



Overview

The Management Personnel Plan (MPP) Report reflects the year-over-year comparison of permanent budgeted positions from Fall 2023 to Fall 2024. Utilizing the University's implementation of position management, this report alleviates the historical issue of MPP positions being artificially adjusted (both increases and decreases) due to timing of vacancies and reflects all planned positions regardless of whether it is assigned to a person or vacant.

Summary

Overall, eighteen and a quarter FTE (18.25) new MPP positions were added in the 2023-24 reporting year. The increase in MPP positions includes a gain of a quarter of an FTE (.25) from a workload adjustment along with eighteen (18.0) new positions added. This was offset by a net wash between positions eliminated, reclassing staff, reclassing within MPP, and reorganization. As you will note below in the divisional narratives, the significant pressure on new positions is to support campus growth and primarily funded from non-general funds.

In looking at compensation change from Fall 2023 to Fall 2024, please note that two years of General Salary Increases posted during this time period due to the timing of the approvals.

University divisions and departments have been encouraged, where practical, to continue to carefully examine staffing levels and explore departmental reorganizations to minimize the need to replace any reduced MPP positions. Such reorganizations should ensure an equitable distribution of departmental duties and compensation amongst remaining staff.

MPP Changes from Fall 2023 to Fall 2024

The University experienced a net increase of 18.25 FTE in MPP positions, as outlined below:

Reason for Action	Admin I	Admin II	Admin III	Admin IV	Totals
New Position	4.00	10.00	1.00	3.00	18.00
Position Eliminated	(2.00)	(1.00)	0.00	0.00	(3.00)
Reclass Staff	3.00	1.00	0.00	0.00	4.00
Reclass within MPP	4.00	(7.00)	4.00	(1.00)	0.00
Reorganization	0.00	0.00	(1.00)	0.00	(1.00)
Workload Adjustment	0.25	0.00	0.00	0.00	0.25
Grand Total	9.25	3.00	4.00	2.00	18.25

Academic Affairs (AA) – net increase of 2.86 FTE

Academic Affairs had a net increase of 2.86 MMP positions (4.0 additions, 1.14 eliminations/reorganizations).

The Office of the Provost added two (2.0) positions; One (1.0) Director to provide executive level communication for Academic Affairs (prior position was moved to UCM and this position is a dual report with UCM) and one (1.0) Associate Director to manage the human resources for the Academic Affairs Division (University request funded positions).

Academic Innovations and Planning added one (1.0) Executive Director position to provide oversight and manage the academic programming and planning unit (interim position was filled in FY2024-25).

CAFES added one (1.0) Communications Director position that was reclassified to MPP based on HR's recommendation.

A (0.14) FTE decrease occurred (reorganization) related to the Senior Director of Development roles to rebalance the cost-sharing agreement with UDAE.

The Center for Innovation & Entrepreneurship (CIE) had (1.00) MPP position that was adjusted due to re-organization in the unit, the position was moved from State funding to Cal Poly Partners (CPP).

The division had a total of (4) MPP positions that were adjusted due to reclassifications within MPP. One (1.0) position was reclassified from an MPP II to an MPP I while another (1.0) was reclassified from an MPP IV to an MPP III. While the working title of the Executive Director of Development (1.0) remained the same, the classification changed from an MPP II to an MPP III. Lastly, one (1.0) position's classification changed from an MPP III to an MPP II. These reclassifications resulted in offsetting variances.

Administration & Finance (A&F) – net increase of 5.0 FTE

A&F had a net increase of five (5.0) MPP positions (8.0 additions/reclass, 3.0 reduction/reorganization).

Payment Services reclassified one (1.0) staff Accounting Technician to a Manager.

Facilities added six (6.0) new positions to support continuing campus growth. Five (5.0) of these positions are funded from cost recovery, Executive Director Facilities Planning & Capital Projects, Associate Director of Planning, two (2.0) project managers, and a Water Resource Manager. One (1.0) additional position, Chief Engineer, was added to ensure oversight of critical campus infrastructure.

Public Safety added one (1.0) Emergency Services Manager position. This position has been a temporary role since COVID and has been determined a critical need to permanently keep on staff to support all phases of campus Emergency Management.

Three (3.0) ITS positions moved (reorganization) to University Support program assessment of DX Hub, California Cybersecurity Institute, Cleared for Success and 5G initiatives. The ITS positions are the Director, CCTC Program Manager, and Senior Director of Development.

The division had a total of (6) MPP positions that were adjusted due to reclassifications within MPP. Two (2.0) positions were reclassified from an MPP I to an MPP II while four (4.0) were reclassified from an MPP II to an MPP I. These reclassifications resulted in offsetting variances.

Information Technology Services (ITS) – n/a

ITS has been absorbed and included in Administration & Finance (A&F).

Office of University Diversity & Inclusion (OUDI) – no change

There were no changes in the number of MPP staff in the Office of University Diversity & Inclusion during this reporting period.

President's Office – no change

There were no changes in the number of MPP staff in the President's Office during this reporting period.

Division of Research – net increase of 1.0 FTE

The Division of Research had a net increase of one (1.0) MPP position, adding the Assistant Vice President of Finance to provide financial and resource analysis, projections, and modeling that ensure alignment of resources with the division's mission and the research priorities of the university's strategic plan.

Student Affairs – net increase of 0.95 FTE

Student Affairs had an increase of one (1.0) MPP positions due to restructuring a staff position in Student Diversity and Belonging to enhance programmatic oversight for gender equity programs and centers (Assistant Director for Gender, Sexuality, and Diversity Learning - Student Diversity and Belonging).

A (0.05) FTE decrease occurred (reorganization) related to the Senior Director of Development role to rebalance the cost-sharing agreement with UDAE.

The division had a total of two (2.0) positions that were reclassified within MPP. One (1.0) position was reclassified from an MPP I to an MPP II while the other position (1.0) was reclassified from an MPP II to an MPP III. These reclassifications resulted in offsetting variances.

Strategic Enrollment Management (SEM) – no change

The division had One (1.0) position was reclassified within MPP. This position (1.0) was reclassified from an MPP II to an MPP III resulting in an offsetting variance.

University Communications and Marketing (UCM) – no change

There were no changes in the number of MPP staff in University Communications and Marketing during this reporting period.

University Development (UDAE) – net decrease of -1.81 FTE

University Development and Alumni Engagement (UDAE) had a net reduction of (1.81) MPP positions (1.19 additions/reorganization, 3.0 eliminations).

UDAE added one (1.0) Senior Director of Corporate Relations funded from University Foundation. Two cost-sharing adjustments also resulted in a small net gain of (0.19) FTE.

The division eliminated three (3.0) positions, two (2.0) Director of Development for Campus Initiatives and one (1.0) Director of Administration Services and Board Operations.

The division had four (4.0) positions that were reclassified within MPP. Two (2.0) positions were reclassified from an MPP II to an MPP III while one (1.0) was reclassified from MPP II to an MPP I and the other one (1.0) was reclassified from an MPP III to an MPP II. These reclassifications resulted in offsetting variances.

University Personnel – net increase of 3.0 FTE

University Personnel added three (3.0) MPP positions. The first position (1.0) is a Senior Director of HRIS and Business Reengineer to lead complex HRIS initiatives such as the implementation of a CSU Common Human Resource System (CHRS) and quarter-to-semester conversion, as well as oversee business processing reengineering and manage the HRIS team. The second position (1.0) is a new Assistant Director and Title IX/DHR Investigator in the Civil Rights & Compliance Office. This position investigates complaints of sexual misconduct, discrimination, harassment, and retaliation from campus community members, added to support recommendations identified in the Cozen O'Connor assessment. The third position (1.0) is a new Employee & Labor Relations Manager.

The division had one (1.0) position that was reclassified within MPP. This position (1.0) was reclassified from an MPP II to an MPP I which resulted in an offsetting variance.

University Support – net increase of 7.25 FTE

University Support had a net increase of (7.25) MPP positions (4.0 new, 0.25 workload adjustment, 3.0 reorganizations).

The division added a Repatriation Coordinator (1.0) as required by state law AB389.

Three (3.0) ITS positions moved (reorganization) from A&F for program assessment of DX Hub, California Cybersecurity Institute, Cleared for Success and 5G initiatives. The ITS positions are the Director, CCTC Program Manager, and Senior Director of Development.

The Director of Community Relations & Economic Development increased their workload by (0.25) FTE to meet the increased scope of responsibility for local civic engagement and economic development.

University Relations added a Vice President for Strategic Initiatives & Advocacy (1.0) to support growing scope of university advocacy initiatives, strategic projects, and Maritime integration. Two (2.0) Special Advisors to the President have also been added to the division to support the Maritime transition



CAL POLY

Management Personnel Program (MPP)

Fall 2023 versus Fall 2024 Data

Cal Poly San Luis Obispo

MPP	2023	2024
TOTAL ALLOCATED FTE	355.55	373.80

MPP FTE by Level - Fall 2023 vs. Fall 2024

UNIVERSITY TOTAL	2023	2024	Difference	% Change
President	1.00	1.00	-	0.0%
Number of MPP IV	24.00	26.00	2.00	8.3%
Number of MPP III	75.00	79.00	4.00	5.3%
Number of MPP II	148.00	151.00	3.00	2.0%
Number of MPP I	107.55	116.80	9.25	8.6%
	355.55	373.80	18.25	5.1%

ACADEMIC AFFAIRS (AA)	2023	2024	Difference	% Change
Number of MPP IV	9.00	8.00	(1.00)	-11.1%
Number of MPP III	28.51	28.50	(0.01)	0.0%
Number of MPP II	21.64	21.51	(0.13)	-0.6%
Number of MPP I	25.80	29.80	4.00	15.5%
	84.95	87.81	2.86	3.4%

ADMINISTRATION & FINANCE (A&F) ¹	2023	2024	Difference	% Change
Number of MPP IV	4.00	4.00	-	0.0%
Number of MPP III	16.00	16.00	-	0.0%
Number of MPP II	72.00	73.00	1.00	1.4%
Number of MPP I	27.00	31.00	4.00	14.8%
	119.00	124.00	5.00	4.2%

OFFICE OF DIVERSITY & INCLUSION (ODI)	2023	2024	Difference	% Change
Number of MPP IV	1.00	1.00	-	0.0%
Number of MPP III	1.50	1.50	-	0.0%
Number of MPP II	-	-	-	N/A
Number of MPP I	1.00	1.00	-	0.0%
	3.50	3.50	-	0.0%

PRESIDENT'S OFFICE (PRES)	2023	2024	Difference	% Change
President	1.00	1.00	-	0.0%
Number of MPP IV	1.00	1.00	-	0.0%
Number of MPP III	-	-	-	N/A
Number of MPP II	1.00	1.00	-	0.0%
Number of MPP I	-	-	-	N/A
	3.00	3.00	-	0.0%

Division of Research (DOR)	2023	2024	Difference	% Change
Number of MPP IV	1.00	1.00	-	0.0%
Number of MPP III	1.00	1.00	-	0.0%
Number of MPP II	2.00	3.00	1.00	50.0%
Number of MPP I	-	-	-	N/A
	4.00	5.00	1.00	25.0%

STUDENT AFFAIRS (SA)	2023	2024	Difference	% Change
Number of MPP IV	4.00	4.00	-	0.0%
Number of MPP III	11.75	12.75	1.00	8.5%
Number of MPP II	23.80	23.75	(0.05)	-0.2%
Number of MPP I	23.00	23.00	-	0.0%
	62.55	63.50	0.95	1.5%

STRATEGIC ENROLLMENT MANAGEMENT (SEM)	2023	2024	Difference	% Change
Number of MPP IV	1.00	1.00	-	0.0%
Number of MPP III	5.00	6.00	1.00	20.0%
Number of MPP II	6.00	5.00	(1.00)	-16.7%
Number of MPP I	10.00	10.00	-	0.0%
	22.00	22.00	-	0.0%

UNIVERSITY COMMUNICATIONS & MARKETING (UCM)	2023	2024	Difference	% Change
Number of MPP IV	1.00	1.00	-	0.0%
Number of MPP III	1.00	1.00	-	0.0%
Number of MPP II	1.00	1.00	-	0.0%
Number of MPP I	4.00	4.00	-	0.0%
	7.00	7.00	-	0.0%

UNIVERSITY DEVELOPMENT (UD)	2023	2024	Difference	% Change
Number of MPP IV	1.00	1.00	-	0.0%
Number of MPP III	5.24	6.25	1.01	19.3%
Number of MPP II	12.56	10.74	(1.82)	-14.5%
Number of MPP I	14.00	13.00	(1.00)	-7.1%
	32.80	30.99	(1.81)	-5.5%

UNIVERSITY PERSONNEL (UP)	2023	2024	Difference	% Change
Number of MPP IV	1.00	1.00	-	0.0%
Number of MPP III	4.00	4.00	-	0.0%
Number of MPP II	8.00	10.00	2.00	25.0%
Number of MPP I	1.00	2.00	1.00	100.0%
	14.00	17.00	3.00	21.4%

UNIVERSITY SUPPORT (US)	2023	2024	Difference	% Change
Number of MPP IV	-	3.00	3.00	100%
Number of MPP III	1.00	2.00	1.00	100.0%
Number of MPP II	-	2.00	2.00	100%
Number of MPP I	1.75	3.00	1.25	71.4%
	2.75	10.00	7.25	263.6%

1 For comparison purposes, ITS has been included in Administration and Finance (A&F) in 2023 and 2024 even though the integration happened in 2024.

Average MPP Salaries by Division - Fall 2024

MPP	AA	A&F	OUdi
Average MPP IV salary	\$ 287,997	\$ 330,149	\$ 290,981
Average MPP III salary	\$ 189,052	\$ 206,555	\$ 191,106
Average MPP II salary	\$ 137,833	\$ 136,948	\$ -
Average MPP I salary	\$ 105,627	\$ 112,068	\$ 110,259
Average MPP salary	\$ 157,208	\$ 145,942	\$ 196,542
MPP	Pres	DOR	SA
Average MPP IV salary	\$ 320,589	\$ 248,063	\$ 352,499
Average MPP III salary	\$ -	\$ 192,642	\$ 196,673
Average MPP II salary	\$ 193,925	\$ 164,560	\$ 133,644
Average MPP I salary	\$ -	\$ -	\$ 99,859
Average MPP salary	\$ 257,257	\$ 186,877	\$ 147,848
MPP	SEM	UCM	UD
Average MPP IV salary	\$ 271,334	\$ 286,443	\$ 389,183
Average MPP III salary	\$ 190,481	\$ 185,882	\$ 218,904
Average MPP II salary	\$ 116,641	\$ 145,120	\$ 140,067
Average MPP I salary	\$ 91,349	\$ 127,190	\$ 100,130
Average MPP salary	\$ 132,314	\$ 160,886	\$ 147,252
MPP	UP	US	
Average MPP IV salary	\$ 327,953	\$ 312,426	
Average MPP III salary	\$ 217,014	\$ 192,788	
Average MPP II salary	\$ 147,921	\$ 152,158	
Average MPP I salary	\$ 116,491	\$ 114,172	
Average MPP salary	\$ 171,070	\$ 196,969	

MPP Salaries - Averages by Level¹

MPP	2023	2024	% Change
Average MPP IV salary	\$ 279,022	\$ 311,784	11.7%
Average MPP III salary	\$ 177,848	\$ 197,852	11.2%
Average MPP II salary	\$ 120,418	\$ 138,012	14.6%
Average MPP I salary	\$ 90,461	\$ 105,550	16.7%
Average MPP salary, excluding campus President	\$ 134,216	\$ 152,641	13.7%

MPP Total Compensation Budgeted by Level¹

MPP	2023	2024	% Change
Total MPP IV	\$ 9,031,859	\$ 10,787,018	19.4%
Total MPP III	\$ 19,662,303	\$ 22,883,555	16.4%
Total MPP II	\$ 27,793,618	\$ 32,315,570	16.3%
Total MPP I	\$ 15,585,366	\$ 19,534,829	25.3%
Total MPP other, excluding campus President	\$ 72,073,146	\$ 85,520,972	18.7%

Average Salaries - Faculty / Represented Staff¹

	2023	2024	% Change
Faculty			
Full Professor	\$ 123,803	\$ 138,464	11.8%
Associate Professor	\$ 106,171	\$ 119,541	12.6%
Assistant Professor	\$ 93,735	\$ 106,244	13.3%
Lecturer	\$ 82,631	\$ 85,251	3.2%
Represented Staff ⁴	\$ 65,430	\$ 73,340	12.1%

Total Compensation Budgeted - Faculty / Represented Staff^{1,2}

	2023	2024	% Change
Faculty			
Full Professor	\$ 71,783,573	\$ 80,153,989	11.7%
Associate Professor	\$ 33,788,125	\$ 37,709,444	11.6%
Assistant Professor	\$ 32,816,842	\$ 36,431,904	11.0%
Lecturer ³	\$ 49,921,694	\$ 51,208,467	2.6%
Coach, Librarian, Counselor, Academic Related SSP	\$ 11,309,108	\$ 13,435,931	18.8%
Total Faculty	\$ 199,619,342	\$ 218,939,735	9.7%
Total Represented Staff ⁴	\$ 145,437,905	\$ 166,675,137	14.6%

1 Growth in salaries from 2023 to 2024 includes 2023 retro GSI and 2024 GSI.

2 Total compensation budgeted includes salary and benefits.

3 Information for Lecturers was calculated from Questica as this is the first year we've included all lecturer pools in the Questica personnel module.

4 Represented Staff does not include Confidential (C99) and Excluded (E99) Employees.



Cal Poly San Luis Obispo MPP Summary

Fall 2024 Update

	Academic Affairs	Administration & Finance	Office of Diversity and Inclusion	President	DOR	Strategic Enrollment Management	Student Affairs	University Communications and Marketing	University Development	University Personnel	University Support	Total
Operating Fund												
New Position	\$ 416,400	\$ 351,866	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 257,250	\$ 1,019,774	\$ 2,045,290
Position Eliminated	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (101,892)	\$ -	\$ -	\$ (101,892)
Reclass Staff	\$ 8,713	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,484	\$ -	\$ -	\$ 36,333	\$ -	\$ 49,531
Reclass within MPP	\$ 73,540	\$ 75,707	\$ -	\$ -	\$ -	\$ 45,064	\$ 21,252	\$ -	\$ (139,210)	\$ 17,163	\$ -	\$ 93,516
Reorganization	\$ -	\$ (160,464)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 160,464	\$ -
Workload Adjustment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 47,373	\$ 47,373
Sub-total Operating Fund	\$ 498,653	\$ 267,109	\$ -	\$ -	\$ -	\$ 45,064	\$ 25,736	\$ -	\$ (241,102)	\$ 310,746	\$ 1,227,611	\$ 2,133,818
Other Funding Sources												
New Position - Cal Poly Opportunity		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
New Position - Capital Project Managm	\$ -	\$ 627,945	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 627,945
New Position - Campus College Based	\$ -	\$ -	\$ -	\$ -	\$ 175,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 175,000
New Position - External Cost Recovery	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 145,950	\$ -	\$ -	\$ 145,950
Position Eliminated - Cal Poly Opportunity		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Position Eliminated - External Cost Recovery	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (235,400)	\$ -	\$ -	\$ (235,400)
Reclass Staff - Student Success	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 27,546	\$ -	\$ -	\$ -	\$ -	\$ 27,546
Reclass Staff - Trust Fund	\$ -	\$ 44,199	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 44,199
Reclass MPP - Capital Project Managm	\$ -	\$ 165,192	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 165,192
Reclass MPP - External Cost Recovery	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 175,868	\$ -	\$ -	\$ 175,868
Reclass MPP - Internal Cost Recovery	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 27,704	\$ -	\$ -	\$ -	\$ -	\$ 27,704
Reclass MPP - Reimbursed Activity	\$ -	\$ 18,692	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 18,692
Reorganization - External Cost Recovery	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Reorganization - Internal Cost Recovery	\$ -	\$ (147,624)	\$ -	\$ -	\$ -	\$ -	\$ (91,133)	\$ -	\$ 91,133	\$ -	\$ 147,624	\$ -
Reorganization - Reimbursed Activity	\$ (186,870)	\$ (128,400)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,870	\$ -	\$ 128,400	\$ (180,000)
Sub-total Other Funding Sources	\$ (186,870)	\$ 580,004	\$ -	\$ -	\$ 175,000	\$ -	\$ (35,883)	\$ -	\$ 184,421	\$ -	\$ 276,024	\$ 992,696
Grand Total	\$ 311,783	\$ 847,113	\$ -	\$ -	\$ 175,000	\$ 45,064	\$ (10,147)	\$ -	\$ (56,681)	\$ 310,746	\$ 1,503,635	\$ 3,126,513