

## 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:

Financial Literacy Assistant (grant funded)	Rank I
Career Assistant	Rank I
Fiscal Assistant – TRIO Grants (grant funded)	Rank II
Center for Public Policy and Social Research (CPPSR) Program Assistant (self-supporting)	Rank II
Assistant Director of Undergraduate Advising	Rank III
COVID-19 Campus Facilitator	Rank III
Coordinator of Clinical Placement and Assessment Management	Rank IV
Coordinator of Campus Recreation and Fitness	Rank IV
Associate Registrar – Graduate Studies	Rank IV
Academic Planning and Resource Specialist	Rank IV
Associate Registrar – Curriculum Management	Rank IV
Cloud Infrastructure Manager	Rank V
Director of Undergraduate Advising	Rank VI
Director of Marketing	Rank VII

Ombudsperson	Manager 3
Vice President for Institutional Advancement and Strategic Partnerships	Executive 3
Chief Budget and Compliance Officer	Executive 1

The following titles were changed without a change in rank:

<b>From:</b>	<b>To:</b>
Director of the Career Success Center and Explore Central Advising Office	Director of Career Development
Equity and Inclusion Associate, CCSU	Equity and Inclusion Investigations Officer, CCSU
Senior Associate Equity and Inclusion Officer (CCSU)	Senior Equity and Inclusion Investigations Officer/Title IX Coordinator (CCSU)
TRIO Project Coordinator	Project Coordinator (TRIO Grant) or (TRIO SSS) (grant funded)
TRIO Project Assistant	Project Assistant (TRIO Grant) or (TRIO SSS Grant) (grant funded)

The following titles and/or ranks were changed/replaced:

<b>From:</b>	<b>To:</b>
Academic Advising Specialist (Carol A. Ammon School of Arts and Sciences), Rank III	Assistant Director of Undergraduate Advising, Rank III
Advising and Student Support Specialist (School of Business), Rank III	Assistant Director of Undergraduate Advising, Rank III
Advising and Student Support Specialist (School of Education and Professional Studies), Rank III	Assistant Director of Undergraduate Advising, Rank III
Advising and Student Support Specialist (School of Engineering, Science and Technology), Rank III	Assistant Director of Undergraduate Advising, Rank III
Coordinator, Women's Center, Rank IV	Director, Women's Center, Rank V
Instructional Design and Technology Resource Center Supervisor, Rank IV	Director of Instructional Design and Distance Learning Development, Rank V

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 Study will be reported in the next filing of the plan.

## **2020 – 2021 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

#### 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  
Coordinator of School/Community Partnerships  
Coordinator of Clinical Placement and Laboratory Learning  
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

### *Center for Teaching and Innovation*

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

### *Career Development*

Director of Career Development  
Career Assistant (grant funded)

### *Faculty*

Professor  
Associate Professor  
Assistant Professor  
Instructor

### *Bursar Office*

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 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  
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, Women's Center  
Coordinator, LGBTQ Center

*Facilities Management*

Chief Operations Officer  
Director of Engineering Services  
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)

*Facilities Management Continued*

CCSU Facilities Coordinator – Downtown and Main  
Campuses Facilities  
Management Administrative Support Specialist  
Accounting & Budget Assistant  
Property Inventory Control  
Coordinator  
Property Control Assistant  
Materials Storage Supervisor  
1 University Engineer

*Communications and Logistics*

Media Technology Manager  
Media Technician

*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  
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

*Institute for Municipal and Regional Policy (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  
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  
Enterprise Infrastructure Administrator (Network)  
Data Network Specialist  
Instructional Design & Technology Resource Center Supervisor  
Network Security Specialist  
Networking & Telecomm Administrator  
Operations and Database Support Specialist  
Operations Coordinator  
Programmer Specialist  
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

*Information Technology Continued*

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  
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 and Assessment*

Institutional Research Specialist  
Planner/Analyst – 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

*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 – 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  
Administrative 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  
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 Conduct Office)*

Director Student Conduct  
Assistant Director, Office of Student Conduct

### *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/Academic Affairs Office*

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

Academic Advising Specialist (Carol A. Ammon School of Arts and Sciences)

Advising and Student Support Specialist (School of Business)

Advising and Student Support Specialist (School of Education and Professional Studies)

Advising and Student Support Specialist (School of Engineering, Science and Technology)

*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

*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

Coordinator, Women's Center

Director of Academic Articulations and Partnerships

Director, Academic Center for Student Athletes

Director of Engineering

Director of Marketing

Director, Office of Student Teaching and Field Experiences

Director of Operational Logistics and Events Management (Admin. Affairs)  
Director of Student Disability Services  
Director of Student Wellness Services and University Physician  
Executive Assistant to the President  
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 Special Assistant  
to the President  
Team Advisor (Academic Center for Student Athletes)  
Theatre Support Specialist  
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  
CSU Administrative Assistant  
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 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 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  
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*

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

### *Protective Services*

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

### *Purchasing*

Purchasing Manager  
Procurement Specialist  
Purchasing Assistant

### *Secretarial*

Administrative Assistant  
Secretary 2  
Secretary 1  
Office Assistant  
Clerk Typist

### *Service/Maintenance*

Materials Storage Supervisor  
Storekeeper  
Storekeeper Assistant  
General Trades Worker  
Skilled Maintainer  
Maintainer  
Supervising Custodian  
Lead Custodian  
Custodian  
Duplicating Services Supervisor1  
Duplicating Technician 2

### *Skilled Craft*

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

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

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

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

Associate Accountant

Fiscal Administrative Assistant

Library Technician

Mail Services Supervisor 1

Payroll Officer 2

Purchasing Manager

Materials Storage Supervisor

General Trades Worker

Supervising Custodian

Duplicating Services Supervisor1

Lead Power Plant Operator Energy Center

Maintenance Supervisor 1 (Electrical, General, Locksmith, Plmn & Stmfr)

**OCCUPATIONAL CATEGORY STUDY  
2020- 2021**

<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		\$314,000	
1	Provost & Vice President of Academic Affairs	MCE4	\$191,386	\$287,078
1	Dean of Education	MCE4	\$191,386	\$287,078
1	Vice President for Academic Affairs	MCE3	\$162,893	\$244,339
1	Vice President of Equity & Inclusion	MCE3	\$162,893	\$244,339
1	Vice President for Student Affairs	MCE3	\$162,893	\$244,339
1	Vice President for Institutional Advancement	MCE3	\$162,893	\$244,339
1	Chief Administrative Officer	MCE3	\$162,893	\$244,339
1	Chief Financial Officer	MCE3	\$162,893	\$244,339
1	Chief Information Officer	MCE3	\$162,893	\$244,339
1	Chief Operations Officer	MCE3	\$162,893	\$244,339
1	Dean, School of Business	MCE2	\$138,432	\$128,218
1	Dean, School of Engineering & Technology	MCE2	\$138,432	\$128,218
1	Dean, School of Education and Professional Studies	MCE2	\$138,432	\$128,218
1	Dean, School of Arts & Sciences	MCE2	\$138,432	\$128,218
1	Director of Institutional Research	MCE1	\$118,003	\$177,005
1	University Counsel & Special Asst to President	MCE1	\$118,003	\$177,005
1	Associate Vice President for Academic Affairs	MCE1	\$118,003	\$177,005
1	Associate Vice President for Enrollment Management	MCE1	\$118,003	\$177,005
1	Associate Vice President of Graduate Studies	MCE1	\$118,003	\$177,005
1	Associate Vice President for Marketing & Communications	MCE1	\$118,003	\$177,005
1	Chief Human Resources 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	Assistant Chief Administrative Officer/Director	S2007	\$99,063	\$148,477
1	Associate Dean of Arts & Sciences	S2007	\$99,063	\$148,477
1	Associate Dean, School of Business	S2007	\$99,063	\$148,477
1	Associate Dean, Planning & Resources	S2007	\$99,063	\$148,477
1	Associate Dean, School of Engineering & Technology	S2007	\$99,063	\$148,477
1	Associate Dean, Student Affairs	S2007	\$99,063	\$148,477
1	Controller	S2007	\$99,063	\$148,477
1	Director, Academic Articulations & Partnerships	S2007	\$99,063	\$148,477
1	Director of Counseling & Student Development	S2007	\$99,063	\$148,477
1	Director of Marketing	S2007	\$99,063	\$148,477
1	Director of Grad Rec & Admissions	S2007	\$99,063	\$148,477
1	Director, Recruitment & Admissions	S2007	\$99,063	\$148,477
1	Director of Marketing	S2007	\$99,063	\$148,477
1	Director, Center for International Education	S2007	\$99,063	\$148,477
1	Director, Institutional Research and Assessment	S2007	\$99,063	\$148,477
1	Director, Library Services	S2007	\$99,063	\$148,477
1	Director of Employee & Labor Relations	MCM3	\$99,994	\$149,990
1	Director, Institutional Research and Assessment	MCM3	\$99,994	\$149,990
1	Special Assistant to the President	MCM3	\$99,994	\$149,990
1	Associate to the VP for Institutional Advancement	MCM3	\$99,994	\$149,990
1	Chief of Police	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	\$105,296	\$144,693
2	Professor (10 Month)	A1004	\$94,422	\$125,896
2	Associate Professor (10 month)	A1003	\$79,421	\$105,895
2	Assistant Professor (10 Month)	A1002	\$64,422	\$85,896
2	Instructor (10 Month)	A1001	\$56,942	\$75,896
<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



**OCCUPATIONAL CATEGORY STUDY  
2020- 2021**

<b>EEO Category</b>	<b>Job Title</b>	<b>Pay Plan</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
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
<b>Category 3: Professional/Non-faculty</b>				
3	Counselor	A2004	\$105,296	\$140,759
3	Associate Counselor (12 month)	A2003	\$91,053	\$120,457
3	Librarian	A1004	\$94,422	\$125,896
3	Director, Administrative Technical Services	S2006	\$89,902	\$135,475
3	Director, Client Services	S2006	\$89,902	\$135,475
3	Director, Explore Central/Career Success Center	S2006	\$89,902	\$135,475
3	Director, Financial Aid	S2006	\$89,902	\$135,475
3	Director, Institutional Advancement	S2006	\$89,902	\$135,475
3	Director, IT Strategic Initiatives and Special Projects	S2006	\$89,902	\$135,475
3	Director, Learning Center	S2006	\$89,902	\$135,475
3	Director of Engineering Services	S2006	\$89,902	\$135,475
3	Director, Office of Grants & Funded Research	S2006	\$89,902	\$135,475
3	Director, Operational Logistics and Events Management	S2006	\$89,902	\$135,475
3	Director, Residence Life	S2006	\$89,902	\$135,475
3	Director, Student Activities/Leadership Development	S2006	\$89,902	\$135,475
3	Director, Student Center	S2006	\$89,902	\$135,475
3	Director, Student Conduct	S2006	\$89,902	\$135,475
3	Director, IT Technical Services	S2006	\$89,902	\$135,475
3	Registrar	S2006	\$89,902	\$135,475
3	Assistant Dean, School of Business	S2006	\$89,902	\$135,475
3	Associate Director, Accounting	S2006	\$89,902	\$135,475
3	Associate Accountant	AR026	\$81,814	\$105,221
3	Associate Counselor (10 month)	A1003	\$79,421	\$105,895
3	Associate Librarian	A1003	\$79,421	\$105,895
3	Payroll Officer 2	AR025	\$77,971	\$100,496
3	Assistant Athletic Director	S2005	\$78,742	\$122,474
3	Associate Director, Accounting	S2005	\$78,742	\$122,474
3	Associate Director, Athletics Administration	S2005	\$78,742	\$122,474
3	Associate Director, Athletics for Sports Performance	S2005	\$78,742	\$122,474
3	Associate Director, Business Services	S2005	\$78,742	\$122,474
3	Associate Director, CIE & Coordinator of IELP	S2005	\$78,742	\$122,474
3	Associate Director, Counseling	S2005	\$78,742	\$122,474
3	Associate Director, Educ & Prof Studies	S2005	\$78,742	\$122,474
3	Associate Director, Facilities Support Services	S2005	\$78,742	\$122,474
3	Bursar	S2005	\$78,742	\$122,474
3	Budget Director	S2005	\$78,742	\$122,474
3	Campus Architect	S2005	\$78,742	\$122,474
3	Coordinator, Capital Projects & Facilities Planning	S2005	\$78,742	\$122,474
3	Coordinator, Women's Program	S2005	\$78,742	\$122,474
3	Coordinator, Capital Proj & Fac Planning	S2005	\$78,742	\$122,474
3	Desktop Engineer Manager	S2005	\$78,742	\$122,474
3	Director, Advancement Services	S2005	\$78,742	\$122,474
3	Director of Alumni Services	S2005	\$78,742	\$122,474
3	Director, Auxillary Services (IT)	S2005	\$78,742	\$122,474
3	Director, Continuing Education	S2005	\$78,742	\$122,474
3	Director, Environmental Health & Safety	S2005	\$78,742	\$122,474
3	Director, Institute for Municipal and Regional Policy (IMRP)	S2005	\$78,742	\$122,474
3	Director, Pre-Collegiate and Access Services	S2005	\$78,742	\$122,474
3	Director of New Student Programs	S2005	\$78,742	\$122,474
3	Director of Student Disability Services	S2005	\$78,742	\$122,474
3	Facilities Operations Manager	S2005	\$78,742	\$122,474

**OCCUPATIONAL CATEGORY STUDY  
2020- 2021**

<b>EEO Category</b>	<b>Job Title</b>	<b>Pay Plan</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
3	Instructional Design & Technology Resource Center Supervisor	S2005	\$78,742	\$122,474
3	Manager of Contract Compliance	S2005	\$78,742	\$122,474
3	Manager, Support Services	S2005	\$78,742	\$122,474
3	Manager of University Internet Services	S2005	\$78,742	\$122,474
3	Network Security Specialist	S2005	\$78,742	\$122,474
3	Project Manager, IT	S2005	\$78,742	\$122,474
3	Student Tech. Resource Manager	S2005	\$78,742	\$122,474
3	Senior System Manager	S2005	\$78,742	\$122,474
3	Accounting and Budget Tax Specialist	S2004	\$68,581	\$109,472
3	Advanced Practice Registered Nurse (APRN)	S2004	\$68,581	\$109,472
3	Advising & Career Exploration Specialist	S2004	\$68,581	\$109,472
3	Assessment Coordinator	S2004	\$68,581	\$109,472
3	Assistant Dean, Professional Programs & Certification Officer	S2004	\$68,581	\$109,472
3	Assistant Dean, Graduate Studies	S2004	\$68,581	\$109,472
3	Assistant Director, Residence Life	S2004	\$68,581	\$109,472
3	Associate Bursar	S2004	\$68,581	\$109,472
3	Associate Director, Graduate Programs	S2004	\$68,581	\$109,472
3	Associate Director, Student Activities/Leadership Dev.	S2004	\$68,581	\$109,472
3	Associate Director, Financial Aid	S2004	\$68,581	\$109,472
3	Associate Director, Medical	S2004	\$68,581	\$109,472
3	Associate Director, Graduate Office	S2004	\$68,581	\$109,472
3	Associate Director, Recruitment & Admissions	S2004	\$68,581	\$109,472
3	Associate Director, Residence Life	S2004	\$68,581	\$109,472
3	Associate Director, Student Activities/Leadership Dev.	S2004	\$68,581	\$109,472
3	Associate Director, Student Center	S2004	\$68,581	\$109,472
3	Associate Registrar	S2004	\$68,581	\$109,472
3	Associate Registrar for CAPP	S2004	\$68,581	\$109,472
3	Assistant Athletic Director for Admin & Student Services	S2004	\$68,581	\$109,472
3	Assistant Manager of Internet Services	S2004	\$68,581	\$109,472
3	Capital Budget Administrator	S2004	\$68,581	\$109,472
3	CCSU Athletic Director	S2004	\$68,581	\$109,472
3	Contract Compliance Assistant	S2004	\$68,581	\$109,472
3	Coordinator, Clinical Placement and Laboratory Learning	S2004	\$68,581	\$109,472
3	Coordinator, Community Engagement	S2004	\$68,581	\$109,472
3	Coordinator, University Construction Facilities Management	S2004	\$68,581	\$109,472
3	Coordinator, Student Fin Literacy & Advising	S2004	\$68,581	\$109,472
3	Coordinator, International Studies & Scholar Services	S2004	\$68,581	\$109,472
3	Coordinator, University Construction Facilities Management	S2004	\$68,581	\$109,472
3	Coordinator, Wellness Education	S2004	\$68,581	\$109,472
3	Institutional Research Specialist	S2004	\$68,581	\$109,472
3	Instructional Technology Systems Administrator	S2004	\$68,581	\$109,472
3	International Education Coordinator	S2004	\$68,581	\$109,472
3	Media Technology Manager	S2004	\$68,581	\$109,472
3	Manager of CT Sentencing Commission	S2004	\$68,581	\$109,472
3	Network & Telecomm Administrator	S2004	\$68,581	\$109,472
3	News Writer/Editor- Alumni Relations	S2004	\$68,581	\$109,472
3	News Writer/Editor- Media Relations	S2004	\$68,581	\$109,472
3	Operations Coordinator	S2004	\$68,581	\$109,472
3	Policy & Research Specialist	S2004	\$68,581	\$109,472
3	Programmer Specialist	S2004	\$68,581	\$109,472
3	Project Coordinator	S2004	\$68,581	\$109,472
3	Project Manager	S2004	\$68,581	\$109,472
3	Recreation Specialist	S2004	\$68,581	\$109,472
3	Server Administrator	S2004	\$68,581	\$109,472
3	Systems Administrator	S2004	\$68,581	\$109,472
3	Technical Support Specialist	S2004	\$68,581	\$109,472
3	TRIO Grant Project Coordinator	S2004	\$68,581	\$109,472
3	Veterans Affairs Coordinator	S2004	\$68,581	\$109,472
3	Voice Systems Specialist	S2004	\$68,581	\$109,472
3	Video Engineering Specialist	EC022	\$60,272	\$87,039

**OCCUPATIONAL CATEGORY STUDY  
2020- 2021**

<b>EEO Category</b>	<b>Job Title</b>	<b>Pay Plan</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
3	Assistant Counselor	A3002	\$59,668	\$80,030
3	Assistant Librarian	A1002	\$59,668	\$80,030
3	Academic Advising Specialist	S2003	\$58,422	\$96,471
3	Academic Support Specialist	S2003	\$58,422	\$96,471
3	Access and Security Coordinator (Facilities)	S2003	\$58,422	\$96,471
3	Accounting and Budget Assistant	S2003	\$58,422	\$96,471
3	Administrative Support Specialist	S2003	\$58,422	\$96,471
3	Admissions Representative	S2003	\$58,422	\$96,471
3	Advising and Career Exploration Specialist	S2003	\$58,422	\$96,471
3	Advising and Student Support Specialist	S2003	\$58,422	\$96,471
3	Assistant Bursar	S2003	\$58,422	\$96,471
3	Assistant Director, Admissions	S2003	\$58,422	\$96,471
3	Assistant Director, Advancement Services	S2003	\$58,422	\$96,471
3	Assistant Director, Continuing Education	S2003	\$58,422	\$96,471
3	Assistant Director, Financial Aid	S2003	\$58,422	\$96,471
3	Assistant Director, Graduate Recruitment & Admissions	S2003	\$58,422	\$96,471
3	Assistant Director, Office of Grants & Funded Research	S2003	\$58,422	\$96,471
3	Assistant Director, Student Activities/Leadership Dev.	S2003	\$58,422	\$96,471
3	Assistant Director, Student Center	S2003	\$58,422	\$96,471
3	Assistant Registrar	S2003	\$58,422	\$96,471
3	Assistant in Fiscal Affairs	S2003	\$58,422	\$96,471
3	Assistant Property Control Coordinator	S2003	\$58,422	\$96,471
3	Budget Assistant	S2003	\$58,422	\$96,471
3	Campus One Card System Specialist	S2003	\$58,422	\$96,471
3	College Health Nurse	S2003	\$58,422	\$96,471
3	Coordinator Sched & Community Partnerships	S2003	\$58,422	\$96,471
3	Customer Support Center Lead	S2003	\$58,422	\$96,471
3	Desktop Support Technician	S2003	\$58,422	\$96,471
3	Grants Specialist	S2003	\$58,422	\$96,471
3	Instructional Coordinator	S2003	\$58,422	\$96,471
3	Ins Res & Assess Support Specialist	S2003	\$58,422	\$96,471
3	Property Inventory Control Coordinator	S2003	\$58,422	\$96,471
3	Science Technical Specialist	S2003	\$58,422	\$96,471
3	Sexual Assault and Violence Prevention Specialist	S2003	\$58,422	\$96,471
3	Site Specialist (TRIO Grant)	S2003	\$58,422	\$96,471
3	Team Advisor (Academic Center for Student Athletes)	S2003	\$58,422	\$96,471
3	Technical Support Lead	S2003	\$58,422	\$96,471
3	Theatre Support Specialist	S2003	\$58,422	\$96,471
3	Staff Librarian	A1001	\$56,942	\$75,836
3	Administrative Assistant to President	MCP3	\$55,062	\$88,079
3	Associate in Diversity and Equity	MCP3	\$55,062	\$88,079
3	Associate in Human Resources	MCP3	\$55,062	\$88,079
3	Administrative Coordinator	S2002	\$48,261	\$83,469
3	Administrative Support Coordinator	S2002	\$48,261	\$83,469
3	Assistant to Director/Area Coordinator	S2002	\$48,261	\$83,469
3	Assistant in Fiscal Affairs	S2002	\$48,261	\$83,469
3	Assistant to Director/Residence Hall Director	S2002	\$48,261	\$83,469
3	Assistant in Payroll/Accts Payable	S2002	\$48,261	\$83,469
3	Assistant Registrar	S2002	\$48,261	\$83,469
3	Degree Auditor	S2002	\$48,261	\$83,469
3	Desktop Support Assistant	S2002	\$48,261	\$83,469
3	Environmental Health & Safety Assistant	S2002	\$48,261	\$83,469
3	Ins Des and Tech Res Assistant	S2002	\$48,261	\$83,469
3	Program Assistant	S2002	\$48,261	\$83,469
3	Project Assistant	S2002	\$48,261	\$83,469
3	Registrar Services Assistant	S2002	\$48,261	\$83,469
3	Server Support Assistant	S2002	\$48,261	\$83,469
3	Sports Information Assistant	S2002	\$48,261	\$83,469
3	Technical Support Assistant	S2002	\$48,261	\$83,469
3	Veteran Retention Specialist	S2002	\$48,261	\$83,469

**OCCUPATIONAL CATEGORY STUDY  
2020- 2021**

<b>EEO Category</b>	<b>Job Title</b>	<b>Pay Plan</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
3	Assistant in Human Resources	MCP2	\$46,782	\$74,831
3	CSU Administrative Assistant	MCP2	\$46,782	\$74,831
3	Drafter 1	ES016	\$45,989	\$63,095
<b>Category 4: Clerical/Secretarial</b>				
4	Administrative Assistant	CL019	\$57,777	\$74,767
4	Processing Technician	CL016	\$50,050	\$65,449
4	Secretary 2	CL016	\$50,050	\$65,449
4	Payroll Clerk	CL016	\$50,050	\$65,449
4	Head Clerk	CL015	\$47,779	\$62,656
4	Telecommunications Dispatcher	CL015	\$47,779	\$62,656
4	Secretary 1	CL014	\$45,725	\$59,999
4	Office Assistant	CL013	\$43,815	\$57,486
4	Cash Accounting Clerk	CL012	\$41,640	\$53,023
4	Clerk Typist	CL010	\$39,284	\$49,658
<b>Category 5: Technical/Paraprofessional</b>				
5	Lead University Research Technician	TC022	\$63,832	\$83,479
5	Library Technician	AR020	\$62,818	\$79,582
5	Assistant Accountant	AR019	\$59,772	\$76,056
5	Fiscal Administrative Assistant	AR019	\$59,772	\$76,056
5	Assistant Accountant	AR020	\$59,772	\$76,056
5	University Research Technician 2	TC019	\$56,493	\$72,633
5	Planetarium Technician	TC018	\$53,912	\$69,515
5	Library Technical Assistant	AR016	\$51,672	\$66,470
5	University Research Technician 1	TC017	\$51,384	\$66,519
<b>Category 6: Skilled Crafts</b>				
6	QCW (Pln&Stmfr) 40 hour	FM018	\$57,504	\$74,151
6	QCW (Elec)	TC018	\$53,912	\$69,515
6	QCW (HVACR)	TC018	\$53,912	\$69,515
6	QCW (locksmith)	TC018	\$53,912	\$69,515
6	QCW (Pln&Stmfr)	TC018	\$53,912	\$69,515
6	QCW (Carpy)	TC017	\$51,384	\$66,519
<b>Category 7: Service/Maintenance (excluding Protective Services)</b>				
7	Building Maintenance Supervisor	TC025	\$73,285	\$95,513
7	Building Superintendent 3	TC023	\$66,787	\$87,280
7	MaintSupv2 (Plmn&Stmfr)	FM024	\$74,602	\$97,410
7	Lead Power Plnt Oper Enrgy Ctr	FM021	\$66,310	\$84,647
7	MaintSupv2 (Genl) (40hrs/wk)	TC022	\$63,832	\$83,479
7	MaintSupv1 (Elec)	TC022	\$63,832	\$83,479
7	MaintSupv1 (Genl)	TC020	\$68,088	\$79,045
7	MaintSupv1 (Lock)	TC020	\$68,088	\$79,045
7	Building Superintendent 1 (40 hours)	FM018	\$57,504	\$74,151
7	Power Plant Operator Enrgy Ctr (40 hrs/wk)	FM018	\$57,504	\$74,151
7	Mail Services Supervisor 1	FM016	\$52,293	\$67,904
7	Duplicating Services Supervisor 1	TC016	\$49,023	\$63,658
7	Material Storage Supervisor 1	TC016	\$49,023	\$63,658
7	General Trades Worker	TC015	\$46,802	\$60,967
7	Duplicating Technician 2	TC014	\$44,731	\$58,416
7	Landscape Technician	TC014	\$44,731	\$58,416
7	Lead Mail Handler	TC014	\$44,731	\$58,416
7	Material Storage Specialist	TC014	\$44,731	\$58,416
7	Skilled Maintainer	TC014	\$44,731	\$58,416
7	Supervising Custodian	TC014	\$44,731	\$58,416
7	Storekeeper	TC012	\$40,619	\$51,688
7	Lead Custodian	TC011	\$39,472	\$49,986
7	Mail Handler	TC011	\$39,472	\$49,986

**OCCUPATIONAL CATEGORY STUDY  
2020- 2021**

<b>EEO Category</b>	<b>Job Title</b>	<b>Pay Plan</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>
7	Custodian	TC009	\$37,335	\$46,654
7	Maintainer	TC009	\$37,335	\$46,654
7	Storekeeper Assistant	TC009	\$37,335	\$46,654
<b>Category 7: Service/Maintenance - Protective Services</b>				
7	Police Lieutenant	PS019	\$82,393	\$109,330
7	Fire Lieutenant	PS015	\$68,053	\$90,985
7	Police Sergeant	PS014	\$64,977	\$86,961
7	Detective	PS013	\$63,243	\$82,597
7	Police Officer	PS011	\$57,354	\$75,468
7	Protective Services Trainee	PS005	\$43,092	\$57,828