

## AP Career Framework - CSU MANAGEMENT Job Family

Roles in the Management classification have direct reports. The role typically manages 2 or more employees.  
The role performs work that is non-routine and requires advanced interpretation, analysis and planning. Requires specific education and experience.

### Framework Criteria – Management

	Supervisor	Manager	Sr. Manager	Assoc. Director	Director	Sr. Director
<b>Scope of Work</b>	Provides day-to-day work direction for direct report(s), focuses on maintaining steady workflow and productivity and resolving non-complex operational issues.	Establishes operational plans with measurable contribution towards the achievement of results of the job function. Problems faced are difficult to moderately complex. Focus is on short-term operational plans (e.g., less than 1 year).	Recommends operational plans and tactics that will directly impact the achievement of overall functional results. Directs the execution of tactics established by functional leadership. Establishes operational plans for job area with short- to mid-term impact on results (e.g., 1-2 years).	Recommends operational plans and tactics that will directly impact the achievement of overall functional results. Directs the execution of tactics established by functional leadership. Establishes operational plans for job area with short- to mid-term impact on results (e.g., 1-2 years).	Recommends operational plans and tactics that will directly impact the achievement of overall functional results. Directs the execution of strategy established by University leadership. Establishes operational plans for job area with short- to mid-term impact on results (e.g., 3-5 years).	Recommends operational plans and tactics that will directly impact the achievement of overall functional results. Directs the execution of strategy established by University leadership. Establishes operational plans for job area with long term impact on results (e.g., 5+ years).
<b>Expected Experience</b>	Has developed specialized skills through job related education and relevant job experience (3+ years)	Has developed specialized skills through job related education and relevant job experience (5+ years)	Has developed specialized skills through job related education and extensive relevant job experience (8+)	Has developed specialized skills through job related education and extensive relevant job experience (10+) 3+ years experience managing employees	Has developed specialized skills through job related education and extensive relevant job experience (12+) 3+ years experience managing employees	Has developed high level skills through job related education and extensive relevant job experience (14+) 5+ years experience managing employees
<b>Minimum Expected Education</b>	Associates Degree or equivalent related work experience	Bachelors Degree	Bachelors Degree -Masters Preferred	Bachelors Degree -Masters Preferred	Masters Preferred	Masters preferred
<b>Direct Reports</b>	Typically has 2 or more FT direct reports. Supervises non-exempt employees who are typically performing routine or non-complex tasks.	Typically has 2 or more direct reports. Manages Exempt and Non-Exempt employees who are typically performing complex tasks.	Typically has 2 or more direct reports. Manages Exempt employees who are typically performing complex tasks.	Typically has 2 or more direct reports. Manages Exempt employees and lower-level managers who are typically performing complex tasks.	Typically has 2 or more direct reports. Manages Exempt employees and managers who are typically performing complex tasks. May lead one or more areas.	Typically has 2 or more direct reports. Manages Exempt employees and managers who are typically performing complex tasks. Manages multiple work areas.
<b>Level of Oversight</b>	Works semi- autonomously with oversight from Manager.	Works autonomously with ability to make decisions in matters of significance.	Works autonomously with ability to make moderately complex decisions that have an impact in the overall success or failure in an area of accountability	Works autonomously with ability to make moderately complex decisions that have an impact in the overall success or failure in an area of accountability	Works autonomously with ability to make complex decisions that have an impact in the overall success or failure across multiple areas.	Works autonomously with ability to make complex decisions that have an impact in the overall success or failure across multiple areas.
<b>Influence</b>	Explains and interprets policies, practices and procedures of the area of responsibility to others within the University.	Works to influence others to accept individual or team's views or practices and changes to concepts, practices, and approaches. Requires ability to communicate with leadership regarding matters of importance to the function or business area. May conduct briefings with department leaders.	Works to influence others to accept individual or team's views or practices and changes to concepts, practices, and approaches. Requires ability to communicate and influence leadership regarding matters of substantial importance to the function or business area. Frequently conducts briefings to department leaders.	Works to influence others to accept individual or team's views or practices and changes to concepts, practices, and approaches. Requires ability to communicate and influence leadership regarding matters of substantial importance to the function or business area. Frequently conducts briefings to department leaders.	Influences other leaders to accept individual or team's views or practices and changes to concepts, practices, and approaches. Requires ability to communicate and influence executive leadership regarding matters of substantial importance to the function or business area. Frequently conducts briefings to senior leaders.	Influences Executives to accept individual or team's views or practices and changes to concepts, practices, and approaches. Requires ability to communicate and influence executive leadership regarding matters of substantial importance to the function or business area. Frequently conducts briefings to senior University Executives.
<b>Budget Responsibility</b>	May provide input for annual budget	May provide input for annual budget and manage day-to-day elements of the budget	May provide input for annual budget and manage elements of the budget related to role.	May provide input for annual budget and manage elements of the budget related to role.	Responsible for annual budget and manages elements of the budget related to role.	Responsible annual budget and manages elements of the budget related to role.
<b>Typically Reports to</b>	Manager level	Director level	Director level	VP/Dean	VP/Dean	VP/Dean