

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:

Billing Administrator	Rank II
Registrar Services Assistant	Rank II
Coordinator of Clinical Placement and Laboratory Learning	Rank IV
Institutional Review Board (IRB) Administrator	Rank IV
Associate Director of Athletics for Sports Performance	Rank V

The following titles were changed without a change in rank:

From:	To:
Associate Director of the Center for Advising and Career Exploration	Manager of Explore Central/Career Success Center

The following titles and/or ranks were changed:

From:	To:
International Education Coordinator (Admin 3)	International Education Coordinator (Admin 4)
Property Control Assistant (Admin 2)	Assistant Property Control Coordinator (Admin 3)

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.

2017 – 2018 JOB TITLE STUDY

UNCLASSIFIED POSITIONS

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

Academic Schools

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

Dean, CLASS
Associate Dean, Class
Assistant Dean, Class
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
Coordinator of Clinical Placement and Laboratory Learning
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
Institutional Review Board (IRB) Administrator

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 Specialist
Accounting and Budget Assistant
Assistant in Payroll/Accounts Payable

Campus One Card

Director of Auxiliary Services for IT
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 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
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
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
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

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
Registrar Services Assistant

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

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

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, 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

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 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
Manager of Explore Central/Career Services Center
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 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, 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
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)

**OCCUPATIONAL CATEGORY STUDY
2018- 2019**

EEO Category	Job Title	Pay Plan	Union	Minimum Salary	Maximum Salary
Category 1: Executive, Administrative & Managerial					
1	President	VR		\$299,460	
1	Provost & Vice President of Academic Affairs	MCE4	50	\$170,051	\$272,102
1	Vice President for Student Affairs	MCE3	50	\$144,693	\$231,530
1	Vice President for Institutional Advancement	MCE3	50	\$144,693	\$231,530
1	Chief Administrative Officer	MCE3	50	\$144,693	\$231,530
1	Chief Financial Officer	MCE3	50	\$144,693	\$231,530
1	Chief Information Officer	MCE3	50	\$144,693	\$231,530
1	Dean, School of Business	MCE2	50	\$123,165	\$196,654
1	Dean, School of Engineering & Technology	MCE2	50	\$123,165	\$196,654
1	Dean, School of Education and Professional Studies	MCE2	50	\$123,165	\$196,654
1	Dean, School of Arts & Sciences	MCE2	50	\$123,165	\$196,654
1	Associate Vice President and Dean of Graduate School	MCE1	50	\$104,846	\$167,671
1	Associate Vice President for Academic Affairs	MCE1	50	\$104,846	\$167,671
1	Chief Diversity Officer/Executive Assistant to the President	MCE1	50	\$104,846	\$167,671
1	Chief Human Resources Officer	MCE1	50	\$104,846	\$167,671
1	Executive Assistant to the President, ITBD	MCE1	50	\$104,846	\$167,671
1	Associate to the Chief Administrative Officer	MCE1	50	\$104,846	\$167,671
1	Associate Vice President for Marketing & Comm.	MCE1	50	\$104,846	\$167,671
1	Director, Intercollegiate Athletics	S2008	22	\$107,982	\$159,877
1	Physician/Director of University Health Services	S2008	22	\$107,982	\$159,877
1	Assistant Chief Administrative Officer/Director	S2007	22	\$93,898	\$140,736
1	Associate Dean of Arts & Sciences	S2007	22	\$93,898	\$140,736
1	Associate Dean, School of Business	S2007	22	\$93,898	\$140,736
1	Associate Dean, School of Education & Professional Studies	S2007	22	\$93,898	\$140,736
1	Associate Dean, School of Engineering & Technology	S2007	22	\$93,898	\$140,736
1	Associate Dean, Student Affairs	S2007	22	\$93,898	\$140,736
1	Controller	S2007	22	\$93,898	\$140,736
1	Director, Academic Articulations & Partnerships	S2007	22	\$93,898	\$140,736
1	Director, Recruitment & Admissions	S2007	22	\$93,898	\$140,736
1	Director, Center for International Education	S2007	22	\$93,898	\$140,736
1	Director, Institutional Advancement	S2007	22	\$93,898	\$140,736
1	Director, Library Services	S2007	22	\$93,898	\$140,736
1	Director, Institutional Research and Assessment	MCM3	50	\$89,217	\$141,805
1	Special Assistant to the President	MCM3	50	\$89,217	\$141,805
1	Associate to the VP for Institutional Advancement	MCM3	50	\$89,217	\$141,805
1	Chief of Police	MCM3	50	\$89,217	\$141,805
1	Executive Director, CPP&SR	MCM3	50	\$89,217	\$141,805
1	SU/BOR Human Resource Administrator	MCM2	50	\$75,696	\$121,509
* School of Business and Engineering Deans higher pay grade					
Category 2: Faculty					
2	Professor (12 Month)	A2004	21	\$109,264	\$145,685
2	Professor (10 Month)	A1004	21	\$91,053	\$121,404
2	Associate Professor (10 month)	A1003	21	\$76,588	\$102,117
2	Assistant Professor (10 Month)	A1002	21	\$62,123	\$82,831
2	Instructor (10 Month)	A1001	21	\$54,891	\$73,188
Category 2: Coaching/Athletic					
2	Coach IV / Athletic Trainer IV (12 Month)	A2004	21	\$109,264	\$145,685
2	Coach IV / Athletic Trainer IV (10 Month)	A1004	21	\$91,053	\$121,404
2	Coach III / Athletic Trainer III (12 Month)	A2003	21	\$91,906	\$122,541
2	Coach III / Athletic Trainer III (10 Month)	A1003	21	\$76,588	\$102,117
2	Coach II / Athletic Trainer II	A2002	21	\$74,548	\$99,398
2	Coach I / Athletic Trainer I (12 Month)	A2001	21	\$65,870	\$87,826
2	Coach I / Athletic Trainer I (10 Month)	A1001	21	\$54,891	\$73,188
2	Coach A (12 month)	A2005	21	\$52,696	\$70,261
2	Coach A (10 month)	A1005	21	\$43,913	\$58,551

**OCCUPATIONAL CATEGORY STUDY
2018- 2019**

EEO Category	Job Title	Pay Plan	Union	Minimum Salary	Maximum Salary
Category 3: Professional/Non-faculty					
3	Counselor	A2004	21	\$109,264	\$145,685
3	Associate Counselor (12 month)	A2003	21	\$91,906	\$122,541
3	Librarian	A1004	21	\$91,053	\$121,404
3	Computer Facilities Manager (School of Technology)	S2006	22	\$84,268	\$128,413
3	Director, Accounting	S2006	22	\$84,268	\$128,413
3	Director, Administrative Technical Services	S2006	22	\$84,268	\$128,413
3	Director, Business Services	S2006	22	\$84,268	\$128,413
3	Director, Client Support Services	S2006	22	\$84,268	\$128,413
3	Director, Counseling and Wellness	S2006	22	\$84,268	\$128,413
3	Director, Explore Central/Career Success Center	S2006	22	\$84,268	\$128,413
3	Director, Financial Aid	S2006	22	\$84,268	\$128,413
3	Director, Institutional Advancement	S2006	22	\$84,268	\$128,413
3	Director, IT Strategic Initiatives and Special Projects	S2006	22	\$84,268	\$128,413
3	Director, Learning Center	S2006	22	\$84,268	\$128,413
3	Director, Office of Grants & Funded Research	S2006	22	\$84,268	\$128,413
3	Director, Operational Logistics and Events Management	S2006	22	\$84,268	\$128,413
3	Director, Residence Life	S2006	22	\$84,268	\$128,413
3	Director, Student Activities/Leadership Development	S2006	22	\$84,268	\$128,413
3	Director, Student Center Operation & Services	S2006	22	\$84,268	\$128,413
3	Director, Student Conduct	S2006	22	\$84,268	\$128,413
3	Director, Technical Services	S2006	22	\$84,268	\$128,413
3	Registrar	S2006	22	\$84,268	\$128,413
3	Senior Associate Athletics Director	S2006	22	\$84,268	\$128,413
3	SU Human Resources Specialist	MCM1	50	\$74,417	\$103,500
3	Associate Accountant	AR026	16	\$79,047	\$101,662
3	Payroll Officer 2	AR025	16	\$75,334	\$97,097
3	Associate Counselor (10 month)	A1003	21	\$75,918	\$101,624
3	Associate Librarian	A1003	21	\$75,918	\$101,624
3	Associate Director, Accounting	S2005	22	\$74,637	\$116,089
3	Associate Director, Athletics for Compliance	S2005	22	\$74,637	\$116,089
3	Associate Director, Athletics for External Services	S2005	22	\$74,637	\$116,089
3	Associate Director, Athletics for Sports Performance	S2005	22	\$74,637	\$116,089
3	Associate Director, Business Services	S2005	22	\$74,637	\$116,089
3	Associate Director, International Education	S2005	22	\$74,637	\$116,089
3	Associate Director, Library Services	S2005	22	\$74,637	\$116,089
3	Associate Director, Student Wellness Services	S2005	22	\$74,637	\$116,089
3	Bursar	S2005	22	\$74,637	\$116,089
3	Business Development Manager	S2005	22	\$74,637	\$116,089
3	Campus Architect	S2005	22	\$74,637	\$116,089
3	Coordinator, Capital Projects & Facilities Planning	S2005	22	\$74,637	\$116,089
3	Coordinator, Student Disability Services (RC)	S2005	22	\$74,637	\$116,089
3	Data Network Manager	S2005	22	\$74,637	\$116,089
3	Desktop Engineer Manager	S2005	22	\$74,637	\$116,089
3	Director, Academic Center for Student Athletes	S2005	22	\$74,637	\$116,089
3	Director, Advancement Services	S2005	22	\$74,637	\$116,089
3	Director, CCSU/Ana Grace Project	S2005	22	\$74,637	\$116,089
3	Director, Auxillary Services (IT)	S2005	22	\$74,637	\$116,089
3	Director, Continuing Education	S2005	22	\$74,637	\$116,089
3	Director, Engineering	S2005	22	\$74,637	\$116,089
3	Director, Environmental Health & Safety	S2005	22	\$74,637	\$116,089
3	Director, Institute for Municipal and Regional Policy (IMRP)	S2005	22	\$74,637	\$116,089
3	Director, Pre-Collegiate and Access Services	S2005	22	\$74,637	\$116,089
3	Director, U.S. - China Center	S2005	22	\$74,637	\$116,089
3	Enterprise Resource Planning Manager	S2005	22	\$74,637	\$116,089
3	Facilities Operations Manager	S2005	22	\$74,637	\$116,089
3	Manager, Explore Central/Career Success Center	S2005	22	\$74,637	\$116,089
3	Manager, Support Services	S2005	22	\$74,637	\$116,089
3	Manager of University Internet Services	S2005	22	\$74,637	\$116,089
3	Media Relations Officer	S2005	22	\$74,637	\$116,089

**OCCUPATIONAL CATEGORY STUDY
2018- 2019**

EEO Category	Job Title	Pay Plan	Union	Minimum Salary	Maximum Salary
3	Network Security Manager	S2005	22	\$74,637	\$116,089
3	Project Manager, IT	S2005	22	\$74,637	\$116,089
3	Student Tech. Resource Manager	S2005	22	\$74,637	\$116,089
3	System Manager	S2005	22	\$74,637	\$116,089
3	Advanced Practice Registered Nurse (APRN)	S2004	22	\$65,006	\$103,765
3	Assistant Dean, Professional Programs & Certification Officer	S2004	22	\$65,006	\$103,765
3	Assistant Dean, Graduate Studies	S2004	22	\$65,006	\$103,765
3	Assistant Dean, School of Arts & Sciences	S2004	22	\$65,006	\$103,765
3	Assistant Dean, School of Business	S2004	22	\$65,006	\$103,765
3	Assistant Director, Accounting	S2004	22	\$65,006	\$103,765
3	Assistant Director, Athletics for Admin and Student Svcs	S2004	22	\$65,006	\$103,765
3	Assistant Director, Athletics for Comm & Media Svcs	S2004	22	\$65,006	\$103,765
3	Assistant Director, Facility Support Services	S2004	22	\$65,006	\$103,765
3	Assistant Manager for Internet Services	S2004	22	\$65,006	\$103,765
3	Associate Bursar	S2004	22	\$65,006	\$103,765
3	Associate Director, CIE & Coordinator of IELP	S2004	22	\$65,006	\$103,765
3	Associate Director, CIE/ Intl Student and Scholar Svcs	S2004	22	\$65,006	\$103,765
3	Associate Director, Center for Social Research	S2004	22	\$65,006	\$103,765
3	Associate Director, Confucious Center	S2004	22	\$65,006	\$103,765
3	Associate Director, Communication & Marketing	S2004	22	\$65,006	\$103,765
3	Associate Director, Counseling and Wellness	S2004	22	\$65,006	\$103,765
3	Associate Director, Alumni Affairs	S2004	22	\$65,006	\$103,765
3	Associate Director, Cont. Ed. & Community Engagement	S2004	22	\$65,006	\$103,765
3	Associate Director, Financial Aid	S2004	22	\$65,006	\$103,765
3	Associate Director, Graduate Office	S2004	22	\$65,006	\$103,765
3	Associate Director, Int'l Student & Scholar Svcs Coord.	S2004	22	\$65,006	\$103,765
3	Associate Director, Pre-Collegiate and Access Services	S2004	22	\$65,006	\$103,765
3	Associate Director, Recruitment & Admissions	S2004	22	\$65,006	\$103,765
3	Associate Director, Residence Life	S2004	22	\$65,006	\$103,765
3	Associate Director, Student Activities/Leadership Dev.	S2004	22	\$65,006	\$103,765
3	Associate Director, Student Center	S2004	22	\$65,006	\$103,765
3	Associate Registrar	S2004	22	\$65,006	\$103,765
3	Associate Registrar for CAPP	S2004	22	\$65,006	\$103,765
3	Capital Budget Administrator	S2004	22	\$65,006	\$103,765
3	Coordinator, Clinical Placement and Laboratory Learning	S2004	22	\$65,006	\$103,765
3	Coordinator, Community Engagement	S2004	22	\$65,006	\$103,765
3	Coordinator, University Construction Facilities Management	S2004	22	\$65,006	\$103,765
3	Coordinator, Wellness Education	S2004	22	\$65,006	\$103,765
3	Coordinator, Women's Center	S2004	22	\$65,006	\$103,765
3	Customer Support Center Supervisor	S2004	22	\$65,006	\$103,765
3	Data Network Specialist	S2004	22	\$65,006	\$103,765
3	Database Administrator	S2004	22	\$65,006	\$103,765
3	Desktop Engineer	S2004	22	\$65,006	\$103,765
3	Director, Office of Student Teaching and Field Experiences	S2004	22	\$65,006	\$103,765
3	Director, University Learning Center	S2004	22	\$65,006	\$103,765
3	Facilities Contract Administrator	S2004	22	\$65,006	\$103,765
3	Institutional Research Specialist	S2004	22	\$65,006	\$103,765
3	Institutional Review Board (IRB) Administrator	S2004	22	\$65,006	\$103,765
3	Instructional Design & Technology Resource Center Supervisor	S2004	22	\$65,006	\$103,765
3	Instructional Technology Systems Administrator	S2004	22	\$65,006	\$103,765
3	International Education Coordinator	S2004	22	\$65,006	\$103,765
3	Manager Contract Compliance/Procurement Services	S2004	22	\$65,006	\$103,765
3	Media Technology Manager	S2004	22	\$65,006	\$103,765

**OCCUPATIONAL CATEGORY STUDY
2018- 2019**

EEO Category	Job Title	Pay Plan	Union	Minimum Salary	Maximum Salary
3	Network Security Specialist	S2004	22	\$65,006	\$103,765
3	Operations Coordinator	S2004	22	\$65,006	\$103,765
3	Programmer Specialist	S2004	22	\$65,006	\$103,765
3	Project Coordinator	S2004	22	\$65,006	\$103,765
3	Purchasing Manager	S2004	22	\$65,006	\$103,765
3	Server Administrator	S2004	22	\$65,006	\$103,765
3	Technical Support Specialist	S2004	22	\$65,006	\$103,765
3	Veterans Affairs Coordinator	S2004	22	\$65,006	\$103,765
3	Voice Systems Specialist	S2004	22	\$65,006	\$103,765
3	Assistant Counselor	A3002	21	\$62,123	\$82,831
3	Assistant Librarian	A1002	21	\$62,123	\$82,831
3	Video Engineering Specialist	EE022	22	\$56,263	\$81,251
3	Administrative Assistant to President	MCP3	50	\$55,062	\$88,079
3	Associate in Diversity and Equity	MCP3	50	\$55,062	\$88,079
3	Associate in Human Resources	MCP3	50	\$55,062	\$88,079
3	Academic Advising Specialist	S2003	22	\$55,377	\$91,442
3	Academic Support Specialist	S2003	22	\$55,377	\$91,442
3	Access and Security Coordinator (Facilities)	S2003	22	\$55,377	\$91,442
3	Accounting and Budget Specialist (athletics)	S2003	22	\$55,377	\$91,442
3	Advancement Services Specialist	S2003	22	\$55,377	\$91,442
3	Advising and Career Exploration Specialist	S2003	22	\$55,377	\$91,442
3	Advising and Student Support Specialist	S2003	22	\$55,377	\$91,442
3	Assistant Bursar	S2003	22	\$55,377	\$91,442
3	Assistant Compliance Coordinator	S2003	22	\$55,377	\$91,442
3	Assistant Director, Admissions	S2003	22	\$55,377	\$91,442
3	Assistant Director, Bursar	S2003	22	\$55,377	\$91,442
3	Assistant Director, Facilities Management	S2003	22	\$55,377	\$91,442
3	Assistant Director, Financial Aid	S2003	22	\$55,377	\$91,442
3	Assistant Director, Graduate Recruitment & Admissions	S2003	22	\$55,377	\$91,442
3	Assistant Director, Local, Regional & State Affairs	S2003	22	\$55,377	\$91,442
3	Assistant Director, Marketing and Communications	S2003	22	\$55,377	\$91,442
3	Assistant Director, Office of Grants & Funded Research	S2003	22	\$55,377	\$91,442
3	Assistant Director, Office of Student Conduct	S2003	22	\$55,377	\$91,442
3	Assistant Director, Recruitment & Admissions	S2003	22	\$55,377	\$91,442
3	Assistant Director, Registrar	S2003	22	\$55,377	\$91,442
3	Assistant Director, Residence Life	S2003	22	\$55,377	\$91,442
3	Assistant Director, Student Activities/Leadership Dev.	S2003	22	\$55,377	\$91,442
3	Assistant Director, Student Center	S2003	22	\$55,377	\$91,442
3	Assistant Director/Coordinator, CASD Grant Program	S2003	22	\$55,377	\$91,442
3	Assistant Director/Coord. Central Access & Student Dev.	S2003	22	\$55,377	\$91,442
3	Assistant Registrar	S2003	22	\$55,377	\$91,442
3	Assistant to the Bursar	S2003	22	\$55,377	\$91,442
3	Budget & Accounting Assistant, Athletics	S2003	22	\$55,377	\$91,442
3	Budget & Accounting Assistant, Budget	S2003	22	\$55,377	\$91,442
3	Budget & Accounting Assistant, Facilities Mgmt	S2003	22	\$55,377	\$91,442
3	Budget Assistant	S2003	22	\$55,377	\$91,442
3	Business Development Coordinator	S2003	22	\$55,377	\$91,442
3	Business Development Specialist (ITBD)	S2003	22	\$55,377	\$91,442
3	Campus One Card System Specialist	S2003	22	\$55,377	\$91,442
3	College Health Nurse	S2003	22	\$55,377	\$91,442
3	Conference Center Manager	S2003	22	\$55,377	\$91,442
3	ConnCAP Site Coordinator	S2003	22	\$55,377	\$91,442
3	Coordinator of Design & Publications	S2003	22	\$55,377	\$91,442
3	Customer Support Center Lead	S2003	22	\$55,377	\$91,442
3	Desktop Support Technician	S2003	22	\$55,377	\$91,442
3	Digital Media Production Coordinator	S2003	22	\$55,377	\$91,442
3	Environmental Health & Safety Coordinator	S2003	22	\$55,377	\$91,442
3	Instructional Media Coordinator	S2003	22	\$55,377	\$91,442
3	Major Gifts Associate	S2003	22	\$55,377	\$91,442

**OCCUPATIONAL CATEGORY STUDY
2018- 2019**

EEO Category	Job Title	Pay Plan	Union	Minimum Salary	Maximum Salary
3	Networking/Telecommunication Specialist	S2003	22	\$55,377	\$91,442
3	Operations & Database Support Specialist	S2003	22	\$55,377	\$91,442
3	Planner/Analyst	S2003	22	\$55,377	\$91,442
3	Policy & Research Specialist	S2003	22	\$55,377	\$91,442
3	Program Administrator (IMRP)	S2003	22	\$55,377	\$91,442
3	Project Coordinator	S2003	22	\$55,377	\$91,442
3	Assistant Property Control Coordinator	S2003	22	\$55,377	\$91,442
3	Property Inventory Control Coordinator	S2003	22	\$55,377	\$91,442
3	Recreation Specialist	S2003	22	\$55,377	\$91,442
3	Science Technical Specialist	S2003	22	\$55,377	\$91,442
3	Sexual Assault and Violence Prevention Specialist	S2003	22	\$55,377	\$91,442
3	Software Support/Training Specialist	S2003	22	\$55,377	\$91,442
3	Team Advisor (Academic Center for Student Athletes)	S2003	22	\$55,377	\$91,442
3	Staff Librarian	A1001	21	\$54,891	\$73,188
3	Assistant in Human Resources	MCP2	50	\$46,782	\$74,831
3	CSU Administrative Assistant	MCP2	50	\$46,782	\$74,831
3	Accreditation/Support Technician	S2002	22	\$45,745	\$79,118
3	Administrative Coordinator	S2002	22	\$45,745	\$79,118
3	Administrative Support Coordinator	S2002	22	\$45,745	\$79,118
3	Assistant to Director/Area Coordinator	S2002	22	\$45,745	\$79,118
3	Assistant in Fiscal Affairs	S2002	22	\$45,745	\$79,118
3	Assistant to Director/Residence Hall Director	S2002	22	\$45,745	\$79,118
3	Assistant in Payroll/Accts Payable	S2002	22	\$45,745	\$79,118
3	Billing Administrator	S2002	22	\$45,745	\$79,118
3	Business Development Assistant/Youth Programs	S2002	22	\$45,745	\$79,118
3	Customer Support Center Assistant	S2002	22	\$45,745	\$79,118
3	Degree Auditor	S2002	22	\$45,745	\$79,118
3	Desktop Support Assistant	S2002	22	\$45,745	\$79,118
3	Disadvantaged Business Enterprise (DBE) Administrator	S2002	22	\$45,745	\$79,118
3	Equipment Manager	S2002	22	\$45,745	\$79,118
3	Financial Aid Counselor	S2002	22	\$45,745	\$79,118
3	Media Technician	S2002	22	\$45,745	\$79,118
3	Procurement Specialist	S2002	22	\$45,745	\$79,118
3	Program Administrator (China Center)	S2002	22	\$45,745	\$79,118
3	Program Assistant, IMRP	S2002	22	\$45,745	\$79,118
3	Project Assistant	S2002	22	\$45,745	\$79,118
3	Project Specialist	S2002	22	\$45,745	\$79,118
3	Registrar Services Assistant	S2002	22	\$45,745	\$79,118
3	Sports Information Assistant	S2002	22	\$45,745	\$79,118
3	Support Assistant (Server or Systems)	S2002	22	\$45,745	\$79,118
3	TRIO Project Assistant	S2002	22	\$45,745	\$79,118
3	Wellness Program Administrator	S2002	22	\$45,745	\$79,118
3	Veteran Retention Specialist	S2002	22	\$45,745	\$79,118
3	Drafter 1	ES016	15	\$44,433	\$60,961
3	Athletic Communication Trainee	S2001	22	\$36,115	\$66,795
3	Computer Support Assistant	S2001	22	\$36,115	\$66,795
3	Professional Development Specialist	S2001	22	\$36,115	\$66,795
Category 4: Clerical/Secretarial					
4	Administrative Assistant	CL019	7	\$55,823	\$72,238
4	Unit Supervisor	CL018	7	\$53,242	\$69,101
4	Purchasing Assistant	CL017	7	\$50,721	\$66,100
4	Administrative Operations Assistant	MCP1	50	\$49,832	\$67,419
4	Processing Technician	CL016	7	\$48,357	\$63,235
4	Secretary 2	CL016	7	\$48,357	\$63,235
4	Payroll Clerk	CL016	7	\$48,357	\$63,235
4	Telecommunications Dispatcher	CL015	7	\$46,163	\$60,537
4	Secretary 1	CL014	7	\$44,178	\$57,970
4	Office Assistant	CL013	7	\$42,333	\$55,542
4	Financial Clerk	CL012	7	\$40,231	\$51,229
4	Clerk Typist	CL010	7	\$37,955	\$47,978

**OCCUPATIONAL CATEGORY STUDY
2018- 2019**

EEO Category	Job Title	Pay Plan	Union	Minimum Salary	Maximum Salary
Category 5: Technical/Paraprofessional					
5	Lead University Research Technician	TC022	6	\$63,832	\$83,479
5	Library Technician	AR020	16	\$60,693	\$76,890
5	Assistant Accountant	AR019	16	\$57,750	\$73,484
5	Fiscal Administrative Assistant	AR019	16	\$57,750	\$73,484
5	University Research Technician 2	TC019	6	\$56,493	\$72,633
5	Planetarium Technician	TC018	6	\$53,912	\$69,515
5	Library Technical Assistant	AR016	16	\$49,924	\$64,222
5	University Research Technician 1	TC017	6	\$51,384	\$66,519
Category 6: Skilled Crafts					
6	Plant Facilities Engineer 2	FM032	6	\$98,836	\$129,221
6	QCW (Pln&Stmfr) 40 hour	FM018	6	\$55,559	\$71,643
6	QCW (Elec)	TC018	6	\$53,912	\$69,515
6	QCW (HVACR)	TC018	6	\$53,912	\$69,515
6	QCW (locksmith)	TC018	6	\$53,912	\$69,515
6	QCW (Pln&Stmfr)	TC018	6	\$53,912	\$69,515
6	QCW (Carpy)	TC017	6	\$51,384	\$66,519
Category 7: Service/Maintenance (excluding Protective Services)					
7	Building Maintenance Supervisor	FM025	6	\$75,527	\$98,439
7	MaintSupv2 (Plmn&Stmfr)	FM024	6	\$72,079	\$94,115
7	Lead Power Plnt Oper Enrgy Ctr	FM021	6	\$64,067	\$81,784
7	MaintSupv2 (Genl) (40hrs/wk)	TC022	6	\$61,673	\$80,656
7	MaintSupv1 (Elec)	TC022	6	\$61,673	\$80,656
7	MaintSupv1 (Genl)	TC020	6	\$57,299	\$73,374
7	MaintSupv1 (Lock)	TC020	6	\$57,299	\$73,374
7	Building Superintendent 1 (40 hours)	FM018	6	\$55,559	\$71,643
7	Power Plant Operator Enrgy Ctr (40 hrs/wk) (RC)	TC019	6	\$54,582	\$70,176
7	Power Plant Operator Enrgy Ctr (40 hrs/wk)	TC018	6	\$52,088	\$67,164
7	Mail Services Supervisor 1	FM016	6	\$50,524	\$65,607
7	Duplicating Services Supervisor 1	TC016	6	\$47,365	\$61,505
7	Material Storage Supervisor 1	TC016	6	\$47,365	\$61,505
7	General Trades Worker	TC015	6	\$45,219	\$58,905
7	Duplicating Technician 2	TC014	6	\$43,218	\$56,440
7	Landscape Technician	TC014	6	\$43,218	\$56,440
7	Lead Mail Handler	TC014	6	\$43,218	\$56,440
7	Material Storage Specialist	TC014	6	\$43,218	\$56,440
7	Skilled Maintainer	TC014	6	\$43,218	\$56,440
7	Supervising Custodian	TC014	6	\$43,218	\$56,440
7	Storekeeper	TC012	6	\$39,245	\$49,940
7	Lead Custodian	TC011	6	\$38,137	\$48,295
7	Mail Handler	TC011	6	\$38,137	\$48,295
7	Custodian	TC009	6	\$36,072	\$45,076
7	Maintainer	TC009	6	\$36,072	\$45,076
7	Storekeeper Assistant	TC009	6	\$36,072	\$45,076
Category 7: Service/Maintenance - Protective Services					
7	Police Lieutenant	PS019	9	\$79,606	\$105,632
7	Fire Lieutenant	PS015	9	\$65,751	\$87,908
7	Police Sergeant	PS014	9	\$62,779	\$84,020
7	Detective	PS013	9	\$61,104	\$79,803
7	Police Officer	PS011	9	\$55,414	\$72,915
7	Protective Services Trainee	PS005	9	\$41,634	\$55,872

Leadership of Major Divisions and Units

Matt Fleury
BOR Chair

Mark Ojakian
CSCU President

Zulma R. Toro
University President

David Dauwalder
Provost & Vice President
Academic Affairs

Christopher Galligan
Vice President
Institutional Advancement

Nancy "Rusty" Barcelo
Interim Vice President
Equity and Inclusion

Michael Jasek
Vice President
Student Affairs

Charlene Gasamento
Chief Financial Officer

Carolyn Magnan
University Counsel

Sal Cintorino
Interim Chief Facilities Officer

Karissa Peckham
Associate Vice President
Enrollment Management

George Claffey
Chief Information Officer

Anna Suski-Lenczewski
Chief Human Resources Officer

Leadership of Major Divisions and Units

