

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:

Instructional Design and Technology Resource Center Assistant	Rank II
Marketing and Communications Assistant	Rank II
Advising and Student Support Specialist – Graduate Students	Rank III
CCSU Facilities Coordinator – Downtown and Main Campuses	Rank III
Facilities Management Administrative Support Specialist	Rank III
Technical Support Lead	Rank III
Institutional Research and Assessment Support Specialist	Rank III
Accounting and Budget Tax Specialist	Rank IV
Associate Director of Graduate Programs – School of Business	Rank IV
Enrollment Business Systems Coordinator	Rank IV
Associate Director of the Career Success Center and Explore Central Advising Office	Rank IV
News Writer/Editor (Media Relations) or (Alumni Relations)	Rank IV
Senior System Administrator	Rank V
Associate Director of IT Strategic Initiatives and Projects	Rank V
Director of Marketing	Rank VI
Associate Dean for Student Academic Success, Ammon College of Liberal Arts and Social Sciences (CLASS)	Rank VII
Deputy Chief Information and Security Officer (DCISO)	Exec 1/SG 43

Vice President of Equity and Inclusion	Exec 3/SG 46
Chief Operations Officer	Exec 3/SG 45

The following titles were changed without a change in rank:

From:	To:
Contract Compliance Specialist	Contract Compliance/Procurement Specialist
Associate Dean	Associate Dean for Planning and Resources, Ammon College of Liberal Arts and Social Sciences (CLASS)
Associate in Diversity and Equity	Equity and Inclusion Associate
Associate Chief Diversity Officer	Senior Associate Equity and Inclusion Officer
Director of the Center for Advising and Career Exploration	Director of the Career Success Center and Explore Central Advising Office
Networking & Telecommunications Specialist	Networking & Telecomm Administrator
Director of Student Center Operations & Services	Director of the Student Center
Assistant Director of Facilities Management	Assistant Director Facilities Management (Athletic Facilities)

The following titles and/or ranks were changed:

From:	To:

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.

2019 – 2020 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 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

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

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, Science & Technology

Dean, School of Engineering, Science & Technology

Associate Dean, School of Engineering, Science & 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

Advising and Student Support Specialist – Graduate Students
Institutional Review Board (IRB) Administrator

Instructional Design and Technology Resource Center
Instructional Design and Technology Resource Center Assistant

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

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 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 Public Policy and Social Research
Assistant Director, Local, Regional & State Affairs
Policy & Research Specialist

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

Environmental Health and Safety

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

Equity and Inclusion

Senior Associate Equity and Inclusion Officer
Equity and Inclusion Associate

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
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
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
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

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
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
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
Enterprise Infrastructure Administrator (Network)
Data Network Specialist
Instructional Design & Technology Resource Center Supervisor
Network Security Specialist
Networking & Telecomm Administrator
Operations and Database Support Specialist
Media Technology Manager
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

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

Institutional Advancement

Vice President for Institutional Advancement
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
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

Marketing and Communications

Associate Vice President for Marketing and Communications
Media Relations Officer
Manager of University Internet Service
News Writer/Editor (Media Relations) or (Alumni Relations)
Associate Director Marketing and Communications
Assistant Director Marketing and Communications
Coordinator of Design & Publications
Marketing and Communications Assistant

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 the Student Center
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

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

Student Wellness Services: Counseling

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

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

Business Development Coordinator

Campus Architect

Capital Budget Administrator

Coordinator, Community Engagement

Coordinator, Student Disability Services

Coordinator of Student Financial Literacy and Advising

Coordinator of 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

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

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 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
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

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
2019- 2020**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
Category 1: Executive, Administrative & Managerial				
1	President		\$299,632	
1	Provost & Vice President of Academic Affairs	MCE4	\$170,005	\$272,102
1	Vice President for Student Affairs	MCE3	\$144,693	\$231,530
1	Vice President for Institutional Advancement	MCE3	\$144,693	\$231,530
1	Chief Administrative Officer	MCE3	\$144,693	\$231,530
1	Chief Financial Officer	MCE3	\$144,693	\$231,530
1	Chief Information Officer	MCE3	\$144,693	\$231,530
1	Dean, School of Business	MCE2	\$123,165	\$196,655
1	Dean, School of Engineering & Technology	MCE2	\$123,165	\$196,655
1	Dean, School of Education and Professional Studies	MCE2	\$123,165	\$196,655
1	Dean, School of Arts & Sciences	MCE2	\$123,165	\$196,655
1	Associate Vice President and Dean of Graduate School	MCE1	\$104,846	\$167,672
1	Associate Vice President for Academic Affairs	MCE1	\$104,846	\$167,672
1	Chief Diversity Officer/Executive Assistant to the President	MCE1	\$104,846	\$167,672
1	Chief Human Resources Officer	MCE1	\$104,846	\$167,672
1	Executive Assistant to the President, ITBD	MCE1	\$104,846	\$167,672
1	Associate to the Chief Administrative Officer	MCE1	\$104,846	\$167,672
1	Associate Vice President for Marketing & Comm.	MCE1	\$104,846	\$167,672
1	Director, Intercollegiate Athletics	S2008	\$113,922	\$168,670
1	Physician/Director of University Health Services	S2008	\$113,922	\$168,670
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, School of Education & Professional Studies	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, Recruitment & Admissions	S2007	\$99,063	\$148,477
1	Director, Center for International Education	S2007	\$99,063	\$148,477
1	Director, Institutional Advancement	S2007	\$99,063	\$148,477
1	Director, Library Services	S2007	\$99,063	\$148,477
1	Director, Institutional Research and Assessment	MCM3	\$89,217	\$141,805
1	Special Assistant to the President	MCM3	\$89,217	\$141,805
1	Associate to the VP for Institutional Advancement	MCM3	\$89,217	\$141,805
1	Chief of Police	MCM3	\$89,217	\$141,805
1	Executive Director, CPP&SR	MCM3	\$89,217	\$141,805
1	SU/BOR Human Resource Administrator	MCM2	\$75,969	\$121,509
* School of Business and Engineering Deans higher pay grade				
Category 2: Faculty				
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
Category 2: Coaching/Athletic				
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
Category 3: Professional/Non-faculty				

**OCCUPATIONAL CATEGORY STUDY
2019- 2020**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
3	Counselor	A2004	\$105,296	\$140,599
3	Associate Counselor (12 month)	A2003	\$91,053	\$120,457
3	Librarian	A1004	\$94,422	\$125,896
3	Computer Facilities Manager (School of Technology)	S2006	\$89,902	\$135,475
3	Director, Accounting	S2006	\$89,902	\$135,475
3	Director, Administrative Technical Services	S2006	\$89,902	\$135,475
3	Director, Business Services	S2006	\$89,902	\$135,475
3	Director, Client Support Services	S2006	\$89,902	\$135,475
3	Director, Counseling and Wellness	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, 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 Operation & Services	S2006	\$89,902	\$135,475
3	Director, Student Conduct	S2006	\$89,902	\$135,475
3	Director, Technical Services	S2006	\$89,902	\$135,475
3	Registrar	S2006	\$89,902	\$135,475
3	Senior Associate Athletics Director	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	Associate Director, Accounting	S2005	\$78,742	\$122,474
3	Associate Director, Athletics for Compliance	S2005	\$78,742	\$122,474
3	Associate Director, Athletics for External Services	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, International Education	S2005	\$78,742	\$122,474
3	Associate Director, Library Services	S2005	\$78,742	\$122,474
3	Associate Director, Student Wellness Services	S2005	\$78,742	\$122,474
3	Bursar	S2005	\$78,742	\$122,474
3	Business Development Manager	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, Student Disability Services (RC)	S2005	\$78,742	\$122,474
3	Data Network Manager	S2005	\$78,742	\$122,474
3	Desktop Engineer Manager	S2005	\$78,742	\$122,474
3	Director, Academic Center for Student Athletes	S2005	\$78,742	\$122,474
3	Director, Advancement Services	S2005	\$78,742	\$122,474
3	Director, CCSU/Ana Grace Project	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, Engineering	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, U.S. - China Center	S2005	\$78,742	\$122,474
3	Enterprise Resource Planning Manager	S2005	\$78,742	\$122,474
3	Facilities Operations Manager	S2005	\$78,742	\$122,474
3	Manager, Explore Central/Career Success Center	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	Media Relations Officer	S2005	\$78,742	\$122,474
3	Network Security Manager	S2005	\$78,742	\$122,474

OCCUPATIONAL CATEGORY STUDY
2019- 2020

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
3	Project Manager, IT	S2005	\$78,742	\$122,474
3	Student Tech. Resource Manager	S2005	\$78,742	\$122,474
3	System Manager	S2005	\$78,742	\$122,474
3	Advanced Practice Registered Nurse (APRN)	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 Dean, School of Arts & Sciences	S2004	\$68,581	\$109,472
3	Assistant Dean, School of Business	S2004	\$68,581	\$109,472
3	Assistant Director, Accounting	S2004	\$68,581	\$109,472
3	Assistant Director, Athletics for Admin and Student Svcs	S2004	\$68,581	\$109,472
3	Assistant Director, Athletics for Comm & Media Svcs	S2004	\$68,581	\$109,472
3	Assistant Director, Facility Support Services	S2004	\$68,581	\$109,472
3	Assistant Manager for Internet Services	S2004	\$68,581	\$109,472
3	Associate Bursar	S2004	\$68,581	\$109,472
3	Associate Director, CIE & Coordinator of IELP	S2004	\$68,581	\$109,472
3	Associate Director, CIE/ Intl Student and Scholar Svcs	S2004	\$68,581	\$109,472
3	Associate Director, Center for Social Research	S2004	\$68,581	\$109,472
3	Associate Director, Confucious Center	S2004	\$68,581	\$109,472
3	Associate Director, Communication & Marketing	S2004	\$68,581	\$109,472
3	Associate Director, Counseling and Wellness	S2004	\$68,581	\$109,472
3	Associate Director, Alumni Affairs	S2004	\$68,581	\$109,472
3	Associate Director, Cont. Ed. & Community Engagement	S2004	\$68,581	\$109,472
3	Associate Director, Financial Aid	S2004	\$68,581	\$109,472
3	Associate Director, Graduate Office	S2004	\$68,581	\$109,472
3	Associate Director, Int'l Student & Scholar Svcs Coord.	S2004	\$68,581	\$109,472
3	Associate Director, Pre-Collegiate and Access Services	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	Capital Budget Administrator	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, Wellness Education	S2004	\$68,581	\$109,472
3	Coordinator, Women's Center	S2004	\$68,581	\$109,472
3	Customer Support Center Supervisor	S2004	\$68,581	\$109,472
3	Data Network Specialist	S2004	\$68,581	\$109,472
3	Database Administrator	S2004	\$68,581	\$109,472
3	Desktop Engineer	S2004	\$68,581	\$109,472
3	Director, Office of Student Teaching and Field Experiences	S2004	\$68,581	\$109,472
3	Director, University Learning Center	S2004	\$68,581	\$109,472
3	Facilities Contract Administrator	S2004	\$68,581	\$109,472
3	Institutional Research Specialist	S2004	\$68,581	\$109,472
3	Institutional Review Board (IRB) Administrator	S2004	\$68,581	\$109,472
3	Instructional Design & Technology Resource Center Supervisor	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	Manager Contract Compliance/Procurement Services	S2004	\$68,581	\$109,472
3	Media Technology Manager	S2004	\$68,581	\$109,472
3	Network Security Specialist	S2004	\$68,581	\$109,472
3	Operations Coordinator	S2004	\$68,581	\$109,472
3	Programmer Specialist	S2004	\$68,581	\$109,472
3	Project Coordinator	S2004	\$68,581	\$109,472
3	Purchasing Manager	S2004	\$68,581	\$109,472
3	Server Administrator	S2004	\$68,581	\$109,472
3	Technical Support Specialist	S2004	\$68,581	\$109,472
3	Veterans Affairs Coordinator	S2004	\$68,581	\$109,472

**OCCUPATIONAL CATEGORY STUDY
2019- 2020**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
3	Voice Systems Specialist	S2004	\$68,581	\$109,472
3	SU Human Resources Specialist	MCM1	\$64,688	\$100,000
3	Video Engineering Specialist	EC022	\$60,272	\$87,039
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 Specialist (athletics)	S2003	\$58,422	\$96,471
3	Advancement Services Specialist	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 Compliance Coordinator	S2003	\$58,422	\$96,471
3	Assistant Director, Admissions	S2003	\$58,422	\$96,471
3	Assistant Director, Bursar	S2003	\$58,422	\$96,471
3	Assistant Director, Center for Social Research	S2003	\$58,422	\$96,471
3	Assistant Director, Facilities Management	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, Local, Regional & State Affairs	S2003	\$58,422	\$96,471
3	Assistant Director, Marketing and Communications	S2003	\$58,422	\$96,471
3	Assistant Director, Office of Grants & Funded Research	S2003	\$58,422	\$96,471
3	Assistant Director, Office of Student Conduct	S2003	\$58,422	\$96,471
3	Assistant Director, Recruitment & Admissions	S2003	\$58,422	\$96,471
3	Assistant Director, Registrar	S2003	\$58,422	\$96,471
3	Assistant Director, Residence Life	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 Director/Coordinator, CASD Grant Program	S2003	\$58,422	\$96,471
3	Assistant Director/Coord. Central Access & Student Dev.	S2003	\$58,422	\$96,471
3	Assistant Registrar	S2003	\$58,422	\$96,471
3	Assistant to the Bursar	S2003	\$58,422	\$96,471
3	Budget & Accounting Assistant, Athletics	S2003	\$58,422	\$96,471
3	Budget & Accounting Assistant, Budget	S2003	\$58,422	\$96,471
3	Budget & Accounting Assistant, Facilities Mgmt	S2003	\$58,422	\$96,471
3	Budget Assistant	S2003	\$58,422	\$96,471
3	Business Development Coordinator	S2003	\$58,422	\$96,471
3	Business Development Specialist (ITBD)	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	Conference Center Manager	S2003	\$58,422	\$96,471
3	ConnCAP Site Coordinator	S2003	\$58,422	\$96,471
3	Coordinator of Design & Publications	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	Digital Media Production Coordinator	S2003	\$58,422	\$96,471
3	Environmental Health & Safety Coordinator	S2003	\$58,422	\$96,471
3	Instructional Media Coordinator	S2003	\$58,422	\$96,471
3	Major Gifts Associate	S2003	\$58,422	\$96,471
3	Networking/Telecommunication Specialist	S2003	\$58,422	\$96,471
3	Operations & Database Support Specialist	S2003	\$58,422	\$96,471
3	Planner/Analyst	S2003	\$58,422	\$96,471
3	Policy & Research Specialist	S2003	\$58,422	\$96,471
3	Program Administrator (IMRP)	S2003	\$58,422	\$96,471
3	Project Coordinator	S2003	\$58,422	\$96,471
3	Assistant Property Control Coordinator	S2003	\$58,422	\$96,471
3	Property Inventory Control Coordinator	S2003	\$58,422	\$96,471
3	Recreation Specialist	S2003	\$58,422	\$96,471
3	Science Technical Specialist	S2003	\$58,422	\$96,471

**OCCUPATIONAL CATEGORY STUDY
2019- 2020**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
3	Sexual Assault and Violence Prevention Specialist	S2003	\$58,422	\$96,471
3	Software Support/Training Specialist	S2003	\$58,422	\$96,471
3	Team Advisor (Academic Center for Student Athletes)	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	Accreditation/Support Technician	S2002	\$48,261	\$83,469
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	Billing Administrator	S2002	\$48,261	\$83,469
3	Business Development Assistant/Youth Programs	S2002	\$48,261	\$83,469
3	Customer Support Center Assistant	S2002	\$48,261	\$83,469
3	Degree Auditor	S2002	\$48,261	\$83,469
3	Desktop Support Assistant	S2002	\$48,261	\$83,469
3	Disadvantaged Business Enterprise (DBE) Administrator	S2002	\$48,261	\$83,469
3	Equipment Manager	S2002	\$48,261	\$83,469
3	Financial Aid Counselor	S2002	\$48,261	\$83,469
3	Media Technician	S2002	\$48,261	\$83,469
3	Procurement Specialist	S2002	\$48,261	\$83,469
3	Program Administrator (China Center)	S2002	\$48,261	\$83,469
3	Program Assistant, IMRP	S2002	\$48,261	\$83,469
3	Project Assistant	S2002	\$48,261	\$83,469
3	Project Specialist	S2002	\$48,261	\$83,469
3	Registrar Services Assistant	S2002	\$48,261	\$83,469
3	Sports Information Assistant	S2002	\$48,261	\$83,469
3	Support Assistant (Server or Systems)	S2002	\$48,261	\$83,469
3	TRIO Project Assistant	S2002	\$48,261	\$83,469
3	Wellness Program Administrator	S2002	\$48,261	\$83,469
3	Veteran Retention Specialist	S2002	\$48,261	\$83,469
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
3	Athletic Communication Trainee	S2001	\$38,101	\$70,469
3	Computer Support Assistant	S2001	\$38,101	\$70,469
3	Professional Development Specialist	S2001	\$38,101	\$70,469
Category 4: Clerical/Secretarial				
4	Administrative Assistant	CL019	\$57,777	\$74,767
4	Unit Supervisor	CL018	\$55,106	\$71,520
4	Purchasing Assistant	CL017	\$52,497	\$68,414
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	Telecommunications Dispatcher	CL015	\$47,779	\$62,656
4	Secretary 1	CL014	\$45,725	\$59,999
4	Office Assistant	CL013	\$43,815	\$57,486
4	Financial Clerk	CL012	\$41,640	\$53,023
4	Administrative Operations Assistant	MCP1	\$39,847	\$63,756
4	Clerk Typist	CL010	\$39,284	\$49,658
Category 5: Technical/Paraprofessional				
5	Lead University Research Technician	TC022	\$63,832	\$83,479
5	Library Technician	AR020	\$62,818	\$79,582

**OCCUPATIONAL CATEGORY STUDY
2019- 2020**

EEO Category	Job Title	Pay Plan	Minimum Salary	Maximum Salary
5	Assistant Accountant	AR019	\$59,772	\$76,056
5	Fiscal Administrative Assistant	AR019	\$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
Category 6: Skilled Crafts				
6	Plant Facilities Engineer 2	FM032	\$102,296	\$133,744
6	QCW (Pln&Stmfr) 40 hour	FM018	\$57,504	\$74,151
6	QCW (Elecl)	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
Category 7: Service/Maintenance (excluding Protective Services)				
7	Building Maintenance Supervisor	TC025	\$73,285	\$95,513
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 (Elecl)	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
7	Custodian	TC009	\$37,335	\$46,654
7	Maintainer	TC009	\$37,335	\$46,654
7	Storekeeper Assistant	TC009	\$37,335	\$46,654
Category 7: Service/Maintenance - Protective Services				
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