

SYSTEM OFFICE COMPARISON
Prepared for Former Chancellor John V. White (October 21, 2016)

*Revised October 2017 –
NSHE Position Changes Noted*

FUNCTION/ DEPARTMENT	NSHE		KANSAS ¹		MISSISSIPPI ¹	
Board Office/ Executive Unit	5	<ul style="list-style-type: none"> Chief of Staff/Special Counsel Manager of Board Operations 3 Special Asst./ Coordinators <i>(1 vacancy)</i> 				
Chancellor/ Chief Executive	1	<ul style="list-style-type: none"> Chancellor 	1	<ul style="list-style-type: none"> President & CEO 	2	<ul style="list-style-type: none"> Commissioner Chief Administrator Officer
Academic Affairs	2	<ul style="list-style-type: none"> Vice Chancellor for Academic & Student Affairs Asst. Vice Chancellor for Academic Affairs/Director of Public Policy 	6	<u>“Academic Affairs” Unit</u> <ul style="list-style-type: none"> Vice President for Academic Affairs Director, Academic Affairs Career Pathways Coordinator Director, Private Postsecondary Education Associate Director, Private Postsecondary Education Private Postsecondary Business Analyst 	9	<u>“Academic & Student Affairs” Unit</u> <ul style="list-style-type: none"> Associate Commissioner for Academic & Student Affairs Director of Accreditation Director of Nursing Education Director of College Knowledge Project ARM (America Reads-Mississippi) State Program Director ARM Program Literacy Specialist Delta College Access Coordinator Project Coordinator Special Projects Manager
Student Affairs/ Financial Aid	2	<u>Part of “Academic & Student Affairs” Unit</u> <ul style="list-style-type: none"> Director of Student Affairs Academic & Student Affairs Officer 	4	<u>“Student Financial Aid” Unit in Finance & Administration</u> <ul style="list-style-type: none"> Director, Student Financial Assistance 2 Student Financial Aid Specialists Database Administrator 	9	<u>(Part of “Academic & Student Affairs” Unit)</u> <ul style="list-style-type: none"> Director of Student Services <u>“Student Financial Aid” Unit</u> <ul style="list-style-type: none"> Director of Student Financial Aid Asst. Director of Student Financial Aid Loan Repayment Specialist Sr. Systems Analyst for Student Financial Aid 2 Program Administrators, Student Financial Aid Financial Aid Advisor Computer Programmer

¹ Position information for Kansas and Mississippi compiled from data on respective websites (http://www.kansasregents.org/about/board_office and <http://www.mississippi.edu/staff/>) as of October 2016.

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Institutional Research	2	<p align="center"><u>Part of “Academic & Student Affairs” Unit</u></p> <ul style="list-style-type: none"> • Director of Institutional Research & Data Partnerships • Research Programmer Analyst 	11	<p align="center"><u>“Data, Research & Planning” Unit in Finance & Administration</u></p> <ul style="list-style-type: none"> • Director – Data, Research & Planning • Associate Director – Data, Research & Planning • Associate Director, Reporting • 5 Reporting & Research Specialists • 3 Project Specialists 	14	<p align="center"><u>(Part of “Academic & Student Affairs” and “Strategic Research” Units)</u></p> <ul style="list-style-type: none"> • Asst. Commissioner for Strategic Research • Director of System Analysis, Research, & Enrollment Management • Director of Database Management <p align="center"><u>“University Research Center” Unit</u></p> <ul style="list-style-type: none"> • State Economist & Director of URC • Director of Economic Development Planning Bureau • 2 Sr. Economists • Economic Analyst • Economic Planner • Director of MARIS Technical Center • GIS Applications Specialist for MARIS (Mississippi Automated Research Information System) • GIS Applications Specialist for MARIS • GIS Sr. Project Manager for MARIS • Manager for GIS Operations
Information Technology	1	<ul style="list-style-type: none"> • Vice Chancellor for Information Technology² (Oversight of System Computing Services – 78 positions, including iNtegrate) 	6	<p align="center"><u>“Information Technology” Unit in Finance & Administration</u></p> <ul style="list-style-type: none"> • Director, Information Technology • Team Leader, Development • Java Application Developer II • Java Web Developer • 2 Information Systems Analysts 		

² Title change to Executive Director and Chief Information Officer reporting to Chief Financial Officer as of September 2017.

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FUNCTION/ DEPARTMENT	NSHE		KANSAS ¹		MISSISSIPPI ¹	
Finance	10	<ul style="list-style-type: none"> • Vice Chancellor for Finance³ • Director, Finance & Administration • Budget Director • Asst. Budget Director • 2 Budget Analysts (2 vacancies) • Finance Director • Finance Treasury Analyst • Business Manager • Accounting Asst. III 	5	<p align="center"><u>“Finance & Administration” Unit</u></p> <ul style="list-style-type: none"> • Vice President for Finance & Administration • Senior Director, Finance & Administration • Associate Director, Accounting • Director, Facilities • Grant Financial Manager 	13	<p align="center"><u>“Finance & Administration” Unit</u></p> <ul style="list-style-type: none"> • Associate Commissioner for Finance & Administration • Director of Accounting • Sr. Accounting Specialist • Accounts Payable Coordinator • Accounts Receivable Coordinator • Procurement & Property Officer • Director of University Financial Analysis • Sr. Financial Analyst • Contracts Administrator • Contracts & Grants Accountant • Director of Printing & Mail Services • Director Support Operations • Operations & Program Administrator
Audit	10	<p align="center"><u>Part of “Finance” Unit</u></p> <ul style="list-style-type: none"> • Chief Internal Auditor • 2 Internal Audit Managers • IT Auditor • 2 Sr. Internal Auditors • 3 Internal Auditor II’s (2 vacancies) • Financial Aid Specialist 			2	<p align="center"><u>“Internal Audit” Unit*</u></p> <ul style="list-style-type: none"> • Chief Audit Executive • Internal Auditor <p>*Note: Internal Audit has responsibility for operations of higher education, including accounting, asset management, information management and control systems, and other such activities for which the Board is responsible.</p>

³ Title change to Chief Financial Officer as of August 2017, hire.

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Legal/Risk Management/ Human Resources/ Real Estate	8	<ul style="list-style-type: none"> • Vice Chancellor for Legal Affairs⁴ & Director of Real Estate Planning • 2 System Counsels • Legal Affairs Coordinator • RPA Executive Officer • Human Resources Director • Human Resources Analyst <p><u>Part of “Finance” Unit</u></p> <ul style="list-style-type: none"> • Director of Insurance & Loss Control 	3	<p><u>(Part of Executive Unit)</u></p> <ul style="list-style-type: none"> • General Counsel • Associate General Counsel <p><u>(Part of Finance/ Administration Unit)</u></p> <ul style="list-style-type: none"> • Associate Director, Human Resources & Purchasing 	19	<p><u>(“Board Legal Counsel” Unit)</u></p> <ul style="list-style-type: none"> • Associate Commissioner for Legal Affairs, Risk Management & Special Projects Officer • Director of Risk Management • 4 Special Asst. Attorneys General • Risk Management Specialist • Emergency & Safety Officer • Special Projects Officer <p><u>(Part of Finance Unit)</u></p> <ul style="list-style-type: none"> • Human Resources Administrator <p><u>(“Real Estate & Facilities Unit)</u></p> <ul style="list-style-type: none"> • Asst. Commissioner, Real Estate & Facilities • Staff Engineer • Supervisor of Facilities • Supervisor of Facilities Maintenance • Facilities Maintenance Repairer • Sr. Analyst • 2 Grounds Maintenance • Facilities Maintenance Repairer

⁴ Title change to General Counsel as of October 2017.

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Community College Collaborative⁵/ Workforce Development	1	<ul style="list-style-type: none"> Vice Chancellor⁶/Executive Director for NV College Collaborative⁷ 	10	<ul style="list-style-type: none"> Vice President for Workforce Development Associate Director, Workforce Development/ Data/Finance Sr. Director, Adult & Career Technical Education Director, Workforce Training & Education Sr. Associate Director, Career Technical Education 2 Associate Directors, Career Technical Education Sr. Associate Director, Adult Education Associate Director, Adult Education Liaison to the KS Department of Commerce 		
Government Affairs	3	<ul style="list-style-type: none"> Vice Chancellor for Government & Community Affairs Manager of Public Information Executive Coordinator 	3	<p><u>(Part of Executive Unit)</u></p> <ul style="list-style-type: none"> Director, Government Relations* Director, Communications Staff Affiliate <p>*The Director of Government relations oversees a council with the government relations officers from each institution.</p>	9	<p><u>“External Affairs Unit”</u></p> <ul style="list-style-type: none"> Associate Commissioner for External Relations Director of Communications Coordinator of Public Affairs Coordinator of Business Internships Website & Systems Administrator <p><u>“State Government Relations” Unit</u></p> <ul style="list-style-type: none"> Director of Legislative Services Director of Policy & Strategic Initiatives P-20 Projects Coordinator <p><u>Part of “Commissioner” Unit</u></p> <ul style="list-style-type: none"> Director of Development & Community Relations

⁵ Community College Collaborative phased out. Vice Chancellor for Community Colleges established as of July 2017.

⁶ Vice Chancellor for Community Colleges established as of July 2017.

⁷ Title change to Executive Director for Workforce Development as of October 2017, and reporting to Vice Chancellor for Community Colleges.

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Executive Assistants & Other Office Support Staff (May support one or more units)	6	<ul style="list-style-type: none"> • Asst. to the Chancellor & Vice Chancellor for Academic & Student Affairs • Office Manager/ Executive Asst. to the Vice Chancellor/Director of College Collaborative) • Executive Asst./Search Coordinator (Human Resources) • Asst. to the Vice Chancellor for Finance • Asst. to the Vice Chancellor for Legal Affairs • Admin. Asst. II 	8	<ul style="list-style-type: none"> • Executive Asst. to President • Legal & Executive Asst. • Executive Asst. to VP AA • Office Operations Associate, Private AA • SR Admin. Asst (finance) • Executive Asst. – Workforce development • Sr. Admin Asst – Workforce Development • Sr. Admin. Specialist – Workforce Development 	9	<ul style="list-style-type: none"> • Sr. Executive Asst. to the Commissioner of Higher Education • Executive Asst., Commissioner • Admin. Asst., Commissioner • Admin. Asst. to the Associate Commissioner for Academic & Student Affairs • Admin. Asst. to the Asst. Commissioner for Legal Affairs • Printing Asst. (Finance) • Admin. Asst. (Finance) • Admin. Asst. (facilities) • Admin. Asst. (UCR)
TOTAL	51 ⁸		57		86	

⁸ The NSHE System Office also includes Sponsored Programs/EPSCoR (11 positons), but this unit does not align with functions in the Kansas office or Mississippi office, and is therefore not included for purposes of this chart.