
MPP Trends: An Update on Managers and Administrators at the CSU

OCTOBER 2005

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CSU employees in management and/or supervisory positions (as designated under HEERA) are covered by the CSU's Management Personnel Plan, also known as MPP. The MPP is a personnel system that addresses employment rights, benefits, and working conditions for these employees and includes four broad classification levels with correspondingly broad salary ranges.

CFA has been collecting and disseminating data on MPP trends for several years. This short report brings some of the MPP trends up to date and includes some additional, new analyses. In particular, some of the tables and charts below now include calculations of the number of full-time equivalent MPPs.

Summary of Observations:

- ❑ Between the academic years 1993/94 and 2004/05, the number of MPPs (headcount) has increased by 42.6%. (Figure 1)
- ❑ Since 2002/03, the numbers of MPPs and instructional faculty have both decreased. However, while there are only 2.8% fewer full-time equivalent MPPs, there are 6.9% fewer full-time equivalent faculty. (Tables 1a and 1b)
- ❑ Average MPP salaries have continued to increase through 2004, in spite of the sharp cuts to the CSU budget in the past couple of years. (Tables 2, 4)
- ❑ Similar to figures from 2002, approximately 30% (n=945) of the MPPs are paid annual salaries greater than \$100,000. (Table 3, Figure 2)
- ❑ Three consecutive years of budget cuts has led to a decrease in the numbers of full-time equivalent students, faculty, and managers alike. However, in periods of growth, MPPs and student enrollment rose at a faster pace than did faculty. Yet, during tougher budgetary times, the number of faculty members dropped the most rapidly. (Figure 3)

List of Tables and Figures

	<u>page</u>
Figure 1 Managers and Supervisors Employed in the CSU System: 1993/94 to 2004/05	3
Table 1a Total Managers and Supervisors (MPPs) and Faculty Employed in the CSU: 2002/03 to 2004/05	4

Table 1b	Full-Time Equivalent Managers and Supervisors (MPPs) and Faculty Employed in the CSU: 2002/03 to 2004/05	5
Table 2	MPPs by Campus, 2000 to 2004	6
Table 3	CSU Managers and Supervisors with Salaries over \$100K	7
Figure 2	MPP Average Monthly Base Salary, 2000-2004	8
Table 4	Academic Affairs MPP Salaries, 2002-2004	9
Figure 3	Changes in Full Time Equivalent MPPs, Students, and Faculty at the California State University, 2000-2004	10
Table 5	2004/05 Executive Compensation Summary	11

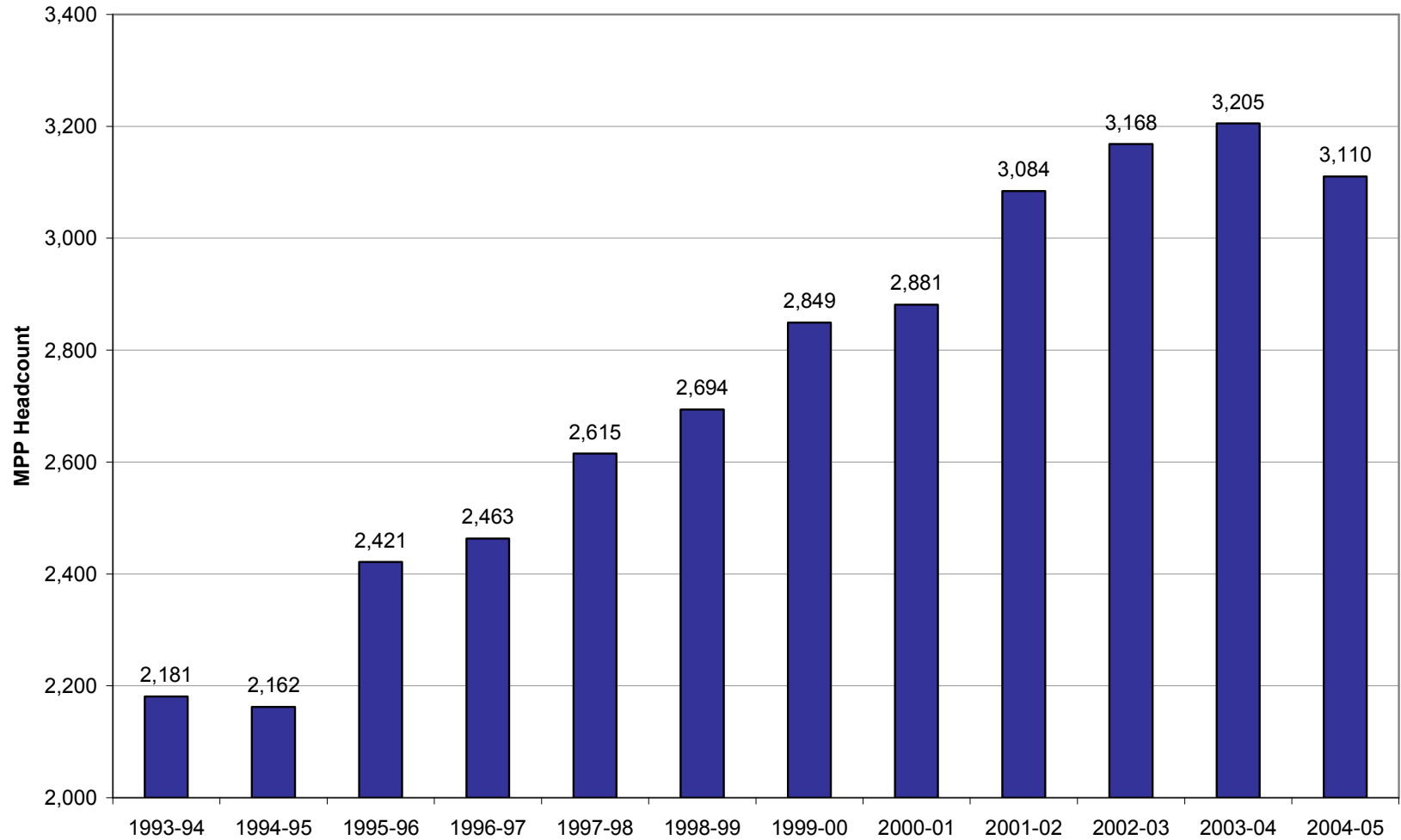
Notes about the data:

- CFA typically requests raw data on MPPs from the CSU in the fall of each year.
- Some of the MPP employees are paid from grants rather than state general funds. The CSU has not been able to provide CFA with the source of funds for each employee, so our analysis does not differentiate between those paid by the state and those paid from other funds.
- Total numbers of MPPs only include employees listed as 'active'.

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Figure 1

Managers and Supervisors Employed in the CSU System: 1993/94 to 2004/05



Source: California State University, Management Personnel Program Database, Oct. 2004.

Table 1a

Total (Headcount) Managers and Supervisors (MPPs) and Faculty Employed in the CSU: 2002/03 to 2004/05

Campus	2002-03 MPPs	2003-04 MPPs	2004-05 MPPs	Change from 02-03 to 04-05	Percent Change	2002-03 Faculty	2003-04 Faculty	2004-05 Faculty	Change from 02-03 to 04-05	Percent Change
Bakersfield	57	58	54	-3	-5.3%	502	467	442	-60	-12.0%
Channel Islands	46	52	57	11	23.9%	72	139	181	109	151.4%
Chico	134	130	127	-7	-5.2%	949	905	883	-66	-7.0%
Chancellor's Office	276	281	258	-18	-6.5%					
Dominguez Hills	98	96	90	-8	-8.2%	771	765	668	-103	-13.4%
Fresno	136	132	133	-3	-2.2%	1,220	1,184	1,099	-121	-9.9%
Fullerton	182	186	189	7	3.8%	1,681	1,607	1,708	27	1.6%
East Bay (Hayward)	88	91	88	0	0.0%	795	752	671	-124	-15.6%
Humboldt	85	89	87	2	2.4%	555	489	487	-68	-12.3%
Long Beach	202	209	203	1	0.5%	1,908	1,851	1,758	-150	-7.9%
Los Angeles	138	140	136	-2	-1.4%	1,135	1,050	1,029	-106	-9.3%
Maritime Academy	29	31	30	1	3.4%	63	67	72	9	14.3%
Monterey Bay	92	92	86	-6	-6.5%	315	272	273	-42	-13.3%
Northridge	186	196	193	7	3.8%	1,819	1,832	1,807	-12	-0.7%
Pomona	118	121	114	-4	-3.4%	1,055	1,070	987	-68	-6.4%
Sacramento	162	167	155	-7	-4.3%	1,607	1,543	1,452	-155	-9.6%
San Bernardino	105	105	105	0	0.0%	921	890	855	-66	-7.2%
San Diego	236	233	223	-13	-5.5%	1,944	1,706	1,577	-367	-18.9%
San Francisco	140	137	127	-13	-9.3%	1,604	1,518	1,478	-126	-7.9%
San Jose	166	161	161	-5	-3.0%	1,697	1,581	1,560	-137	-8.1%
San Luis Obispo	151	147	146	-5	-3.3%	1,085	1,063	985	-100	-9.2%
San Marcos	80	85	87	7	8.7%	432	400	366	-66	-15.3%
Sonoma	184	195	197	13	7.1%	548	485	421	-127	-23.2%
Stanislaus	77	71	64	-13	-16.9%	457	477	457	0	0.0%
Grand Total	3,168	3,205	3,110	-58	-1.8%	23,135	22,113	21,216	-1,919	-8.3%

source: CSU MPP and PIMS Databases

Table 1b**Full-Time Equivalent Managers and Supervisors (MPPs) and Faculty Employed in the CSU: 2002/03 to 2004/05**

Campus	2002-03 MPPs	2003-04 MPPs	2004-05 MPPs	Change from 02-03 to 04-05	Percent Change	2002-03 Faculty	2003-04 Faculty	2004-05 Faculty	Change from 02-03 to 04-05	Percent Change
Bakersfield	55.0	55.7	51.6	-3.4	-6.2%	360	365	354	-6	-1.7%
Channel Islands	46.0	51.0	55.8	9.8	21.3%	52	94	117	65	125.0%
Chico	131.5	127.2	124.6	-6.9	-5.3%	744	696	668	-76	-10.2%
Chancellor's Office	273.4	278.7	254.6	-18.8	-6.9%					
Dominguez Hills	98.0	94.3	88.0	-10.0	-10.2%	463	472	422	-41	-8.9%
Fresno	136.2	129.8	129.3	-6.9	-5.1%	867	844	784	-83	-9.6%
Fullerton	181.8	183.8	186.4	4.6	2.5%	1,117	1,077	1,114	-3	-0.3%
East Bay (Hayward)	84.3	88.3	87.0	2.7	3.2%	535	510	470	-65	-12.1%
Humboldt	84.8	84.8	84.4	-0.4	-0.5%	400	371	370	-30	-7.5%
Long Beach	195.0	202.9	198.0	3.1	1.6%	1,337	1,322	1,258	-79	-5.9%
Los Angeles	136.2	139.1	132.8	-3.4	-2.5%	828	795	759	-69	-8.3%
Maritime Academy	29.0	31.0	29.8	0.8	2.6%	57	60	63	6	10.5%
Monterey Bay	91.8	91.2	85.4	-6.4	-7.0%	206	189	193	-13	-6.3%
Northridge	185.0	195.7	192.4	7.4	4.0%	1,210	1,226	1,197	-13	-1.1%
Pomona	117.2	119.5	111.7	-5.5	-4.7%	829	830	763	-66	-8.0%
Sacramento	158.4	164.6	152.3	-6.1	-3.8%	1,130	1,124	1,074	-56	-5.0%
San Bernardino	104.3	103.0	103.0	-1.3	-1.2%	661	645	608	-53	-8.0%
San Diego	233.8	227.9	211.5	-22.3	-9.5%	1,378	1,257	1,148	-230	-16.7%
San Francisco	139.6	136.6	126.2	-13.4	-9.6%	1,099	1,075	1,047	-52	-4.7%
San Jose	165.8	159.6	156.8	-9.0	-5.4%	1,175	1,102	1,053	-122	-10.4%
San Luis Obispo	145.8	145.0	142.5	-3.3	-2.2%	897	876	819	-78	-8.7%
San Marcos	78.7	83.4	83.0	4.3	5.5%	280	278	266	-14	-5.0%
Sonoma	182.0	192.4	193.4	11.5	6.3%	371	355	318	-53	-14.3%
Stanislaus	74.5	67.8	60.8	-13.8	-18.5%	346	359	344	-2	-0.6%
Grand Total	3,127.5	3,152.9	3,040.9	-86.7	-2.8%	16,342	15,922	15,209	-1,133	-6.9%

source: CSU MPP and PIMS Databases

Table 2 MPPs by Campus, 2000 to 2004

Campus	October 2000			October 2001			October 2002			October 2003			October 2004		
	HC	FTE	Average Monthly Base Salary	HC	FTE	Average Monthly Base Salary	HC	FTE	Average Monthly Base Salary	HC	FTE	Average Monthly Base Salary	HC	FTE	Average Monthly Base Salary
BA	53	51.50	\$6,860	56	54.50	\$6,999	57	55.00	\$7,092	58	55.70	\$7,078	54	51.58	\$7,155
CI				24	23.38	\$6,656	46	46.00	\$7,275	52	51.00	\$7,374	57	55.80	\$7,270
CH	126	124.75	\$6,282	129	127.42	\$6,347	134	131.52	\$6,453	130	127.22	\$6,599	127	124.60	\$6,612
CH OFF	263	260.52	\$6,796	281	278.73	\$6,880	277	273.35	\$6,925	281	278.70	\$7,055	258	254.55	\$7,265
DH	101	101.00	\$6,993	103	102.00	\$7,016	98	98.00	\$7,228	96	94.30	\$7,354	90	88.00	\$7,602
FR	131	130.75	\$7,092	141	137.95	\$7,172	138	136.15	\$7,358	132	129.75	\$7,273	133	129.25	\$7,402
FU	159	156.00	\$6,648	173	169.95	\$7,078	184	181.75	\$7,209	186	183.75	\$7,346	189	186.35	\$7,371
HA	90	89.07	\$7,402	90	86.57	\$7,632	88	84.25	\$7,908	91	88.25	\$8,086	88	86.97	\$8,003
HU	81	78.00	\$6,662	82	81.00	\$6,803	86	84.80	\$6,873	89	84.75	\$6,751	87	84.40	\$6,769
LA	122	119.55	\$7,478	128	125.55	\$7,592	139	136.15	\$7,563	140	139.05	\$7,630	136	132.78	\$7,646
LB	198	188.45	\$6,755	204	196.05	\$7,102	203	194.95	\$7,301	209	202.85	\$7,347	203	198.00	\$7,352
MA	30	30.00	\$5,972	32	32.00	\$6,334	29	29.00	\$6,694	31	31.00	\$6,792	30	29.75	\$6,767
MB	77	75.75	\$7,077	82	79.85	\$6,967	92	91.75	\$6,914	92	91.20	\$6,914	86	85.35	\$7,011
NO	185	180.13	\$6,928	191	188.53	\$7,043	186	185.00	\$7,236	196	195.65	\$7,145	193	192.40	\$7,099
PO	118	115.62	\$7,079	120	118.52	\$7,347	118	117.22	\$7,479	121	119.52	\$7,601	114	111.72	\$7,699
SA	142	139.50	\$7,195	153	148.75	\$7,326	163	158.35	\$7,426	167	164.60	\$7,476	155	152.27	\$7,515
SB	95	93.25	\$6,653	104	102.30	\$6,740	105	104.30	\$6,812	105	102.95	\$6,785	105	103.00	\$6,843
SD	214	210.43	\$7,186	220	216.50	\$7,307	236	233.83	\$7,346	233	227.93	\$7,201	223	211.53	\$7,340
SF	135	134.00	\$7,776	146	143.55	\$7,792	141	139.55	\$8,115	137	136.60	\$8,107	127	126.20	\$8,135
SJ	149	147.00	\$7,399	161	160.50	\$7,724	166	165.75	\$7,933	161	159.55	\$7,996	161	156.75	\$7,908
SM	68	67.10	\$7,091	80	77.90	\$7,252	81	78.65	\$7,335	85	83.40	\$7,516	87	82.95	\$7,701
SLO	135	132.50	\$7,412	140	138.00	\$7,587	151	145.75	\$7,635	147	145.00	\$7,534	146	142.50	\$7,598
SO	159	155.70	\$5,943	174	170.90	\$6,420	185	181.95	\$6,447	195	192.40	\$6,337	197	193.40	\$6,336
ST	64	60.84	\$7,005	74	70.25	\$6,947	77	74.50	\$7,054	71	67.75	\$6,893	64	60.75	\$7,010
ALL	2,895	2,841.40	\$6,961	3088	3,030.64	\$7,128	3180	3,127.52	\$7,250	3,205	3,152.87	\$7,264	3110	3,040.84	\$7,318

Table 3**CSU Managers and Supervisors with Salaries over \$100K (as of Oct. 2004)**

Campus	Total	Annual Salary (Base) >\$100K		Average Salary (Actual)
	[n]	[n]	[pct]	[mean]
BAKERSFIELD	54	19	35.2%	\$83,497
CHANNEL ISLANDS	57	19	33.3%	\$86,976
CHICO	127	30	23.6%	\$77,732
CHANCELLOR'S OFFICE	258	80	31.0%	\$86,134
DOMINGUEZ HILLS	90	32	35.6%	\$89,337
FRESNO	133	41	30.8%	\$86,226
FULLERTON	189	58	30.7%	\$87,304
HAYWARD/EAST BAY	88	34	38.6%	\$94,885
HUMBOLDT	87	18	20.7%	\$79,641
LOS ANGELES	136	51	37.5%	\$89,411
LONG BEACH	203	60	29.6%	\$86,094
MARITIME ACADEMY	30	6	20.0%	\$80,693
MONTEREY BAY	86	24	27.9%	\$83,731
NORTHRIDGE	193	52	26.9%	\$84,991
POMONA	114	39	34.2%	\$92,162
SACRAMENTO	155	50	32.3%	\$88,675
SAN BERNARDINO	105	29	27.6%	\$80,785
SAN DIEGO	223	70	31.4%	\$86,517
SAN FRANCISCO	127	46	36.2%	\$97,052
SAN JOSE	161	62	38.5%	\$93,701
SAN MARCOS	87	26	29.9%	\$88,928
SAN LUIS OBISPO	146	52	35.6%	\$90,910
SONOMA	197	28	14.2%	\$74,684
STANISLAUS	64	19	29.7%	\$82,388
CSU TOTAL	3,110	945	30.4%	\$86,477

source: California State University, Management Personnel Program Database, 10/2004

Figure 2

MPP Average Monthly Base Salary (Systemwide)

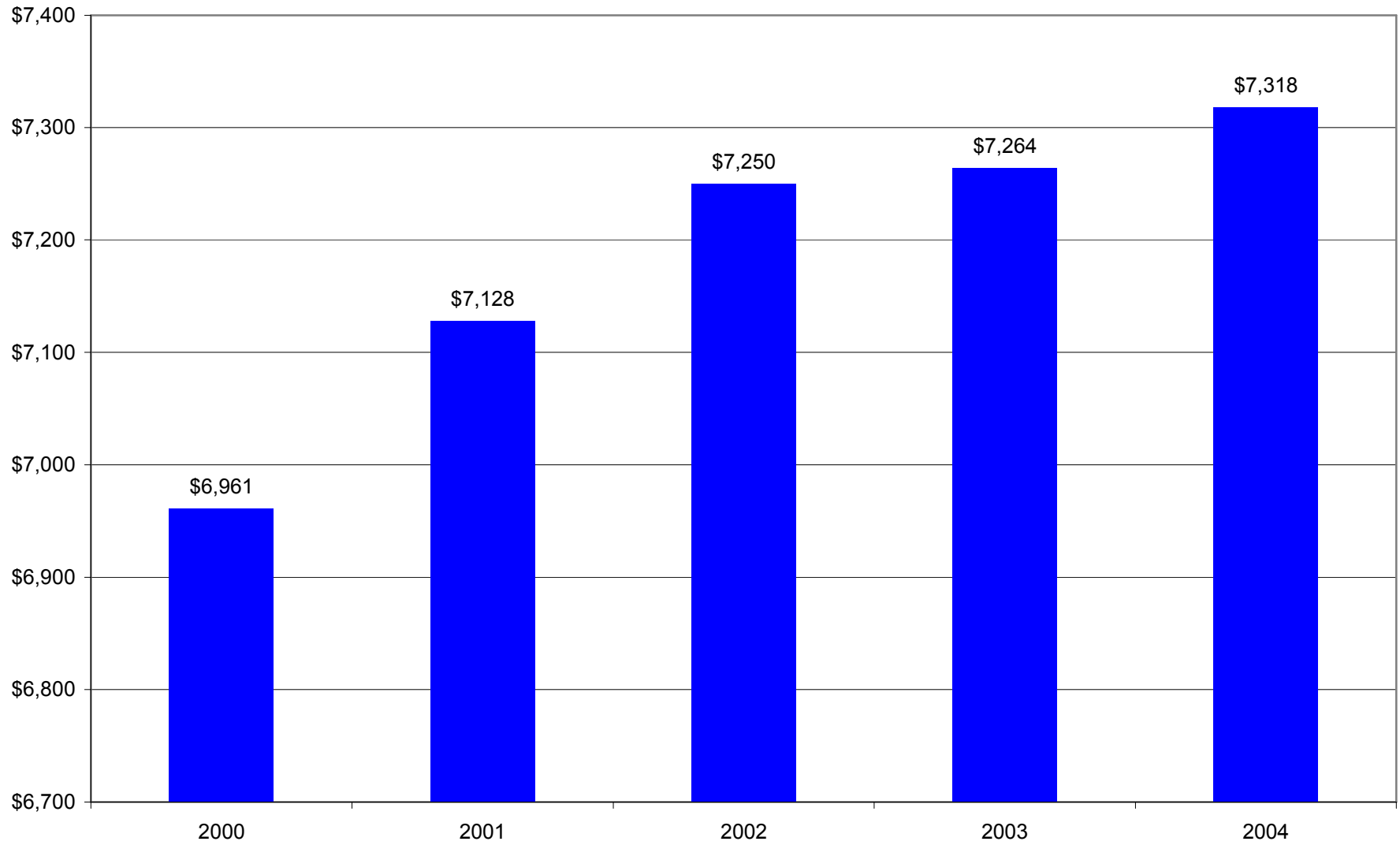
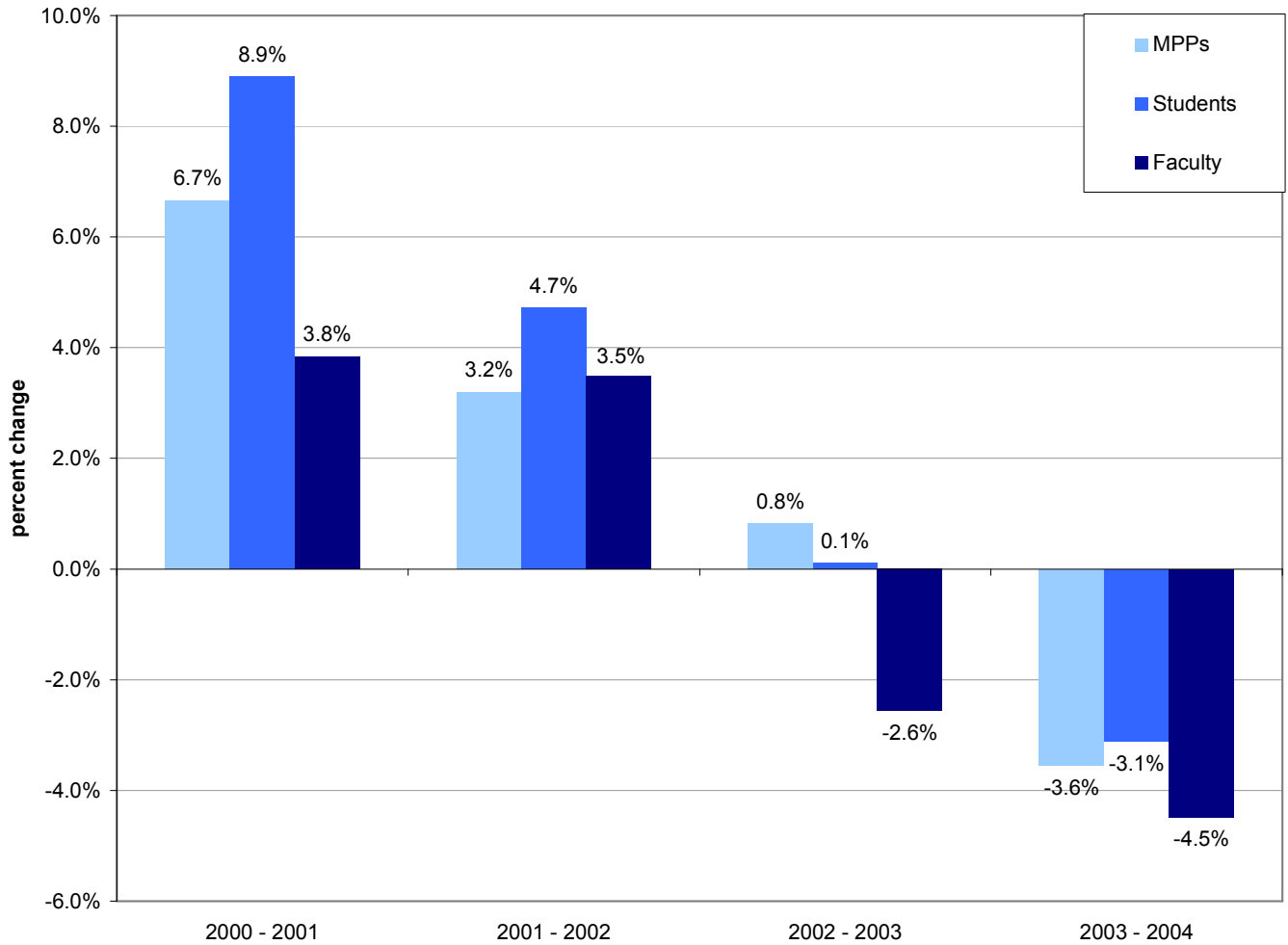


Table 4

Academic Affairs MPP Salaries 2002 - 2004									
title	school/program	2002 Base Pay		2004 Base Pay		2005 Base Pay		3 yr % Change	
		average	median	average	median	average	median	average	median
Dean	Graduate Programs	\$114,376	\$118,056	\$120,860	\$125,040	\$123,520	\$125,520	8.0%	6.3%
Dean	Graduate/Undergraduate Programs	\$115,156	\$111,156	\$117,648	\$117,648	\$128,592	\$128,592	11.7%	15.7%
Dean	Research and Graduate Programs			\$131,914	\$131,520	\$120,864	\$120,600	-	-
Dean	Agriculture	\$128,370	\$128,478	\$136,557	\$135,144	\$136,557	\$135,144	6.4%	5.2%
Dean	Architecture	\$133,308	\$123,876	\$140,004	\$140,004	\$140,004	\$140,004	5.0%	13.0%
Dean	Arts & Letters	\$127,515	\$126,744	\$132,627	\$136,092	\$128,734	\$125,004	1.0%	-1.4%
Dean	Arts, Letters & Humanities	\$126,392	\$130,044	\$132,957	\$130,500	\$144,248	\$144,396	14.1%	11.0%
Dean	Arts & Sciences	\$131,415	\$129,324	\$130,671	\$128,274	\$128,574	\$127,104	-2.2%	-1.7%
Dean	Business	\$134,305	\$131,664	\$138,202	\$138,234	\$141,992	\$140,004	5.7%	6.3%
Dean	Communications	\$126,186	\$126,186	\$132,954	\$132,954	\$129,954	\$129,954	3.0%	3.0%
Dean	Continuing/Extended Education	\$119,225	\$124,992	\$120,242	\$123,024	\$117,593	\$121,716	-1.4%	-2.6%
Dean	Education	\$127,967	\$126,924	\$131,309	\$129,894	\$130,861	\$129,894	2.3%	2.3%
Dean	Engineering	\$137,290	\$138,960	\$142,951	\$142,536	\$144,232	\$142,536	5.1%	2.6%
Dean	Fine Arts	\$137,472	\$138,000	\$140,321	\$140,568	\$140,321	\$140,568	2.1%	1.9%
Dean	Health & Human Services	\$129,044	\$135,180	\$133,074	\$133,338	\$131,604	\$129,660	2.0%	-4.1%
Dean	Science	\$126,031	\$123,000	\$147,079	\$137,388	\$147,079	\$137,388	16.7%	11.7%
Dean	Science & Mathematics	\$129,458	\$132,048	\$135,153	\$132,028	\$132,364	\$131,350	2.2%	-0.5%
Dean	Social Sciences	\$123,134	\$124,092	\$125,680	\$121,008	\$129,818	\$129,042	5.4%	4.0%
Dean	Undergraduate Studies	\$117,046	\$124,008	\$118,690	\$119,712	\$121,090	\$123,102	3.5%	-0.7%
Director	Distance Learning			\$93,324	\$91,812	\$89,626	\$85,092	-	-
Director	Institutional Studies	\$90,865	\$88,752	\$91,178	\$88,593	\$93,389	\$95,892	2.8%	8.0%
Director	Sponsored Programs/Grants			\$96,471	\$91,158	\$98,448	\$95,166	-	-
Director	University Library	\$117,888	\$114,870	\$121,049	\$123,456	\$120,553	\$120,000	2.3%	4.5%
Vice President/Provost	Academic Affairs	\$161,169	\$160,008	\$166,851	\$167,508	\$169,779	\$168,000	5.3%	5.0%

source: CSU MPP Benchmark Salary Survey Report 2002, 2004, 2005

Figure 3. Changes in Full Time Equivalent MPPs, Students, and Faculty at the CSU, 2000 - 2004



Full Time Equivalent:	<u>2000/01</u>	<u>2001/02</u>	<u>2002/03</u>	<u>2003/04</u>	<u>2004/05</u>
MPPs	2,841	3,031	3,128	3,153	3,041
Faculty	15,207	15,791	16,341	15,922	15,208
Students	290,554	316,395	331,353	331,705	321,379

Table 5

CSU Executive Compensation, 2005/06 (as of 9/15/05)

Campus	President	Salary	Housing
Bakersfield	Horace Mitchell	\$220,008	\$30,000
Channel Islands	Richard R. Rush	\$203,376	\$28,752
Chico	Paul J. Zingg	\$205,008	\$30,000
Dominguez Hills	James E. Lyons, Sr.	\$213,600	Provided
East Bay	Norma Rees	\$207,888	\$28,752
Fresno	John Welty	\$224,232	Provided
Fullerton	Milton Gordon	\$207,924	Provided
Humboldt	Rollin C. Richmond	\$230,016	\$28,008
Long Beach	Robert Maxson	\$245,484	Provided
Los Angeles	James Rosser	\$239,316	\$28,752
Maritime Academy	William Eisenhardt	\$188,124	Provided
Monterey Bay	Diane Cordero De Noriega	\$207,108	*
Northridge	Jolene Koester	\$207,444	Provided
Pomona	Michael Ortiz	\$205,008	Provided
Sacramento	Alexander Gonzalez	\$221,004	\$36,804
San Bernardino	Albert K. Karnig	\$206,304	\$24,000
San Diego	Stephen Weber	\$231,216	Provided
San Francisco	Robert Corrigan	\$230,688	\$36,804
San Jose	Don Kassing	\$230,004	Provided
San Luis Obispo	Warren Baker	\$253,440	\$36,804
San Marcos	Karen S. Haynes	\$203,376	\$36,804
Sonoma	Ruben Armiñana	\$223,452	\$36,804
Stanislaus	Hamid Shirvani	\$230,004	*

* TBD by BOT in fall 2005

System Officer		Salary	Housing
Chancellor	Charles B. Reed	\$316,692	Provided
Exec. V.C. & Chief Academic Officer	David S. Spence	\$239,160	
Exec. V.C. & CFO	Richard West	\$239,160	
V.C. Human Resources	Jackie R. McClain	\$209,520	
General Counsel	Christine Helwick	\$195,672	

source: www.calstate.edu/PA/info/salaryfs.doc