Title Categorization

Assign titles to 5 distinct dimensions of positions within organization:

**Role**

*These are NOT mutually exclusive because you can be a board member and manager or staff*

* Board member (governance)
* Manager
* Staff (program implementation/experts)
  + All highly-paid professionals (HPP) go here
* Other (catch-all?)

**Role Status**

* Former (past, emeritus, etc)
* Current
* Interim (acting, through, as of, etc.)
* Future (“elect”)
* co
* ex-officio
* at large
* regional (director, los angeles; regent – AK)

**Role Hierarchy (Bidwell & Mollock 2015)**

*Are these mutually exclusive? Some people have multiple titles so do we default to their highest? Or should we create a discrete “senior” binary variable?*

1. CEO / Director
2. C-Level Officer
3. Senior VP / Senior Director
4. VP / Director
5. Senior Manager
6. Manager
7. Senior Specialist
8. Specialist

**Functional Domains of Responsibility (work on label)**

Domains of responsibility – will be lots that are specific to industries/subsectors. See the Lodestar Center compensation study for more examples. *These will evolve.*

* General Management (CEO,COO,etc)
* Marketing
* IT
* Facilities management
* Human resources
* Finance
* Development / fundraising
* Programs
* Museum curator (example domain specific)

**Governance Hierarchy (board members only)**

*Nonprofits also differentiate board roles with “officers” – could be interesting to see specialization in boards. Three positions are mandated by nonprofit law – president, secretary, treasurer – although they don’t always use those exact titles.*

1. President
2. Vice-President
3. Secretary
4. Treasurer
5. Committee Member
   1. Performance review / compensation
   2. Governance / compliance
   3. Fiscal review
6. Regular board member