

Section E

Element No. 5

**ORGANIZATIONAL
ANALYSIS**

Sec. 46a-68-82

Organizational Analysis

Under Section 46a-68-82(1) of the Affirmative Action Regulations of Connecticut State Agencies, the University has conducted a job title classification study that arrange all of the job titles authorized by the Department of Administrative Services and the Board of Regents/CSCU established by statute into lines of progression that depict the order of jobs through which an employee may advance. Titles without promotional opportunity have been listed separately. Unclassified titles have also been identified.

(2) The University has conducted an occupational category study, and listed each job title contained in the job title classification study and placed it in an occupational category with job titles having like job content, compensation schedules and opportunity. Titles within an occupational category are ranked from the highest to lowest compensation schedule. The salary range for each office, position and/or position classification is noted.

(3) The University has included one (or more) of the University's organizational chart(s) which illustrate the lines of progression and reporting within the University.

**Western Connecticut State University
Occupational Category Study**

Executive, Administrative, Managerial, Management & Confidential

1. Unclassified

Position/Title Name	Salary Range		
President	\$164,300		\$262,900
Provost/Vice President Academic Affairs	\$164,300		\$262,900
Vice President, Finance and Admin (V)	\$139,800		\$223,700
Vice President, Institutional Advancement (V)	\$139,800		\$223,700
Vice President of Student Affairs	\$139,800		\$223,700
Associate Vice President of Finance and Admin.	\$101,300		\$162,001
Associate Vice President for Enrollment Services	\$101,300		\$162,001
Associate Vice President of Academic Affairs	\$101,300		\$162,001
Dean, Arts and Sciences (V)	\$119,000		\$190,004
Dean, School of Business	\$119,000		\$190,004
Dean, Professional Studies (V)	\$119,000		\$190,004
Dean, Visual and Performing Arts	\$119,000		\$190,004
Dean of Students	\$101,300		\$162,001
Chief Diversity Officer	\$101,300		\$162,001
Chief Facilities Officer AVP Cmp Plng	\$101,300		\$162,001
Chief Human Resources Officer	\$101,300		\$162,001
Chief Information Officer	\$139,800		\$223,700
Director of Ins Research/ Assesment	\$86,200		\$137,009

2. Professional Faculty

Position/Title Name	Salary Range		
CSU Professor	\$96,521		\$129,028
Professor	\$87,747		\$117,299
Associate Professor	\$73,707		\$98,664
Assistant Professor	\$59,668		\$80,030
Instructor/Coach A	\$52,648		\$70,713

3. Professional Non-Faculty Administrator 7

Position/Title Name	Salary Range		
Associate Dean, Professional Studies	\$89,003		\$133,399
Director of Athletics	\$89,003		\$133,399
Director, Development (V)	\$89,003		\$133,399
Director Fiscal Affairs/Controller	\$89,003		\$133,399
Director of Information Systems	\$89,003		\$133,399
Director Info Technology & Media Services	\$89,003		\$133,399
Director Public Affrs Comm Relations	\$89,003		\$133,399

V = Vacant

**Western Connecticut State University
Occupational Category Study**

6. Professional Non Faculty Administrator 4

Position/Title Name	Salary Range		
Access Control & Security Specialist	\$61,617		\$98,355
Adv. Practical Registered Nurse	\$61,617		\$98,355
Associate Athletic Director	\$61,617		\$98,355
Associate Director, Accounts Payable (V)	\$61,617		\$98,355
Associate Director, Administrative Services (V)	\$61,617		\$98,355
Associate Director of Admissions	\$61,617		\$98,355
Assistant Director of Advising	\$61,617		\$98,355
Associate Director, Career Development Center	\$61,617		\$98,355
Associate Director, Campus & Stud Cntrs	\$61,617		\$98,355
Associate Director, Graduate Admissions	\$61,617		\$98,355
Associate Director, Housing & Res Life	\$61,617		\$98,355
Associate Director, Public Relations	\$61,617		\$98,355
Associate Director - Stud Fin Svcs	\$61,617		\$98,355
Associate Director - Transfer	\$61,617		\$98,355
Associate Registrar - Degree Aud&Gd	\$61,617		\$98,355
Associate Registrar - Schd Officer	\$61,617		\$98,355
Associate Registrar Studt Acdm Rec	\$61,617		\$98,355
Client Server Programmer	\$61,617		\$98,355
Coord for Ancell School of Bus	\$61,617		\$98,355
Coord. of Engineering Support	\$61,617		\$98,355
Coordinator - Substance Abuse Prgrm	\$61,617		\$98,355
Coordinator of University Events	\$61,617		\$98,355
Development Database Administr	\$61,617		\$98,355
Enrollment Research Analyst	\$61,617		\$98,355
Infrastructure Services Admin	\$61,617		\$98,355
Instructional Deisgner	\$61,617		\$98,355
International Services Coordinator	\$61,617		\$98,355
Laboratory & Clinical Coordinator	\$61,617		\$98,355
Manager of Web Services	\$61,617		\$98,355
Math Empo & Clinic Coordinator	\$61,617		\$98,355
Network Security Specialist	\$61,617		\$98,355
Payroll Coordinator	\$61,617		\$98,355
Programmer Specialist	\$61,617		\$98,355
Program Specialist / Web Developer	\$61,617		\$98,355
Prop Control & Mail Serv Mngr	\$61,617		\$98,355
Prop Control & Mail Serv Mngr	\$61,617		\$98,355
Server Specialist	\$61,617		\$98,355
Manager of Web Services	\$61,617		\$98,355
Technical Coordinator	\$61,617		\$98,355
Veterans Affairs Officer	\$61,617		\$98,355

V = Vacant

**Western Connecticut State University
Occupational Category Study**

8. Professional Non Faculty Administrator 2

Position/Title Name	Salary Range	
Admissions Representative	\$43,360	\$74,993
Assistant Degree Auditor (V)	\$43,360	\$74,993
Assistant to Director Meteorology St/WC	\$43,360	\$74,993
Assistant to Director of Fac Util & Prom	\$43,360	\$74,993
Assistant to Director of Fiscal Affairs (V)	\$43,360	\$74,993
Assistant to Director of Media Services (V)	\$43,360	\$74,993
Assistant to Director/Resident Director	\$43,360	\$74,993
Assistant to Director Hsg/Resident Director	\$43,360	\$74,993
Assistant to Director of Res Life/RD	\$43,360	\$74,993
Assistant to Director/Stud Fin Svcs	\$43,360	\$74,993
Assistant Counselor	\$43,360	\$74,993
Assistant Director of HR - Benefits	\$43,360	\$74,993
Assistant Director of HR - Recruitment	\$43,360	\$74,993
Athletic Equipment Manager	\$43,360	\$74,993
Athletic Trainer 3	\$43,360	\$74,993
Customer Support Center Assistant	\$43,360	\$74,993
Director of Health Services (V)	\$43,360	\$74,993
Fiscal Administrative Officer	\$43,360	\$74,993
Customer Support Center Assistant	\$43,360	\$74,993
Graphic Dsgn/Comp Tech Photo	\$43,360	\$74,993
Program Manager, Library Consort	\$43,360	\$74,993
Student Support Liaison	\$43,360	\$74,993
Upward Bound Site Advisor	\$43,360	\$74,993
Visual Arts Assistant	\$43,360	\$74,993

9. Professional Non Faculty Librarians

Position/Title Name	Salary Range	
Librarian	\$87,747	\$117,299
Associate Librarian	\$73,707	\$98,664
Assistant Librarian	\$59,668	\$80,030

V = Vacant

**Western Connecticut State University
Occupational Category Study**

4. Professional Non-Faculty Administrator 6

Position/Title Name	Salary Range	
Director, Administrative Services	\$79,874	\$121,718
Director, Career Services	\$79,874	\$121,718
Director, Career Services	\$79,874	\$121,718
Director, Center for Student Inv.	\$79,874	\$121,718
Director, Counseling Services	\$79,874	\$121,718
Director of Development (V)	\$79,874	\$121,718
Director, Financial Aid and Student Empl.	\$79,874	\$121,718
Director of Fac Sched & Promotion	\$79,874	\$121,718
Director, Facilities Operations	\$79,874	\$121,718
Director, Facilities and Planning	\$79,874	\$121,718
Director, Housing and Residence Life	\$79,874	\$121,718
Director, Judicial Affairs	\$79,874	\$121,718
Director of Sponsored Rsch Adm Svc	\$79,874	\$121,718
Information Security Officer	\$79,874	\$121,718
Registrar	\$79,874	\$121,718
Coord Univ Schlrsps & Cap Camp	\$79,874	\$121,718

5. Professional Non Faculty Administrator 5

Position/Title Name		
Associate Controller	\$70,745	\$110,037
Assistant Dean of Students	\$70,745	\$110,037
Bursar	\$70,745	\$110,037
DBA/Unix Administrator (V)	\$70,745	\$110,037
Director, Academic Advisement	\$70,745	\$110,037
Director of AccessAbility Services	\$70,745	\$110,037
Director, Access Control & One-Card Services	\$70,745	\$110,037
Director, Alumni Relations/Development Office	\$70,745	\$110,037
Director of Cooperative Education	\$70,745	\$110,037
Director, Environmental Health & Safety	\$70,745	\$110,037
Director of Finance Planning & Budgets	\$70,745	\$110,037
Director of Pre-College & Access Services	\$70,745	\$110,037
Director of Residence Programs & Staff	\$70,745	\$110,037
Director of University Publication & Designs	\$70,745	\$110,037
Infrastructure Svs Manager	\$70,745	\$110,037
IT User Services Manager	\$70,745	\$110,037
Information Center Manager (V)	\$70,745	\$110,037
Project Manager	\$70,745	\$110,037
SIS Banner/ERP Specialist	\$70,745	\$110,037
System Manager (V)	\$70,745	\$110,037
Telecommunications Manager	\$70,745	\$110,037

V = Vacant

**Western Connecticut State University
Occupational Category Study**

7. Professional Non Faculty Administrator 3

Position/Title Name			
Access/Security Technician	\$52,489		\$86,675
Assistant Bursar	\$52,489		\$86,675
Assistant Bursar - Cash Mgmt	\$52,489		\$86,675
Assistant Director, Admin Recruitment & Events	\$52,489		\$86,675
Assistant Director of Advising	\$52,489		\$86,675
Assistant Director, Facilities Operations	\$52,489		\$86,675
Assistant Director, Facilities Sch & Promotion	\$52,489		\$86,675
Assistant Director, Financial Aid	\$52,489		\$86,675
Assistant Director, Health Services (V)	\$52,489		\$86,675
Assistant Director, Honors Program (V)	\$52,489		\$86,675
Assistant Director of Planning & Eng.	\$52,489		\$86,675
Assistant Director of Publication & Design	\$52,489		\$86,675
Assistant Director, Student Financial Srv	\$52,489		\$86,675
Assistant Director, Stud Life/Stud Act	\$52,489		\$86,675
Assistant Director, Upward Bound	\$52,489		\$86,675
Assistant Payroll Coordinator	\$52,489		\$86,675
Audio & Info Tech Coordinator	\$52,489		\$86,675
Budget Analyst	\$52,489		\$86,675
Debit Card Program Manager	\$52,489		\$86,675
Finance Assistant in IA	\$52,489		\$86,675
Instructional Design Coord.	\$52,489		\$86,675
Learning Commons Coordinator	\$52,489		\$86,675
Library Systems Assistant	\$52,489		\$86,675
Musical Arts Assistant	\$52,489		\$86,675
PC Maintenance Technician	\$52,489		\$86,675
Registered Nurse	\$52,489		\$86,675
Technical Assistant in Chemist	\$52,489		\$86,675
Technical Support Analyst	\$52,489		\$86,675
Visual & Perf Arts Centr Coord	\$52,489		\$86,675
Web Content Specialist	\$52,489		\$86,675

V = Vacant

JOB TITLE STUDY

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

Assoc. Vice President for Enrollment Service
Director, Admissions
Associate Director, Admissions
Admissions Representative

Director, Athletics
Associate Athletics Director
Athletic Equipment Manager
Athletic Trainer

Provost/Vice President Academic Affairs
Dean-School of Visual & Perf Arts
Visual & Perf Arts Ctr Coordinator (VACANT)
Visual Arts Assistant

Instructional Technologist
Instructional Designer
Instructional Design Coordinator

Chief Information Officer (VACANT)
Director, Information Systems
Information Security Officer
Project Manager
System Manager
IT User Services Manager
Client Server Programmer
Telecommunications Manager
Network Security Specialist
Technical Coordinator
Infrastructure Services Manager
Infrastructure Services Admin
Programmer Specialist/Web Developer
Manager of Web Services
Server Specialist
PC Maintenance Technician
Customer Support Center Coordinator
Customer Support Center Assistant
Technical Support Analyst
Web Content Specialist

Provost/Vice President Academic Affairs
Dean-School of Arts & Sciences (VACANT)
Dean-School of Business
Dean-School of Professional Studies (VACANT)
Dean-School of Visual & Perf Arts
Dean of Professional Studies (VACANT)
Associate Dean
Associate Director, Graduate Studies

Librarian
Associate Librarian
Assistant Librarian
Library Technician
Library Systems Assistant
Library Technical Assistant

Vice President for Student Affairs
Dean of Students
Assistant Dean of Student Affairs
Director, Campus & Student Ctr Auxiliary
Associate Dir of Campus & Student Ctrs

SU Professor
Professor
Associate Professor
Assistant Professor
Instructor

Director, Academic Advisement
Associate Director, Academic Adv (VACANT)
Assistant Director, Academic Adv

Vice President, Institutional Adv (VACANT)
Director, Public Aff & Comm Relations
Assistant Dir Admin, Recruitment & Events
Coordinator University Events
Events Fiscal Assistant

Director, Health Services (VACANT)
Assistant Director of Health Svcs (VACANT)
Advanced Practice Registered Nurse
Registered Nurse

Associate Vice President for Enrollment Svc.
Registrar
Associate Registrar
Assistant Degree Auditor (VACANT)

Vice President for Student Affairs
Director of Residential Programs & Staff
Director, Housing
Associate Director, Housing & Res Life
Assistant to Director, Housing

Vice President for Student Affairs
Director, Counseling Center
Assistant Counselor

Director, University Publications and Design
Assistant Director Publications & Design
Graphic Designer/Comp Tech Photo

Assoc. Vice President for Enrollment Service
Director, Financial Aid
Associate Director, of Student Fin Svcs
Assistant Director of Financial Aid
Assistant Director of Student Financial Svcs
Assistant to the Director, Financial Aid

Chief Human Resources Officer
Assistant Director of Human Resources
Assistant in Human Resources
IIR Administrative Operations Assistant

Vice President for Finance & Admin (VACANT)
Assoc. Vice President for Finance & Admin
Director, Fiscal Affairs/Controller
Director, Administrative Services
Payroll Coordinator
Bursar
Director, Financial Planning & Budgets
Associate Director of Admin Services
Associate Director, Accounts Payable
Fiscal Administrative Officer
Associate Controller
Budget Analyst
Assistant Bursar
Purchasing Assistant
Assistant Payroll Coordinator
Payroll Clerk
Assistant to Director, Fiscal Affairs (VACANT)

Vice President, Institutional Adv (VACANT)
Director, Institutional Res & Assessment
Director, Development
Development Database Administrator
Coordinator, Institutional Adv
Finance Assistant in IR

Provost/Vice President of Academic Affairs
Assoc Vice President of Academic Affairs
Director, Pre Collegiate & Access Programs
Upward Bound Site Advisor
Assistant Director of Upward Bound

Vice President for Student Affairs
Director, Career Services
Associate Director of Career Dev Ctr

Chief Information Officer (VACANT)
Director, Info Tech & Media Services
Assistant to Director of Media Svcs (VACANT)

Chief of Police
Police Lieutenant
Police Sergeant
Police Officer
Building/Grounds Patrol Officer

Chief Facilities Officer
Director of Facilities, Planning, Eng
Director of Facilities Scheduling & Promotion
Director, Facilities Operations
Director, Environment Health & Safety
Director of Access Ctrl One Card Svcs
Director of Access Ability Svcs
Debit Card Program Manager
Access Control & Security Specialist
Assistant Director, Planning, Eng
Assistant Dir of Facilities, Scheduling & Promotion
Assistant Director, Facilities Operations
Assistant Director Facilities Utilization and Promotion
Health & Safety Assistant (VACANT)

Property Control & Mail Services Manager
Material Storage Supervisor 2
Storekeeper

Building Superintendent 1
Supervising Custodian
Landscape Technician
Lead Custodian
Custodian

Maintenance Supervisor 2
Building Maintenance Supervisor
Maintenance Supervisor 1
Qualified Craft Worker
General Trade Workers
Skilled Maintainer

Property Control & Mail Services Manager
Mail Service Supervisor 2
Mail Service Supervisor 1
Mail Handler

President
Provost/Vice Pres for Academic Affairs
Vice President for Student Affairs
Vice President for Finance & Admin (VACANT)
Vice President, Institutional Adv (VACANT)
Assoc. Vice President for Enrollment Service
Assoc. Vice President for Finance & Admin
Chief Diversity Officer
Chief Facilities Officer
Chief Human Resource Officer
Chief Information Officer
Dean-School of Arts & Sciences (VACANT)
Dean-School of Business
Dean-School of Professional Studies (VACANT)
Dean-School of Visual & Perf Arts

Titles with No Line of Progression

Administrative Assistant (CSU)
Assistant to Director Meteorology St/WC
Associate Director of Graduate Admissions
Associate Director of Public Relations
Associate Director of Recreation
Associate Director of Transfer
Associate Vice President for Enrollment Services
Associate Vice President for Finance and Administration
Athletic Trainer 3
Audio & Info Tech Coordinator
Chief Diversity Officer
Chief Facilities Officer
Chief Human Resources Officer
Chief Information Officer
Chief of Police
Coordinator of Substance Abuse Program
Coordinator of University Events
Director of Academic Advising
Director of Administrative Services
Director of Alumni Relations
Director of Athletics
Director of Career Services
Director of Center for Student Innovation
Director of Cooperative Education
Director of Development
Director of Health Services
Director of Honors Program
Director of Judicial Affairs

Director of Library Services
Director of Pre-College & Access Services
Director of Public Affairs and Community Relations
Director of Publications & Design
Director of Sponsored Research
Director of University Publications & Designs
Instructional Technologist
International Services Coordinator
Lab and Clinical Coordinator
Learning Commons Coordinator
Mail Services Supervisor 2
Math Emporium Coordinator
Musical Arts Assistant
President
Program Manager Lab Consortium
Property Control and Mail Services Manager
Provost
SIS Banner/ERP Specialist
Student Support Liaison
Technical Assistant in Chemistry
Veteran's Affairs Officer



**Western Connecticut State University
Organizational Chart
2017 - 2018**

