398
4	Administrative Operations Assistant	MCP1	\$44,890	\$67,334
4	Financial Clerk	CL012	\$43,749	\$55,708
4	Cash Accounting Clerk	CL012	\$43,749	\$55,708
4	Clerk Typist	CL010	\$34,842	\$41,994
4	University Helper	CL004	\$34,842	\$41,994
<b>Category 5: Technical/Paraprofessional</b>				
5	Lead University Research Technician	TC022	\$67,064	\$87,706
5	Library Technician	AR020	\$65,999	\$83,612
5	Assistant Accountant	AR019	\$62,799	\$79,907
5	Fiscal Administrative Assistant	AR019	\$62,799	\$79,907
5	University Research Technician 2	TC019	\$59,354	\$76,311
5	Planetarium Technician	TC018	\$56,642	\$73,035
5	Library Technical Assistant	AR016	\$54,289	\$69,836
5	University Research Technician 1	TC017	\$53,986	\$69,887
<b>Category 6: Skilled Crafts</b>				
6	Plant Facilities Engineer 2 (40 hours)	FM032	\$107,476	\$140,516
6	QCW (HVACR) (40 hours)	FM020	\$66,463	\$85,109
6	QCW (Plummer & Steamfitter) (40 hours)	FM019	\$63,311	\$81,398
6	QCW (Electrical)	TC019	\$59,354	\$76,311
6	QCW (Locksmith)	TC019	\$59,354	\$76,311
6	QCW (Plummer & Steamfitter)	TC019	\$59,354	\$76,311
6	QCW (Carpentry)	TC018	\$56,642	\$73,035

