

**Higher Education  
Administrative Accountability Report  
Special Provisions, Sec. 5  
FY 2012**

**Institution Code:** 757

**Institution Name:** West Texas A&M University

A Name	B Position	C Funding Source	D Salary (09/01/11)	E Percentage Salary Increase Over FY 2011	F Nonsalary Benefits FY 2012						L Total Compensation	M Explanation / Comments	
					G Cash Bonuses	H Practice Plan Benefits	I Housing Allowance	J Car Allowance	K Other	K Non-Cash Compensation			
Dr. J. Patrick O'Brien	President and CEO	Educational & General	\$65,945					\$0		\$0	\$65,945		
		Designated	\$199,055					\$0		\$4,944	\$4,944	\$203,999	Club Membership
		Designated	\$20,000									\$20,000	Deferred Compensation
			<u>\$285,000</u>	0.00%				<u>\$0</u>		<u>\$4,944</u>	<u>\$4,944</u>	<u>\$289,944</u>	
Dr. James Hallmark	Vice President for Academic Affairs & Provost	Educational & General	\$169,125	2.50%						\$0	\$169,125		
Gary Barnes	Vice President for Business and Finance	Educational & General	\$174,251	2.50%						\$0	\$174,251		
Dr. Don Albrecht	Vice President for Student Affairs	Educational & General	\$143,592	2.50%						\$0	\$143,592		
Dan Garcia	Vice President for Enrollment Management	Educational & General	\$130,980	2.50%						\$0	\$130,980		
Dr. Neal Weaver	Vice President for Institutional Advancement	Educational & General	\$145,448	2.50%						\$0	\$145,448		
James Webb	Chief Information Officer	Educational & General	\$13,743							\$0	\$13,743		
		Designated	\$118,400								\$118,400		
			<u>\$132,143</u>	2.50%								<u>\$132,143</u>	
Dr. Don Topliff	Dean - College of Agriculture, Science and Engineering	Educational & General	\$148,350	0.00%						\$0	\$148,350		
Dr. Jimmie Nelson	Dean - College of Nursing and Health Sciences	Educational & General	\$118,500	3.04%						\$0	\$118,500		
Dr. Jessica Mallard	Dean - Sybil B. Harrington College of Fine Arts	Educational & General	\$100,000	0.00%						\$0	\$100,000		
Dr. Neil Terry	Dean - College of Business	Educational & General	\$148,607	2.31%						\$0	\$148,607		
Dr. Eddie Henderson	Dean - College of Education and Social Sciences	Educational & General	\$131,900	2.33%						\$0	\$131,900		
Dr. Angela Spaulding	Dean - Graduate School and Research	Educational & General	\$121,000	2.98%						\$0	\$121,000		
Danny Smith	Associate Vice President for Physical Facilities	Educational & General	\$87,864							\$0	\$87,864		
		Designated	\$13,059										
			<u>\$100,923</u>	3.06%									
Dr. Wade Shaffer	Associate Provost	Educational & General	\$104,500	2.96%						\$0	\$104,500		
Barbara Petty	Assistant Vice President for Academic Affairs	Educational & General	\$86,303	2.37%						\$0	\$86,303		
Mark Hiner	Assistant Vice President for Business & Finance	Educational & General	\$86,640	3.59%						\$0	\$86,640		
Rick Johnson	Associate Vice President/Controller	Educational & General	\$116,000	0.87%						\$0	\$116,000		
Dr. Edward Kahler	Associate Dean - Sybil B. Harrington College of Fine Arts	Educational & General	\$86,583	2.67%						\$0	\$86,583		

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Dr. Doug Bingham	Associate Dean - College of Agriculture, Science and Engineering	Educational & General	\$120,807	0.00%							\$0	\$120,807	
Dr. LaVelle Mills	Associate Dean - College of Business	Educational & General	\$120,000	2.44%							\$0	\$120,000	
Dr. James Calvi	Associate Dean - College of Education and Social Sciences	Educational & General	\$98,400	3.14%							\$0	\$98,400	
Dr. Heidi Taylor	Associate Provost - Learning Assessments	Educational & General	\$112,501	2.27%							\$0	\$112,501	
Zack Workman	Assistant VP for Risk Management and Compliance	Educational & General	\$61,600	2.67%							\$0	\$61,600	
Vacant	Associate Dean of Nursing and Health Sciences	Educational & General	\$0	0.00%							\$0	\$0	
Dr. Robin Capt	Associate Dean of Graduate School and Research	Educational & General	\$68,358	5.00%							\$0	\$68,358	
Dr. William Rogers	Associate Dean	Educational & General Designated	\$102,618 <u>\$32,069</u> \$134,687	5.00%							\$0	<u>\$102,618</u> \$32,069 \$134,687	
Kay Hagar	Assistant Vice President for Student Affairs	Educational & General Auxiliary	\$23,706 <u>\$55,314</u> \$79,020	1.01%							\$0	<u>\$23,706</u> \$55,314 \$79,020	
Jon Davis	Assistant Vice President for Student Affairs	Educational & General Auxiliary	\$23,706 <u>\$55,314</u> \$79,020	1.01%							\$0	<u>\$23,706</u> \$55,314 \$79,020	