RESOLUTION

concerning

SALARY ADJUSTMENTS

for

WESTERN CONNECTICUT STATE UNIVERSITY

June 6, 1986

BE IT RESOLVED, That effective June 20, 1986, the current salary of the following management personnel at Western Connecticut State University shall be increased by the percentage shown in accordance with Board of Trustees' Guidelines for awarding salary increases.

P. Steinkrauss 6.5 R. Sullivan 6.5
F. Leuthauser 6.5 F. Muska 10.57
W. Bernstein 6.5 C. Kalogeras 7.0
J. Pegolotti 5.7 R. Shaw 6.5
N. Wagner 5.2 J. Lemoine 4.0
A. D'Agostino 6.5 J. Deegan 4.0
J. Jakabauski 6.5 J. Bissell 6.5

A Certified True Copy:

Dallas K. Beal
President

Central Connecticut State University • New Britain
Eastern Connecticut State University • Willimantic

Southern Connecticut State University • New Haven
Western Connecticut State University • Danbury

An Equal Opportunity Employer
May 7, 1986

To: Dr. Dallas K. Beal
From: Stephen Feldman

Enclosed are my recommendations for salary increases for the management personnel at Western Connecticut State University.

jpb
Encl.
<table>
<thead>
<tr>
<th>Name/Title</th>
<th>Current Salary</th>
<th>% Increase</th>
<th>$ Increase</th>
<th>Proposed Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>P. Steinkrauss/V.P. Academic Affairs</td>
<td>64,130.</td>
<td>(6.5)</td>
<td>4,168.</td>
<td>68,298.</td>
</tr>
<tr>
<td>R. Sullivan/V.P. Administrative Affairs</td>
<td>59,400.</td>
<td>(6.5)</td>
<td>3,861.</td>
<td>63,261.</td>
</tr>
<tr>
<td>W. Bernstein/Dean Professional Studies</td>
<td>53,460.</td>
<td>(6.5)</td>
<td>3,475.</td>
<td>56,935.</td>
</tr>
<tr>
<td>C. Kalogeris/Dean School of Business</td>
<td>57,294.</td>
<td>(7.0)</td>
<td>4,011.</td>
<td>61,305.</td>
</tr>
<tr>
<td>J. Pegolotti/Dean Arts &amp; Sciences</td>
<td>51,781.</td>
<td>(5.7)</td>
<td>2,951.</td>
<td>54,732.</td>
</tr>
<tr>
<td>J. Lemoine/Dean Student Affairs</td>
<td>51,000.</td>
<td>(4.0)</td>
<td>2,040.</td>
<td>53,040.</td>
</tr>
<tr>
<td>N. Wagner/Dean Extension Services</td>
<td>52,758.</td>
<td>(5.2)</td>
<td>2,743.</td>
<td>55,501.</td>
</tr>
<tr>
<td>J. Deegan/Director of Research</td>
<td>48,300.</td>
<td>(4.0)</td>
<td>1,932.</td>
<td>50,232.</td>
</tr>
<tr>
<td>Jakabauski/Director of Personnel</td>
<td>40,645.</td>
<td>(6.5)</td>
<td>2,642.</td>
<td>43,287.</td>
</tr>
<tr>
<td>A. D'Agostino/Exec. Asst. to President</td>
<td>33,500.</td>
<td>(6.5)</td>
<td>2,178.</td>
<td>35,678.</td>
</tr>
<tr>
<td>R. Shaw/Director of Public Safety</td>
<td>35,859.</td>
<td>(6.5)</td>
<td>2,331.</td>
<td>38,190.</td>
</tr>
<tr>
<td>J. Bissell/Admin. Assistant to President</td>
<td>27,267.</td>
<td>(6.5)</td>
<td>1,772.</td>
<td>29,039.</td>
</tr>
<tr>
<td><strong>General Fund Pool</strong></td>
<td><strong>$37,485</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Extension Fund Pool</strong></td>
<td><strong>3,429</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Lemoine adjustment</strong></td>
<td><strong>2,040</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$42,947</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
JUSTIFICATION
of
MANAGEMENT EXEMPT INCREASE IN EXCESS OF 6.5%
1986-87

Western Connecticut State University
(University)

Name Constantine Kalogeras Dean, Ancell School of Business
Title

Present Salary $57,294 Proposed Increase $4,011 Increase 7.0

JUSTIFICATION:

Dr. Kalogeras has performed this past year in a truly meri-
torious fashion. While continuing to strengthen the curriculum
and academic support services of the Ancell School of Business,
he has been the principal ambassador of the school and serves
on no less than twenty state, regional, and local business,
community, and professional boards on committees. He has also
assisted in the final accreditation, approval, or implementa-
tion of two additional graduate programs and three undergraduate
programs. His investment of personal time goes far and beyond
any reasonable expectations. I recommend him for a merit
increase.

Recommended by
(University President)
Stephen Feldman
Date 5-7-86
JUSTIFICATION
of
MANAGEMENT EXEMPT INCREASE IN EXCESS OF 6.5%
1986-87

Western Connecticut State University
(University)

Name Francis J. Muska
Title Dean of Personnel Administration and Athletics
Present Salary $49,500
Proposed Increase $5,232
Percentage Increase 10.57

JUSTIFICATION:

Dr. Muska has done a superb job of representing our institution as Dean of Personnel Administration. He is truly an expert on the collective bargaining agreements and ensures that the university receives the maximum benefits it is entitled to under these agreements. He is a fine negotiator and he is also capable of taking a hard stand on issues. At the same time he has served as Dean of Athletics, and we have had the finest intercollegiate programs in our history. For the first time, four of our teams (two men's and two women's) have been invited to post-season play. In addition, he has worked with me and with the Central Office in our joint efforts to ensure that the Connecticut State University and Western Connecticut State University are treated fairly in Hartford. He is an extremely hard working individual who gets an enormous amount of work accomplished. I am recommending Dr. Muska for a merit increase.

Recommended by
(University President)
Stephen Feldman

Date 5-7-86