

## Survey Job Titles by Job Family

### Executive

Job Code	Title	Page
EX1	Chief Executive Officer.....	107
EX1A	President.....	108
EX2	Chief Operating Officer.....	109
EX3	Division President/Vice President/General Manager.....	110

### Information Technology

Job Code	Title	Page
103	Chief Technology Officer.....	111
A01	Top Systems Executive.....	112
A01A	Director, Information Technology.....	113
760	Director, Information Security.....	114
B05	Director, Software Design/Development.....	115
351	Director, Technical Support.....	116
A02	Manager, Information Technology.....	117
A03	Manager, Systems Engineering and Programming.....	118
B06	Manager, Software Engineering/Development.....	119
410	Manager, Software Systems Engineering.....	120
A04	Manager, Applications Programming.....	121
A05	Manager, Computer Operations.....	122
A06	Manager, Systems Analysis.....	123
A07	Manager, Telecommunications.....	124
A08	Manager, Database.....	125
A09	Manager, Network Systems.....	126
A12	Manager, Help Desk.....	127
A13	Manager, Electronic Data Interchange (EDI).....	128
A15	Manager, Web Operations.....	129
A25	Manager, Information Security.....	130
210	Manager, Applications Programming/Analysis.....	131
815	Manager, Data Warehousing.....	132
A30	Manager, IT Infrastructure Engineering.....	133
350	Manager, Technical Support Engineering.....	134
375	Manager, Technical Training.....	135
A21	Project Manager - Information Technology, Senior.....	136
A20	Project Manager - Information Technology.....	137
805	Project Manager, ERP (Enterprise Resource Planning).....	138
A10	Supervisor, Computer Operations.....	139
730	Data Security Specialist, Senior.....	140
720	Data Security Specialist.....	141
801	ERP (Enterprise Resource Planning) Business Analyst, Senior.....	142
800	ERP (Enterprise Resource Planning) Business Analyst.....	143
01096	Data Scientist, Senior.....	144
01095	Data Scientist.....	145
811	Data Warehousing Analyst, Senior.....	146
810	Data Warehousing Analyst.....	147
01163	IT Infrastructure Engineer IV.....	148
01162	IT Infrastructure Engineer III.....	149
01161	IT Infrastructure Engineer II.....	150
01160	IT Infrastructure Engineer I.....	151

## Survey Job Titles by Job Family

### Information Technology

Job Code	Title	Page
01003	Software Systems Analyst/Programmer IV.....	152
01002	Software Systems Analyst/Programmer III.....	153
01001	Software Systems Analyst/Programmer II.....	154
01000	Software Systems Analyst/Programmer I.....	155
02004	Software Systems Engineer V.....	156
02003	Software Systems Engineer IV.....	157
02002	Software Systems Engineer III.....	158
02001	Software Systems Engineer II.....	159
02000	Software Systems Engineer I.....	160
02009	Software Engineer/Applications Developer V.....	161
02008	Software Engineer/Applications Developer IV.....	162
02007	Software Engineer/Applications Developer III.....	163
02006	Software Engineer/Applications Developer II.....	164
02005	Software Engineer/Applications Developer I.....	165
01013	Systems Analyst IV.....	166
01012	Systems Analyst III.....	167
01011	Systems Analyst II.....	168
01010	Systems Analyst I.....	169
01023	Applications Programmer IV.....	170
01022	Applications Programmer III.....	171
01021	Applications Programmer II.....	172
01020	Applications Programmer I.....	173
01025	Business Systems Analyst, Senior.....	174
01024	Business Systems Analyst.....	175
01156	IT Analyst, Senior.....	176
01155	IT Analyst.....	177
01033	Applications Systems Analyst/Programmer IV.....	178
01032	Applications Systems Analyst/Programmer III.....	179
01031	Applications Systems Analyst/Programmer II.....	180
01030	Applications Systems Analyst/Programmer I.....	181
01035	User Experience (UX) Designer.....	182
01145	Database Architect/Administrator, Senior.....	183
01040	Database Architect/Administrator.....	184
01042	Database Analyst, Senior.....	185
01041	Database Analyst.....	186
01045	Systems Administrator III.....	187
01044	Systems Administrator II.....	188
01043	Systems Administrator I.....	189
01052	Telecommunications Analyst III.....	190
01051	Telecommunications Analyst II.....	191
01050	Telecommunications Analyst I.....	192
183	Software Product Architect, Senior.....	193
182	Software Product Architect.....	194
01068	Network Engineer IV.....	195
01067	Network Engineer III.....	196
01066	Network Engineer II.....	197
01065	Network Engineer I.....	198
01070	Electronic Data Interchange (EDI) Analyst.....	199

## Survey Job Titles by Job Family

### Information Technology

Job Code	Title	Page
01076	Help Desk Analyst, Senior.....	200
01075	Help Desk Analyst.....	201
01082	Computer Operator, Senior.....	202
01081	Computer Operator.....	203
01112	Web Software Developer III.....	204
01111	Web Software Developer II.....	205
01110	Web Software Developer I.....	206
01117	Web Designer III.....	207
01116	Web Designer II.....	208
01115	Web Designer I.....	209
01122	Web Technical Administrator III.....	210
01121	Web Technical Administrator II.....	211
01120	Web Technical Administrator I.....	212
344	Technical Support Engineer, Principal.....	213
343	Technical Support Engineer, Senior.....	214
342	Technical Support Engineer.....	215
341	Technical Support Specialist.....	216
340	Technical Support Representative.....	217
364	Technical Training Instructor, Principal.....	218
363	Technical Training Instructor, Senior.....	219
362	Technical Training Instructor.....	220

### Engineering

Job Code	Title	Page
B01	Chief Engineering/Research Executive.....	221
11110	Vice President, Engineering.....	222
B02	Director, Research.....	223
B03	Director, Hardware Design/Development.....	224
B20	Director, Engineering.....	225
B04	Manager, Hardware Design/Development.....	226
B25	Manager, Engineering.....	227
3009	Manager, Electrical Engineering.....	228
4009	Manager, Mechanical Engineering.....	229
185	Product Manager, Senior.....	230
135	Product Manager.....	231
B09	Project Manager, Engineering.....	232
B30	Supervisor, Engineering.....	233
3008	Supervisor, Electrical Engineering.....	234
4008	Supervisor, Mechanical Engineering.....	235
B08	Supervisor, Drafting.....	236
02085	Chemical Engineer, Senior.....	237
02084	Chemical Engineer.....	238
02014	Hardware/Electronics Engineer V.....	239
02013	Hardware/Electronics Engineer IV.....	240
02012	Hardware/Electronics Engineer III.....	241
02011	Hardware/Electronics Engineer II.....	242
02010	Hardware/Electronics Engineer I.....	243
02019	Electrical Engineer V.....	244

## Survey Job Titles by Job Family

### Engineering

Job Code	Title	Page
02018	Electrical Engineer IV.....	245
02017	Electrical Engineer III.....	246
02016	Electrical Engineer II.....	247
02015	Electrical Engineer I.....	248
02024	Mechanical Engineer V.....	249
02023	Mechanical Engineer IV.....	250
02022	Mechanical Engineer III.....	251
02021	Mechanical Engineer II.....	252
02020	Mechanical Engineer I.....	253
02065	Materials Engineer, Senior.....	254
02064	Materials Engineer.....	255
02075	Biomedical Engineer, Senior.....	256
02074	Biomedical Engineer.....	257
02029	Environmental Engineer IV.....	258
02028	Environmental Engineer III.....	259
02027	Environmental Engineer II.....	260
02026	Environmental Engineer I.....	261
02033	Civil Engineer IV.....	262
02032	Civil Engineer III.....	263
02031	Civil Engineer II.....	264
02030	Civil Engineer I.....	265
02038	Field Engineer IV.....	266
02037	Field Engineer III.....	267
02036	Field Engineer II.....	268
02035	Field Engineer I.....	269
02041	Mechanical/CAD Designer II.....	270
02040	Mechanical/CAD Designer I.....	271
02063	Drafter/CAD Operator IV.....	272
02062	Drafter/CAD Operator III.....	273
02061	Drafter/CAD Operator II.....	274
02070	Design/Drafting Checker.....	275
02081	Document Control Clerk.....	276
02093	Engineering Technician IV.....	277
02092	Engineering Technician III.....	278
02091	Engineering Technician II.....	279
02090	Engineering Technician I.....	280

### Finance

Job Code	Title	Page
C01	Chief Financial Officer.....	281
C04	Vice President, Accounting/Finance.....	282
C02	Treasurer.....	283
C03A	Corporate Controller.....	284
C03B	Division Controller.....	285
C05A	Director, Accounting/Finance.....	286
C08A	Director, Tax.....	287
C05B	Manager, Accounting.....	288
C06	Manager, Cost Accounting.....	289

## Survey Job Titles by Job Family

### Finance

Job Code	Title	Page
C07	Manager, Budgets.....	290
C08	Manager, Tax.....	291
C09	Manager, Auditing.....	292
C10	Manager, Credit/Collection.....	293
C15	Manager, Risk Analysis.....	294
C16	Manager, Financial Analysis.....	295
C11	Manager, Accounts Payable/Receivable.....	296
C24	Manager, Payroll.....	297
C27	Manager, Investor Relations.....	298
C45	Manager, Information Technology Auditing.....	299
C05C	Supervisor, Accounting.....	300
C12	Supervisor, Accounts Payable / Receivable.....	301
C25	Supervisor, Payroll.....	302
03002	Accountant III.....	303
03001	Accountant II.....	304
03000	Accountant I.....	305
03012	Cost Accountant, Senior.....	306
03011	Cost Accountant.....	307
03022	Tax Accountant, Senior.....	308
03021	Tax Accountant.....	309
03032	Financial Analyst, Senior.....	310
03031	Financial Analyst.....	311
03034	Budget Analyst, Senior.....	312
03033	Budget Analyst.....	313
03036	Treasury Analyst, Senior.....	314
03035	Treasury Analyst.....	315
03042	Internal Auditor III.....	316
03041	Internal Auditor II.....	317
03040	Internal Auditor I.....	318
03044	Information Technology Auditor, Senior.....	319
03043	Information Technology Auditor.....	320
03052	Credit/Collections Analyst, Senior.....	321
03051	Credit/Collections Analyst.....	322
03056	Credit Analyst, Senior.....	323
03055	Credit Analyst.....	324
03062	Credit/Collections Assistant II.....	325
03061	Credit/Collections Assistant I.....	326
03072	Accounting Assistant III.....	327
03071	Accounting Assistant II.....	328
03070	Accounting Assistant I.....	329
03073	Accounts Payable Assistant.....	330
03074	Accounts Receivable Assistant.....	331
03084	Payroll Administrator, Senior.....	332
03083	Payroll Administrator.....	333
03082	Payroll Assistant II.....	334
03081	Payroll Assistant I.....	335
03102	Risk Analyst.....	336
03111	Billing Analyst, Senior.....	337

## Survey Job Titles by Job Family

### Finance

Job Code	Title	Page
03110	Billing Analyst.....	338
03230	Investment Portfolio Manager.....	339
03226	Investment Analyst, Senior.....	340
03225	Investment Analyst.....	341

### Human Resources

Job Code	Title	Page
D01	Vice President, Human Resources.....	342
D02	Director, Human Resources.....	343
D03	Manager, Human Resources.....	344
D04	Manager, Employment.....	345
D05	Manager, Compensation and Benefits.....	346
D06	Manager, Compensation.....	347
D07	Manager, Benefits.....	348
D08	Manager, Training and Development.....	349
D09	Manager, Environmental Health and Safety.....	350
D12	Manager, EEO/Affirmative Action Program.....	351
D15	Manager, Human Resources Services.....	352
D20	Manager, Human Resource Information Systems (HRIS).....	353
D22	Manager, Employee Relations.....	354
D25	Manager, Labor Relations.....	355
04026	HR Business Partner, Senior.....	356
04025	HR Business Partner.....	357
04002	Human Resources Generalist III.....	358
04001	Human Resources Generalist II.....	359
04000	Human Resources Generalist I.....	360
04004	Recruiter, Senior.....	361
04003	Recruiter.....	362
04012	Compensation Analyst III.....	363
04011	Compensation Analyst II.....	364
04010	Compensation Analyst I.....	365
04032	Training Specialist III.....	366
04031	Training Specialist II.....	367
04030	Training Specialist I.....	368
04046	Instructional Designer II.....	369
04045	Instructional Designer I.....	370
04040	Safety Specialist.....	371
04050	Occupational Health Nurse.....	372
04096	HR Data Analyst, Senior.....	373
04095	HR Data Analyst.....	374
04071	HRIS Analyst, Senior.....	375
04070	HRIS Analyst.....	376
04076	Human Resources Services Representative, Senior.....	377
04075	Human Resources Services Representative.....	378
04083	Benefits Specialist, Senior.....	379
04082	Benefits Specialist.....	380
04081	Benefits Assistant II.....	381
04080	Benefits Assistant I.....	382

## Survey Job Titles by Job Family

### Human Resources

Job Code	Title	Page
04093	Human Resources Administrator, Senior.....	383
04092	Human Resources Administrator.....	384
04091	Human Resources Assistant II.....	385
04090	Human Resources Assistant I.....	386

### Marketing / Sales / Service

Job Code	Title	Page
E01	Vice President, Marketing and Sales.....	387
E01A	Vice President, Marketing.....	388
E01B	Vice President, Sales.....	389
E10	Vice President, Customer Service.....	390
E40	Vice President, Business Development.....	391
E02	Director, Marketing and Sales.....	392
E02A	Director, Marketing.....	393
E02B	Director, Sales.....	394
08B	Director, Global Sales.....	395
E41	Director, Business Development.....	396
E70	Director, Events.....	397
E32	Director, Call Center.....	398
E03A	Manager, Marketing.....	399
82	Manager, Pricing.....	400
140	Manager - Product/Brand Marketing, Senior.....	401
130	Manager - Product/Brand Marketing.....	402
E06	Manager, Marketing Analytics.....	403
E07	Manager, Public Relations.....	404
E14	Manager, Marketing Communications.....	405
E15	Creative Director.....	406
E20	Manager, Digital Marketing.....	407
E42	Manager, Business Development.....	408
E50	Manager, Special Events/Meetings.....	409
E03B	Manager, Sales.....	410
07	Regional Manager, Sales.....	411
06	District Manager, Sales.....	412
34	Regional Manager, Field Service.....	413
33	District Manager, Field Service.....	414
23	Manager, Technical Support.....	415
E25	Manager, Sales Operations.....	416
43	Manager, Field Service Engineering.....	417
47	Manager, Sales Engineering.....	418
68	Manager, Sales Training.....	419
150	Manager, Channel Development.....	420
E08A	Manager, Customer Service - Manufacturing.....	421
E08B	Manager, Customer Service - Service.....	422
E09	Manager, Order Processing.....	423
E35	Manager, Call Center.....	424
E30	Manager, Inside Sales.....	425
E45	Manager, Applications Engineering.....	426
E60	Manager, Customer Training.....	427

## Survey Job Titles by Job Family

### Marketing / Sales / Service

Job Code	Title	Page
E10A	Supervisor, Customer Service - Manufacturing.....	428
E10B	Supervisor, Customer Service - Service.....	429
13	Supervisor, Inside Sales.....	430
18	Supervisor, Call Center.....	431
E11	Supervisor, Order Processing.....	432
05002	Public Relations Representative III.....	433
05001	Public Relations Representative II.....	434
05000	Public Relations Representative I.....	435
05007	Special Events/Meeting Planner, Senior.....	436
05005	Special Events/Meeting Planner.....	437
05012	Marketing Analyst, Senior.....	438
05011	Marketing Analyst.....	439
05015	Social Media Specialist, Senior.....	440
05014	Social Media Specialist.....	441
05023	Applications Engineer IV.....	442
05022	Applications Engineer III.....	443
05021	Applications Engineer II.....	444
05020	Applications Engineer I.....	445
05033	Product Marketing Engineer IV.....	446
05032	Product Marketing Engineer III.....	447
05031	Product Marketing Engineer II.....	448
05030	Product Marketing Engineer I.....	449
05036	Product/Brand Analyst, Senior.....	450
05035	Product/Brand Analyst.....	451
05061	Marketing Communication Specialist.....	452
05065	Marketing Communication Coordinator.....	453
05077	Digital Marketing Specialist, Senior.....	454
05076	Digital Marketing Specialist.....	455
05100	Content Producer.....	456
05069	Graphic Designer, Senior.....	457
05068	Graphic Designer.....	458
05070	Video Production Specialist.....	459
05075	Photographer.....	460
05080	Audio Visual Technician.....	461
05085	Print Production Specialist.....	462
05091	Business Development Analyst, Senior.....	463
05090	Business Development Analyst.....	464
81	Pricing Analyst, Senior.....	465
80	Pricing Analyst.....	466
157	Web Content Specialist, Senior.....	467
156	Web Content Specialist.....	468
04	Sales Representative III.....	469
03	Sales Representative II.....	470
02	Sales Representative I.....	471
46	Sales Engineer, Senior.....	472
45	Sales Engineer.....	473
54	Account Manager, Senior.....	474
53	Account Manager.....	475



## Survey Job Titles by Job Family

### Marketing / Sales / Service

Job Code	Title	Page
52	Account Representative III.....	476
51	Account Representative II.....	477
50	Account Representative I.....	478
67	Sales Trainer, Senior.....	479
66	Sales Trainer.....	480
74	Sales Analyst, Senior.....	481
73	Sales Analyst.....	482
05047	Sales Administrator III.....	483
05046	Sales Administrator II.....	484
05045	Sales Administrator I.....	485
77	Customer Service Representative III.....	486
05044	Customer Service Representative II.....	487
05043	Customer Service Representative I.....	488
05042	Customer Service Clerk, Senior.....	489
05041	Customer Service Clerk.....	490
05052	Order Administration Clerk III.....	491
05051	Order Administration Clerk II.....	492
05050	Order Administration Clerk I.....	493
12	Inside Sales Representative III.....	494
11	Inside Sales Representative II.....	495
10	Inside Sales Representative I.....	496
17	Call Center Representative III.....	497
16	Call Center Representative II.....	498
15	Call Center Representative I.....	499
22	Technical Support Representative III.....	500
21	Technical Support Representative II.....	501
20	Technical Support Representative I.....	502
42	Field Service Engineer, Senior.....	503
41	Field Service Engineer.....	504
32	Field Service Representative III.....	505
31	Field Service Representative II.....	506
30	Field Service Representative I.....	507
E66	Store Manager.....	508
E67	Merchandise Manager.....	509
05096	Store Sales Associate, Senior.....	510
05095	Store Sales Associate.....	511
05097	Visual Merchandiser.....	512

### Manufacturing

Job Code	Title	Page
F01	Vice President, Manufacturing/Operations.....	513
F02	Director, Manufacturing/Operations.....	514
F03	Manager, Manufacturing/Operations.....	515
F03A	Plant Manager.....	516
F04	Manager, Manufacturing Engineering.....	517
F05	Manager, Production Control.....	518
F07	Manager, Production.....	519
F08	Manager, Process Engineering.....	520

## Survey Job Titles by Job Family

### Manufacturing

Job Code	Title	Page
F09	Supervisor, Assembly.....	521
F10	Supervisor, Machine Shop.....	522
F11	Supervisor, Production Control.....	523
F12	Supervisor, Process Operations.....	524
06013	Manufacturing Engineer IV.....	525
06012	Manufacturing Engineer III.....	526
06011	Manufacturing Engineer II.....	527
06010	Manufacturing Engineer I.....	528
06024	Process Engineer V.....	529
06023	Process Engineer IV.....	530
06022	Process Engineer III.....	531
06021	Process Engineer II.....	532
06020	Process Engineer I.....	533
06031	Operations Research Analyst, Senior.....	534
06030	Operations Research Analyst.....	535
06043	Production Technician IV.....	536
06042	Production Technician III.....	537
06041	Production Technician II.....	538
06040	Production Technician I.....	539
06053	Process Technician IV.....	540
06052	Process Technician III.....	541
06051	Process Technician II.....	542
06050	Process Technician I.....	543
06208	Assembler Lead.....	544
06207	Assembler III.....	545
06206	Assembler II.....	546
06205	Assembler I.....	547
06069	Assembly Specialist.....	548
06076	Service/Repair Technician, Senior.....	549
06075	Service/Repair Technician.....	550
06087	Production Planner/Scheduler III.....	551
06086	Production Planner/Scheduler II.....	552
06085	Production Planner/Scheduler I.....	553
06093	Chemical Operator III.....	554
06092	Chemical Operator II.....	555
06091	Chemical Operator I.....	556
06094	Plater.....	557
06102	Machine Tool Operator III.....	558
06101	Machine Tool Operator II.....	559
06100	Machine Tool Operator I.....	560
06105	Experimental Machinist.....	561
06104	All-Round Machinist II.....	562
06103	All-Round Machinist I.....	563
06106	Tool and Die Maker.....	564
06109	Computer Numerical Control (CNC) Programmer II.....	565
06108	Computer Numerical Control (CNC) Programmer I.....	566
06107	Computer Numerical Control (CNC) Operator.....	567
06110	Tool Crib Attendant.....	568

## Survey Job Titles by Job Family

### Manufacturing

Job Code	Title	Page
06121	Sheet Metal Mechanic II.....	569
06120	Sheet Metal Mechanic I.....	570
06131	Grinder II.....	571
06130	Grinder I.....	572
06141	Welder.....	573
06151	Spray Painter.....	574
06181	Punch Press Operator.....	575
06192	Processing Equipment Operator, Senior.....	576
06191	Processing Equipment Operator.....	577
06117	Machine Operator III.....	578
06116	Machine Operator II.....	579
06115	Machine Operator I.....	580
06200	General Production Worker - Unskilled.....	581

### Materials

Job Code	Title	Page
G45	Vice President, Supply Chain.....	582
G01	Director, Materials.....	583
G15	Director, Logistics and Production Control.....	584
G02	Manager, Material Control.....	585
G03	Manager, Purchasing.....	586
G04	Manager, Logistics.....	587
G20	Manager, Distribution.....	588
G25	Manager, Fleet.....	589
G30	Manager, Warehouse.....	590
G35	Manager, Inventory Control.....	591
G40	Manager, Supply Chain.....	592
G05	Supervisor, Shipping and Receiving.....	593
G06	Supervisor, Warehouse/Storeroom.....	594
G07	Supervisor, Material Control.....	595
07022	Master Scheduler.....	596
07004	Purchasing Agent, Senior.....	597
07003	Purchasing Agent.....	598
07002	Buyer III.....	599
07001	Buyer II.....	600
07000	Buyer I.....	601
07013	Purchasing Expeditor.....	602
07011	Purchasing Assistant II.....	603
07010	Purchasing Assistant I.....	604
07015	Export/Import Administrator.....	605
07021	Materials Planner/Scheduler II.....	606
07020	Materials Planner/Scheduler I.....	607
07031	Materials Expeditor/Dispatcher II.....	608
07030	Materials Expeditor/Dispatcher I.....	609
07056	Inventory Control Clerk, Senior.....	610
07055	Inventory Control Clerk.....	611
07081	Materials Handler, Senior.....	612
07080	Materials Handler.....	613

## Survey Job Titles by Job Family

### Materials

Job Code	Title	Page
07091	Logistics Analyst, Senior.....	614
07090	Logistics Analyst.....	615
07042	Stock Clerk III.....	616
07041	Stock Clerk II.....	617
07040	Stock Clerk I.....	618
07051	Shipper/Receiver II.....	619
07050	Shipper/Receiver I.....	620
07052	Receiver.....	621
07053	Shipper.....	622
07060	Warehouse Attendant/Operator.....	623
07070	Van Operator.....	624
07071	Heavy Vehicle Operator.....	625

### Maintenance / Facilities / Security

Job Code	Title	Page
I01A	Director, Facilities.....	626
I01B	Manager, Facilities.....	627
I04	Manager, Security.....	628
I20	Manager, Construction.....	629
I26	Project Manager - Construction, Senior.....	630
I25	Project Manager - Construction.....	631
I02	Supervisor, Maintenance.....	632
I03	Supervisor, Cleaners.....	633
I05	Supervisor, Security.....	634
I06	Supervisor, Guards.....	635
I15	Supervisor, Trades.....	636
08002	Facilities Engineer, Senior.....	637
08001	Facilities Engineer.....	638
08012	Property Administrator, Senior.....	639
08021	Stationary Engineer - 2nd Class.....	640
08020	Stationary Engineer - 3rd Class.....	641
08026	Facilities Coordinator, Senior.....	642
08025	Facilities Coordinator.....	643
08032	Maintenance Specialist III.....	644
08031	Maintenance Specialist II.....	645
08030	Maintenance Specialist I.....	646
08042	Machine Maintenance Mechanic III.....	647
08041	Machine Maintenance Mechanic II.....	648
08040	Machine Maintenance Mechanic I.....	649
08060	Grounds Maintenance Worker.....	650
08096	Waste Treatment Technician.....	651
08051	Janitor/Cleaner II.....	652
08050	Janitor/Cleaner I.....	653
08075	Electrician, Senior.....	654
08065	Electrician.....	655
08076	Carpenter, Senior.....	656
08066	Carpenter.....	657
08077	Plumber, Senior.....	658

## Survey Job Titles by Job Family

### Maintenance / Facilities / Security

Job Code	Title	Page
08067	Plumber.....	659
08078	Senior Painter.....	660
08068	Painter.....	661
08079	HVAC Mechanic, Senior.....	662
08069	HVAC Mechanic.....	663
08087	Security, Shift Lead.....	664
08086	Security Officer, Senior.....	665
08085	Security Officer.....	666
08091	Security Records Administrator.....	667

### Publications / Library

Job Code	Title	Page
09005	Director, Library.....	668
E55	Managing Editor.....	669
B15	Manager, Technical Writing.....	670
D23	Manager, Employee Communications.....	671
09011	Librarian III.....	672
09012	Librarian II.....	673
09013	Librarian I.....	674
09010	Library Assistant.....	675
09014	Archivist.....	676
09140	Editor.....	677
09135	Editor - Employee Publications, Senior.....	678
09030	Editor - Employee Publications.....	679
264	Technical Writer, Principal.....	680
09002	Technical Writer, Senior.....	681
09001	Technical Writer.....	682
09019	Writer, Senior.....	683
09018	Writer.....	684
09150	Medical Writer, Senior.....	685
09145	Medical Writer.....	686
09017	Copywriter.....	687
09021	Graphics Illustrator, Senior.....	688
09020	Graphics Illustrator.....	689
09031	Desktop Publishing Specialist.....	690
09050	Copy Center Operator.....	691

### Legal / Contract Administration

Job Code	Title	Page
EX5	Top Legal Executive.....	692
K01	Chief Compliance Officer.....	693
K02	Assistant General Counsel.....	694
E13	Manager, Contract Administration.....	695
K10	Manager, Compliance.....	696
K15	Manager, Regulatory Affairs.....	697
10002	Legal Counsel III.....	698
10001	Legal Counsel II.....	699

## Survey Job Titles by Job Family

### Legal / Contract Administration

Job Code	Title	Page
10000	Legal Counsel I.....	700
601	Patent/IP Attorney, Senior.....	701
600	Patent/IP Attorney.....	702
10050	Employment Attorney.....	703
10040	Regulatory Affairs Specialist, Senior.....	704
10039	Regulatory Affairs Specialist.....	705
10012	Contract Administrator III.....	706
10011	Contract Administrator II.....	707
10010	Contract Administrator I.....	708
10035	Compliance Specialist.....	709
10026	Paralegal, Senior.....	710
10025	Paralegal.....	711
10031	Legal Secretary II.....	712
10030	Legal Secretary I.....	713

### Administration

Job Code	Title	Page
C120	Vice President Strategic Planning.....	714
C115	Director, Operations.....	715
C30	Manager, Strategic Planning.....	716
C40	Manager, Operations.....	717
C50	Manager, Sustainability Programs.....	718
C55	Manager, Business Process Improvement.....	719
C56	Manager, Business Analysis.....	720
C13	Manager, Office Services.....	721
C60	Manager, Food Services.....	722
C127	Manager, Project Management.....	723
C125	Program Manager.....	724
193	Project Manager III, Technical.....	725
192	Project Manager II, Technical.....	726
191	Project Manager I, Technical.....	727
C21	Project Manager III, Non-Technical.....	728
C20	Project Manager II, Non-Technical.....	729
C19	Project Manager I, Non-Technical.....	730
C14	Supervisor, Office Services.....	731
11001	Project Administrator, Senior.....	732
11000	Project Administrator.....	733
11075	Project Coordinator.....	734
11100	Business Process Improvement Specialist.....	735
11071	Business Analyst, Senior.....	736
11070	Business Analyst.....	737
11041	Data Analyst, Senior.....	738
11040	Data Analyst.....	739
11082	Operations Associate, Lead.....	740
11081	Operations Associate, Senior.....	741
11080	Operations Associate.....	742
11026	Statistician, Senior.....	743
11025	Statistician.....	744

## Survey Job Titles by Job Family

### Administration

Job Code	Title	Page
11085	Sustainability Planner.....	745
11014	Administrative Assistant V.....	746
11013	Administrative Assistant IV.....	747
11012	Administrative Assistant III.....	748
11011	Administrative Assistant II.....	749
11010	Administrative Assistant I.....	750
11020	Travel/Reservations Coordinator.....	751
01092	Data Entry Operator III.....	752
01091	Data Entry Operator II.....	753
01090	Data Entry Operator I.....	754
01102	Data Control Clerk, Senior.....	755
11032	General Clerk III.....	756
11031	General Clerk II.....	757
11030	General Clerk I.....	758
11050	Receptionist.....	759
11051	Switchboard Operator.....	760
11052	Receptionist/Switchboard Operator.....	761
11060	Mail Messenger.....	762
11090	Cook.....	763
11093	Prep Cook.....	764
11095	Food Services Associate.....	765

### Quality

Job Code	Title	Page
EX4	Vice President, Total Quality Management.....	766
H01	Director, Quality.....	767
251	Director, Software Quality Assurance (SQA) Engineering.....	768
H02	Manager, Quality Control.....	769
H03	Manager, Test Engineering.....	770
H10	Manager, Quality Assurance.....	771
250	Manager, Software Quality Assurance (SQA) Engineering.....	772
H04	Supervisor, Test Engineering.....	773
H05	Supervisor, Inspection.....	774
244	SQA Engineer IV.....	775
243	SQA Engineer III.....	776
242	SQA Engineer II.....	777
241	SQA Engineer I.....	778
12002	Quality Engineer III.....	779
12001	Quality Engineer II.....	780
12000	Quality Engineer I.....	781
12012	Test Engineer III.....	782
12011	Test Engineer II.....	783
12010	Test Engineer I.....	784
12017	Supplier Quality Assurance Engineer III.....	785
12016	Supplier Quality Assurance Engineer II.....	786
12015	Supplier Quality Assurance Engineer I.....	787
12022	Quality Technician, Senior.....	788
12021	Quality Technician.....	789

## Survey Job Titles by Job Family

### Quality

Job Code	Title	Page
12035	Quality Inspector, Lead.....	790
12032	Quality Inspector III.....	791
12031	Quality Inspector II.....	792
12030	Quality Inspector I.....	793
12042	Precision Inspector, Senior.....	794
12041	Precision Inspector.....	795

### Science / Research / Lab

Job Code	Title	Page
AA21	Vice President, Research and Development.....	796
AA20	Vice President, Scientific Operations.....	797
AA01	Scientific Director.....	798
AA10	Director, Clinical Research.....	799
AA22	Director, Product / Process Development.....	800
AA23	Scientific Manager.....	801
AA02	Project Manager - Research, Senior.....	802
AA03	Project Manager - Research.....	803
AA24	Manager, Process Development.....	804
8009	Manager, Chemistry.....	805
AA11	Manager, Clinical Research.....	806
AA08	Manager, Quality Assurance.....	807
AA15	Manager, Lab.....	808
AA16	Supervisor, Lab.....	809
AA07	Supervisor, Quality Control.....	810
AA13	Supervisor, Animal Care.....	811
02111	Research Fellow, Senior.....	812
02110	Research Fellow.....	813
02104	Chemist V.....	814
02103	Chemist IV.....	815
02102	Chemist III.....	816
02101	Chemist II.....	817
02100	Chemist I.....	818
10005	Physicist, Principal.....	819
10004	Physicist, Senior.....	820
10003	Physicist.....	821
13023	Scientist IV.....	822
13022	Scientist III.....	823
13021	Scientist II.....	824
13020	Scientist I.....	825
13130	Process Development Associate, Senior.....	826
13135	Process Development Associate.....	827
13033	Research Associate, Principal.....	828
13032	Research Associate, Senior.....	829
13031	Research Associate.....	830
13030	Research Assistant.....	831
13046	Clinical Data Specialist.....	832
13042	Clinical Research Associate III.....	833
13041	Clinical Research Associate II.....	834



## Survey Job Titles by Job Family

### Science / Research / Lab

Job Code	Title	Page
13040	Clinical Research Associate I.....	835
13052	Biostatistician III.....	836
13051	Biostatistician II.....	837
13050	Biostatistician I.....	838
13061	Documentation Specialist, Senior.....	839
13060	Documentation Specialist.....	840
13072	Quality Control Analyst, Senior.....	841
13071	Quality Control Analyst.....	842
13082	Quality Control Inspector, Senior.....	843
13081	Quality Control Inspector.....	844
13102	Manufacturing Technician III.....	845
13101	Manufacturing Technician II.....	846
13100	Manufacturing Technician I.....	847
13112	Lab Assistant III.....	848
13111	Lab Assistant II.....	849
13110	Lab Assistant I.....	850
13121	Animal Technician II.....	851
13120	Animal Technician I.....	852
13125	Histotechnician.....	853

### Healthcare

Job Code	Title	Page
J01	Chief Medical Officer.....	854
J05	Practice Manager.....	855
J10	Head of Nursing.....	856
J20	Director, Pharmacy.....	857
J25	Hospitalist.....	858
J30	Dentist.....	859
14015	Nurse Practitioner.....	860
14010	Head Nurse.....	861
14052	Registered Nurse III - Specialty Units.....	862
14051	Registered Nurse II - Career Level.....	863
14050	Registered Nurse I - Entry Level.....	864
14020	Licensed Practical Nurse.....	865
14058	Medical Assistant II.....	866
14057	Medical Assistant I.....	867
14055	Certified Nursing Assistant.....	868
14060	Certified Nurse Midwife.....	869
14065	Medical Case Manager.....	870
14406	Healthcare Data Analyst, Senior.....	871
14405	Healthcare Data Analyst.....	872
14081	Medical Coding Specialist, Senior.....	873
14080	Medical Coding Specialist.....	874
14100	Physician Assistant.....	875
14300	Pharmacist.....	876
14310	Pharmacist Technician - Registered.....	877
14121	Social Worker (MSW), Senior.....	878
14120	Social Worker (MSW).....	879

## Survey Job Titles by Job Family

### Healthcare

Job Code	Title	Page
14131	Physical Therapist II.....	880
14130	Physical Therapist I.....	881
14132	Physical Therapy Assistant.....	882
14150	Occupational Therapist.....	883
14161	Lab Technician/M.T. (Registered).....	884
14160	Lab Technician/M.L.T. (Non-Registered).....	885
14171	Surgical Technician.....	886
14181	Ultrasound Technician.....	887
14191	Radiologic Technologist.....	888
14192	Mammography Technologist.....	889
14193	CT Technologist.....	890
14194	MRI Technologist.....	891
14195	EKG Technician.....	892
14196	EEG Technician.....	893
14201	Respiratory Therapist.....	894
14211	Phlebotomist.....	895
14220	Audiologist.....	896
14230	Dietician - Registered.....	897
14231	Nutritionist.....	898
14400	Dental Hygienist.....	899
14401	Dental Assistant.....	900

### Insurance

Job Code	Title	Page
L01	Director, Actuarial Services (P/C).....	901
L16	Director, Underwriting.....	902
L10	Manager, Claims.....	903
L15	Manager, Underwriting.....	904
L20	Manager, Policy Services.....	905
15061	Rater II.....	906
15060	Rater I.....	907
15076	Underwriter III (P/C).....	908
15075	Underwriter II (P/C).....	909
15074	Underwriter I (P/C).....	910
15071	Underwriting Assistant II.....	911
15070	Underwriting Assistant I.....	912
15081	Policy Service Representative II.....	913
15080	Policy Service Representative I.....	914
15085	License Coordinator.....	915
15091	Claims Processor II (P/C).....	916
15090	Claims Processor I (P/C).....	917
15096	Policy Processor, Senior.....	918
15095	Policy Processor.....	919
15101	Adjuster II.....	920
15100	Adjuster I.....	921
15107	Claims Examiner III.....	922
15106	Claims Examiner II.....	923
15105	Claims Examiner I.....	924

## Survey Job Titles by Job Family

### Insurance

Job Code	Title	Page
15113	Actuary.....	925
15112	Actuary, Associate.....	926
15111	Actuary Assistant II.....	927
15110	Actuary Assistant I.....	928
15120	Fraud Investigator - Insurance.....	929

### Education

Job Code	Title	Page
M01	President - Education.....	930
M02	Executive Vice President - Education.....	931
M03	Vice President, Academic Affairs.....	932
M04	Vice President, Student Affairs.....	933
M05	Vice President, Undergraduate Admissions.....	934
M06	Dean, Faculty.....	935
M78	Associate Dean, Faculty.....	936
M07	Dean, Student Affairs.....	937
M08	Associate Dean, Student Affairs.....	938
M09	Class Dean.....	939
M10	Associate Class Dean.....	940
M79	Academic Advisor, Senior.....	941
M11	Director, International Student Programs.....	942
M12	Director, Study Abroad.....	943
M13	Study Abroad Advisor.....	944
M14	Director, Online Learning.....	945
M15	Director, Continuing Education.....	946
M16	Director, Performing Arts Center.....	947
M17	Bursar.....	948
M18	Associate Bursar.....	949
M19	Assistant Bursar.....	950
M20	Director, Institutional Research.....	951
M21	Institutional Research Analyst.....	952
M22	Director, Summer Programs.....	953
M23	Director, Physical Plant.....	954
M24	Director, Campus Security.....	955
M81	Detective Sergeant.....	956
M25	Campus Police Sergeant.....	957
M26	Campus Police Officer.....	958
M27	Campus Police Officer (with Police Powers).....	959
M28	Safety Compliance Officer.....	960
M29	Director, Health Services.....	961
M30	Director, Health & Wellness.....	962
M31	Nurse Practitioner/Coordinator, Health Services.....	963
M32	Counseling Psychologist.....	964
M33	Academic Division Coordinator.....	965
M34	Director, Auxiliary Services.....	966
M35	Director, Diversity and Inclusion.....	967
M36	Associate Director, Diversity and Inclusion.....	968
M37	Director, Academic Services.....	969

## Survey Job Titles by Job Family

### Education

Job Code	Title	Page
M38	Associate Director, Academic Services.....	970
M39	Director, Residential Services.....	971
M40	Director, Residence Life.....	972
M41	Associate Director, Residence Life.....	973
M42	Assistant Director, Residence Life.....	974
M43	Housing Coordinator.....	975
M44	Director, Enrollment.....	976
M45	Director, First Year Programs.....	977
M46	Director, Undergraduate Career Services.....	978
M47	Director, Graduate Career Services.....	979
M48	Career Counselor, Senior.....	980
M49	Career Counselor.....	981
M50	Director, Multicultural Affairs.....	982
M51	Director, Spiritual Life.....	983
M52	Director, Student Activities.....	984
M53	Director, Undergraduate Admissions.....	985
M54	Associate Director, Undergraduate Admissions.....	986
M55	Assistant Director, Undergraduate Admissions.....	987
M56	Director, Graduate Admissions.....	988
M57	Associate Director, Graduate Admissions.....	989
M58	Assistant Director, Graduate Admissions.....	990
M59	Admissions Counselor, Senior.....	991
M60	Admissions Counselor.....	992
M61	Director, Financial Aid.....	993
M62	Associate Director, Financial Aid.....	994
M63	Assistant Director, Financial Aid.....	995
M64	Financial Aid Counselor, Senior.....	996
M65	Financial Aid Counselor.....	997
M66	Registrar.....	998
M67	Associate Registrar.....	999
M68	Assistant Registrar.....	1000
M69	Director, Dining Services.....	1001
M70	Director, Athletics.....	1002
M71	Associate Director, Athletics.....	1003
M72	Assistant Director, Athletics.....	1004
M73	Head Athletic Trainer.....	1005
M74	Assistant Athletic Trainer.....	1006
M75	Manager, Disability Services.....	1007
M80	Disability Services Coordinator.....	1008
M76	Director, Internships.....	1009
M77	Director, Alumni Relations.....	1010
M82	Title IX Coordinator.....	1011

### Banking

Job Code	Title	Page
N10	Branch Manager III.....	1012
N11	Branch Manager II.....	1013
N12	Branch Manager I.....	1014

## Survey Job Titles by Job Family

### Banking

Job Code	Title	Page
N15	Assistant Branch Manager.....	1015
N20	Teller.....	1016
N25	Universal Banker.....	1017
N30	Customer Service Representative, Senior.....	1018
N31	Customer Service Representative.....	1019
N35	Loan Manager.....	1020
N40	Mortgage Loan Officer.....	1021
N45	Consumer Loan Officer.....	1022
N50	Commercial / Industrial Loan Officer.....	1023
N52	Commercial / Real Estate Loan Officer.....	1024
N55	Originator.....	1025
N60	Loan Processor, Senior.....	1026
N62	Loan Processor.....	1027
N70	Loan Servicing Representative, Senior.....	1028
N72	Loan Servicing Representative.....	1029
N75	Residential Underwriter.....	1030
N80	Credit Analyst.....	1031

### Development / Non-Profit

Job Code	Title	Page
EX6	Executive Director, Non-Profit.....	1032
C65	Vice President, Development.....	1033
C32	Director, Development and Fundraising.....	1034
C70	Director, Corporate and Foundation Relations.....	1035
C75	Director, Individual Giving.....	1036
C80	Director, Annual Fund.....	1037
C85	Director, Development Research.....	1038
C90	Director, Development Systems and Services.....	1039
C35	Manager, Grants.....	1040
C36	Manager, Development and Fundraising.....	1041
C95	Development Officer, Senior.....	1042
C100	Development Officer.....	1043
C105	Major Gifts Officer, Senior.....	1044
C110	Major Gifts Officer.....	1045
03235	Development and Fundraising Specialist.....	1046
03240	Grant Writer.....	1047