


CSU

THE CONNECTICUT STATE UNIVERSITY

P.O. Box 2008 • New Britain, Connecticut 06050 • (203) 827-7701

RESOLUTION

concerning

APPOINTMENT OF

DR. CAROL A. HAWKES

as

DEAN OF ARTS AND SCIENCES

at

WESTERN CONNECTICUT STATE UNIVERSITY

JULY 24, 1987

WHEREAS, Western Connecticut State University has conducted a search to fill the position, Dean of Arts and Sciences, and

WHEREAS, The President of Western Connecticut State University, after due consultation with the faculty, has recommended the appointment of Dr. Carol A. Hawkes, and

WHEREAS, President Beal concurs in this recommendation, now therefore, be it

RESOLVED, That effective August 10, 1987, under the terms and conditions of the Trustees' "Personnel Policies for Management and Confidential Professional Personnel," Dr. Carol A. Hawkes be and hereby is appointed Dean of Arts and Sciences at Western Connecticut State University, at a bi-weekly salary rate of \$2,432.96 (annual salary of \$63,500).

A Certified True Copy:

Dallas K. Beal
President

CAROL A. HAWKES
780 Boylston Street
Boston, Massachusetts 02199
617-266-1527

PROFESSIONAL HISTORY

1980-86 **President**
Endicott College, Beverly, Massachusetts 01915

Chief executive officer of independent two-year women's college of 600 students. Career-oriented, liberal and professional arts, internships in all majors, A.A. and A.S. degrees. Approximately 90 per cent residential on 160-acre seacoast campus 20 miles from Boston. About 35 per cent of graduates enter baccalaureate programs immediately, another 30 per cent within five years. Over 95 per cent placement for those entering career fields. In February 1986 the Board of Trustees approved a major academic initiative: application for a change of charter to permit offering B.S. programs in selected career fields.

Program quality, faculty-staff development, financial planning, and community relations priorities of presidency. Campus computerized and computer major established. Direct broadcasts over cable TV from college studios. New or substantially strengthened A.S. programs in accounting, business, communications, retailing, and humanities. Development of B.S. program proposals in business management, communications, hospitality management, and retailing. New Academic Computer Center, Microlab, Health Center, Counseling Center, jogging and fitness trail, playing field (in progress). Long-range planning involving every constituency. Founder-member of NECCUM consortium. Initiation of sabbatical leave program for faculty, increased retirement and fringe benefits, exchange opportunities through consortium, increased support for advanced study and professional conferences.

Financial planning and controls established. Five-year business plan. Operating budget increased from \$4.5 million in FY '80 to \$6.1 million in FY '86 (surplus anticipated). Projects in progress, 1986, include restructuring of assets to increase endowment, partnership agreement with Beverly Hospital for construction of a retirement community with internship opportunities for students in gerontology and hospitality management, and full recabling of the campus with installation of a fourth-generation telephone system.

Fundraising built from virtual nonexistence prior to 1980. Development office established 1981. Trustee giving rose from 20% in 1980 to 100% in 1981 and subsequent years. Alumnae giving increased from 1% in 1980 to 16% in 1985 (28% for those who completed degrees). Special gifts and grants, first solicited in 1982, tripled by 1985. IRS approval 1983 for a Pooled Income Fund, the first phase of a comprehensive Planned Giving program. College publications, completely revised to present a contemporary view, won a CASE award in 1983. Updated Alumnae Directory published 1982. President's travel team, including students and faculty, established 1982 to bring the College to alumnae beyond the immediate geographic area. From 1982-86 the team visited alumnae in more than twenty cities including Chicago, New York, Detroit, Philadelphia, Miami, and Washington D.C. In addition, the President has visited alumnae in Los Angeles, San Francisco, New Orleans, and overseas in England, Japan, and the Far East.

Community relations strengthened by such programs as The Lincoln Forum, a major lecture series with corporate support. Speakers presented at no charge to the public include William F. Buckley, Jr., Sir Harold Wilson, former mayor Jane Byrne of Chicago, the Reverend Ralph Abernathy, Coretta Scott King, and David Brinkley. Among other community programs are breakfasts bringing together opinion-makers on- and off-campus to exchange ideas, a winter Chapel Concert series, and an oral history series, Beverly Remembered, recording the experiences and memories of long-time residents. The Endicott Center for Lifelong Learning, offering evening programs, opened in 1984. The Lincoln Wahlstrom Collection, comprising original papers, books, and memorabilia by and about Abraham Lincoln, opened to the public and an external advisory committee of distinguished citizens and scholars appointed. Through summer programs such campus facilities as tennis courts and beaches made available for community use. Extensive summer commitment to Elderhostel. The North Shore Chamber of Commerce presented an award to Endicott for improving the quality of life in the region, 1983.

1975-1980 **Vice President and Dean**
Hartwick College, Oneonta, N.Y. 13820

Chief academic officer, reporting to the President. Planning and administration of liberal arts and pre-professional curricula, including 30 major programs offered by 18 academic departments, individually designed majors, off-campus programs (Europe, India, Caribbean), consortium, internships, summer school, institutes, workshops. B.A. and B.S. degrees. Adoption 1979 of new general education requirements, new academic calendar, intensive curriculum review. New majors instituted in management and theater arts, new minors in computer science and writing. Middle States reaccreditation 1979.

Responsibilities included library of 160,000 volumes, four college museums, A-V services, career planning and placement, ecological preserve of 1100 acres. Also student services administration, including student government, full activities program, concert-lecture series, residence halls housing 1000. Intercollegiate athletics for men and women (Hartwick National Soccer Champion, NCAA Division I, 1978).

Faculty and staff development including peer and student evaluation, merit salary component, professional workshops, consultative services, research grants, funding for professional memberships and travel, sabbatical leave policy, participatory governance.

Financial responsibility for planning and administering budget of \$6 million, within total institutional budget of \$9.5 million. Divisional payroll of over \$2.5 million. New budgeting procedures, budget monitoring, and planned economies to meet commitment to balanced budget.

Long-range planning and active community relations in cooperation with Vice-Presidents for Financial Affairs and Development and as member of President's Cabinet.

Responsibilities of the President assumed in his absence.

1957-75 **Professor of English and Chair, Department of English and Comparative Literature**
Finch College, New York, N.Y. 10021

Departmental leadership in independent women's college of 500. Redesign of the major, including concentration in writing. Multidisciplinary programs, including women's studies, ethnic studies, and urban studies. Faculty development program. Foreign study, internships, interinstitutional exchange. At a time of nationally declining English enrollments, department maintained a leading position, enrolling the highest number of students in the college and showing the lowest rate of attrition. It led all academic departments in number of majors.

Chairman of the Faculty, 1966-68

Highest elective office of the faculty, representing the faculty as a corporate body. Responsible for committee structure and system of governance and for liaison between faculty and administration.

Director of Research on Graduate Study, 1965-70

Analysis of master's degree programs at 98 liberal arts colleges, identifying structure and trends. Completed book-length study distributed through ERIC.

Faculty Trustee, 1972-74

Voting trustee of the College. Issues addressed included budget (academic, administrative, auxiliary enterprise), funding of special programs, management of college property, long and short-term planning.

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

Association of American Colleges

Director, 1985—

Northeast Consortium of Colleges and Universities in Massachusetts (NECCUM)

Chair of the Board 1982-83; Director, 1980—

American Council on Education

Council of Presidents, 1980—

American Association for Higher Education

President AYS, 1981-84

Association of Independent Colleges and Universities in Massachusetts (AICUM)

College Center of the Finger Lakes

Trustee, 1977-80

New England Association of Schools and Colleges

Chair, accreditation teams, 1982-83, 1985-86

Middle States Association

Chair, accreditation teams, 1984-85, 1985-86

Phi Beta Kappa

President, Phi Beta Kappa Association of New York, 1966-68

Delegate, Triennial Council, 1964, 1967, 1970, 1976

Modern Language Association

Speaker and Contributor, MLA Meetings, publications, conferences, seminars, specialist groups

College English Association

Regional President, 1968-70; Council 1964-66, 1968-70

Speaker, 1967, 1972

National Council of Teachers of English

Section Chair, Annual Meeting, 1967

Speaker and Panelist, College Conference on Composition, 1969, 1970, 1973, 1974

International Federation for Modern Languages and Literatures

Speaker, Triennial Congress, Sydney 1975; Strasbourg, 1966

Delegate, Congresses of 1963, 1966, 1972

Modern Humanities Research Association

Delegate, Jubilee Congress, Cambridge University, 1968

American Association of University Professors

DIRECTORSHIPS AND COMMUNITY ASSOCIATIONS

Bank of Boston — Essex

Director, 1980-85

Beverly Savings Bank, Beverly, MA

Corporator, 1985—

Beverly Hospital, Beverly, MA

Corporator, 1980—

North Shore Chamber of Commerce

Director, 1983—

Columbia University Club of New England

Director, 1981—

Graduate Faculties Alumni, Columbia University

Director, 1967-81

RECOGNITION

Who's Who in America

Profile, Boston Herald, November 4, 1984

Approximately 35 published articles and papers, including the following:

"College-Community Relations: Developing the Vital Link," CASE, Washington, D.C., December 1985.

"Common Concerns," NACUBO, Annual Meeting, Boston, July 1985.

"Women's Colleges in America," Economy of Japan, Tokyo, 1984.

"Future Vision—Future Shock," Summer Community Lecture Series, Beverly, Mass. 1981.

"Does a Liberal Arts Degree Help Job-Seeking Graduates?" New York Post, January 15, 1976.

"Flexibility in a Small College Curriculum," Options and Perspectives on Curriculum, Modern Language Association, 1975.

"Literature of Exploration and the Social Apocalypse," Int'l. Federation for Modern Languages and Literatures, Sydney, Australia 1975.

"Interdisciplinary Study and the Small College Curriculum," ADE Bulletin, Modern Language Association, 1972.

Galsworthy and Naturalism," Modern Language Association, New York, 1970.

Master's Degree Programs and the Liberal Arts College, ERIC (U.S. Office of Education), 1968.

"The Liberal Arts Now," Phi Beta Kappa, New York, 1968.

"Is the Novel Dead?" College English Association, 1967.

"The Paradox of Realism in the Development of the Modern English Novel," Int'l. Federation for Modern Languages and Literatures, Strasbourg, France, 1966.

"Trends in the Novel," Barnard College, New York, 1963.

"New Directions in the Novel," Phi Beta Kappa, New York, 1962.

In progress: John Galsworthy: A Biography.

EDUCATION

Ph.D. Columbia University

M.A. Columbia University

B.A. Barnard College

Academic field: English and Comparative Literature

Honors: Phi Beta Kappa, B.A. magna cum laude