



**Connecticut  
State  
University**

Central Eastern Southern Western

P.O. Box 2008, New Britain, Connecticut 06050  
(203) 827-7700

Office of the President

RESOLUTION

concerning

SALARY ADJUSTMENTS

for


WESTERN CONNECTICUT STATE UNIVERSITY  
MANAGEMENT AND CONFIDENTIAL PROFESSIONAL PERSONNEL

July 21, 1989

RESOLVED, That effective August 25, 1989, notwithstanding Board resolution 87-23a, the current annual salary of the following management and confidential professional personnel at Western Connecticut State University shall be increased by the percentage shown below in accordance with Board of Trustees Guidelines for awarding salary increases, per Board resolution 89-136, dated June 16, 1989.

	%
Walter Bernstein	9.10
Juliana Bissell	8.00
Paul Cayer	8.50
John Deegan	5.00
Daryle Dennis	9.50
Carol Hawkes	9.10
Joan Apple Lemoine	6.00
Frederic Leuthauser	8.00
Frank Muska	8.00
Norman Puffett	8.00
Ronald Shaw	9.20

A Certified True Copy:

  
 Dallas K. Beal  
 President



An Equal  
Opportunity  
Employer

WCSU COST PROJECTIONS  
1989-90

	BIWEEKLY SAL		ANNUAL SAL		NEW BIWEEKLY SAL	NEW ANN. SAL
Feldman, Stephen	\$3,726.75	26.1	\$97,268.07	1.0000	\$3,726.75	\$97,268.07
Steinkrauss, Philip	\$3,018.52	26.1	\$78,783.29	1.0000	\$3,018.52	\$78,783.29
Blaylock, Bruce K.	\$2,998.51	26.1	\$78,261.11	1.0000	\$2,998.51	\$78,261.11
Sullivan, Richard H.	\$2,906.04	26.1	\$75,847.59	1.0000	\$2,906.04	\$75,847.59
Leuthauser, Frederic	\$2,647.82	26.1	\$69,108.02	1.0800	\$2,859.64	\$74,636.66
Muska, Frank J.	\$2,629.11	26.1	\$68,619.67	1.0800	\$2,839.43	\$74,109.23
Hawkes, Carol A.	\$2,554.60	26.1	\$66,674.98	1.0910	\$2,787.06	\$72,742.40
Bernstein, Walter B.	\$2,537.59	26.1	\$66,231.05	1.0910	\$2,768.51	\$72,258.08
Puffett, Norman E.	\$2,423.26	26.1	\$63,247.09	1.0800	\$2,617.12	\$68,306.86
Lemoine, Joan Apple	\$2,358.81	26.1	\$61,564.94	1.0600	\$2,500.34	\$65,258.85
Deegan, John W.	\$2,132.19	26.1	\$55,650.16	1.0500	\$2,238.80	\$58,432.65
Shaw, Ronald W.	\$2,051.74	26.1	\$53,550.41	1.0920	\$2,240.50	\$58,477.05
Dennis, Daryle	\$1,516.67	26.1	\$39,585.09	1.0950	\$1,660.75	\$43,345.68
Cayer, Paul	\$1,310.08	26.1	\$34,193.09	1.0850	\$1,421.44	\$37,099.51
Bissell, Juliana P.	\$1,305.32	26.1	\$34,068.85	1.0800	\$1,409.75	\$36,794.37
hold	\$0.00	26.1	\$0.00	1.0000	\$0.00	\$0.00
hold	\$0.00	26.1	\$0.00	1.0000	\$0.00	\$0.00
			\$0.00		\$0.00	\$0.00
			\$0.00		\$0.00	\$0.00
			\$0.00		\$0.00	\$0.00
			\$0.00		\$0.00	\$0.00
			\$0.00		\$0.00	\$0.00
			\$0.00		\$0.00	\$0.00
			\$0.00		\$0.00	\$0.00
TOTALS	\$36,116.99		\$942,653.41		\$37,993.16	\$991,621.40
BIWEEKLY DIFFERENCE					\$1,876.17	
ANNUAL DIFFERENCE						\$48,967.98

6/2/89 dcn

Daryle Dennis  
Executive Assistant to the President

Recommendation for Salary Increase

I am recommending that Daryle Dennis receive a merit salary increase of 9.5%. Mr. Dennis has done a superb job of working with the student body. He has dealt effectively with a number of issues on campus and has played an active role in student affairs. He is a politically astute person who is an outstanding representative of the president's office.

He serves as advisor to The Black Student Alliance, as well as the sophomore class, and as an informal advisor to literally dozens of students.

He also represents the University in our dealings with the black community in the region, where he serves as vice president of the NAACP.

In addition, he is a loyal, dedicated employee who works endless hours and is totally committed to his job.

Dr. Walter Bernstein  
Dean of the School of Professional Studies

Recommendation for salary Increase

I am recommending that Walter Bernstein receive a merit salary increase of 9.1%. Dr. Bernstein has done a superb job of building our education programs which has resulted in an extremely successful state accreditation. The education programs met 41 of the 42 standards and were cited in six cases for special merit. This accreditation is largely attributed to the outreach efforts established by Dean Bernstein. He meets regularly with the superintendents from the eight regions surrounding Danbury. He has established, in conjunction with the superintendents, the Educational Management Institute which conducts educational programs on campus for school administrators and teachers. In addition, for the second year in a row, the Education Department will offer a one-week, three credit course in conjunction with READING '89. This course is designed for school teachers seeking advanced knowledge and work in reading and literature for children. Approximately 350 teachers are registered for the August course.

Dean Bernstein is effective at soliciting grants and at working with state agencies. He is respected throughout the state as well as on our own campus. He is truly an outstanding dean.

Dr. Carol A. Hawkes  
Dean of the School of A&S

Recommendation for Salary Increase

I am recommending that Dean Carol Hawkes receive a merit salary increase of 9.1%.

Since her appointment at Western in August, 1987, Dr. Hawkes has excelled in the performance of her responsibilities as Dean of the School of Arts and Sciences. During the past year, she was most instrumental in three successful accreditations. In addition, Dr. Hawkes assisted in leading the proposed Meteorology Program to simultaneous licensure and accreditation by the BGHE. She continues to guide the process of re-accreditation of the Social Work Program and initial accreditation of the Chemistry Programs by the American Chemical Society.

Another effort which Dr. Hawkes drove, has been the appointment of minorities to faculty positions. This year alone, working with department chairpersons, three full-time appointments (2 black, 1 Hispanic) were made in the School of Arts and Sciences.

There are several other initiatives undertaken by Dean Hawkes that also warrant attention and merit. These have occurred in the area of Program Development (new Interior design and African-American studies programs): Program Reviews (Art, Biology, and Geology): the Institutional Assessment Project (Common Core assessment): and Special Programs (coordination of the Undeclared Student Program, further implementation of the University Honors Program, Testing and Placement Program enhancements, and refinements of the University's Basic Studies and Summer Step-Up Programs). Dean Hawkes' contributions and overall leadership in these areas has been outstanding.

Ronald Shaw  
Assistant Vice President  
for Public Safety, Property Management and Media Services

Recommendation for Salary Increase

I am recommending that Ronald Shaw receive a merit salary increase of 9.2%.

Mr. Shaw has initiated an inventory control system for in-house computerized property management. In addition, despite the loss of one full time position (the director retired) and the temporary appointment of a new assistant director, a concentrated effort has been made to improve the distribution of AV/TV equipment. This endeavor has been successful with numerous acknowledgments by faculty and staff on the improved distribution services.

In the area of public safety, we have a superbly managed and professional police department. Ron Shaw is a dedicated and hard working professional who does an outstanding job as Assistant Vice President.

Paul Cayer  
Assistant Director of Personnel

Recommendation for Salary Increase

I am recommending that Paul Cayer receive a merit salary increase of 8.5%.

Mr. Cayer continues to do an excellent job in his capacity as Assistant Director of Personnel at Western Connecticut State University. Paul represents the Personnel office in many classified employee matters. In addition, he has been called upon to handle major issues affecting early retirement for the unclassified services as well.

In many respects, Paul's professional experience in employee counseling has been pivotal to this University's ability to resolve many disputes in a timely and effective manner. I believe Paul is a superb employee and this is evidenced by the respect the faculty hold for him.