

**HIGHER EDUCATION
Administrative Accountability Report
FY 2014**

(As of September 1, 2013)

Institution Code: 713
Institution Name: Tarleton State University

Name	Position	Funding Source	Salary (8/31/2013)	Salary (9/1/2013)	Percentage Salary Increase Over FY 2013	Nonsalary Benefits FY 2004						Total Compensation	Explanation / Comments
						Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
E. Dominic Dottavio	President	General Revenue	\$50,118	\$50,118	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$50,118	\$70,000 represents \$20,000 in deferred compensation and \$50,000 value of housing on campus
		Other E&G	\$15,827	\$15,827	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$15,827	
		Designated	\$199,055	\$214,055	7.54%	\$0	\$0	\$0	\$0	\$900	\$70,000	\$284,955	
		Total	\$265,000	\$280,000	5.66%	\$0	\$0	\$0	\$0	\$900	\$70,000	\$350,900	
<u>Vice Presidents</u>													
Karen R. Murray	Provost & Executive Vice President Academic Affairs	General Revenue	\$136,500	\$139,913	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$139,913	
		Other E&G	\$45,500	\$46,637	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$46,637	
		Designated	\$0	\$0	--	\$0	\$0	\$0	\$0	\$900	\$0	\$900	
		Total	\$182,000	\$186,550	2.50%	\$0	\$0	\$0	\$0	\$900	\$0	\$187,450	
Rickey Richardson	Sr. Vice President Advancement & External Relations	General Revenue	\$70,232	\$64,960	-7.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$64,960	
		Other E&G	\$23,410	\$21,653	-7.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$21,653	
		Designated	\$75,358	\$86,613	14.94%	\$0	\$0	\$0	\$0	\$900	\$0	\$87,513	
		Total	\$169,000	\$173,226	2.50%	\$0	\$0	\$0	\$0	\$900	\$0	\$174,126	
Tye V. Minckler	Vice President Finance & Administration	General Revenue	\$131,250	\$134,535	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$134,535	
		Other E&G	\$43,750	\$44,845	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$44,845	
		Designated	\$0	\$0	--	\$0	\$0	\$0	\$0	\$720	\$0	\$720	
		Total	\$175,000	\$179,380	2.50%	\$0	\$0	\$0	\$0	\$720	\$0	\$180,100	
Russell E. Jergins	Vice President Student Life	General Revenue	\$58,970	\$60,348	2.34%	\$0	\$0	\$0	\$0	\$0	\$0	\$60,348	
		Other E&G	\$19,655	\$20,115	2.34%	\$0	\$0	\$0	\$0	\$0	\$0	\$20,115	
		Designated	\$0	\$0	--	\$0	\$0	\$0	\$0	\$900	\$0	\$900	
		Total	\$78,625	\$80,463	2.66%	\$0	\$0	\$0	\$0	\$900	\$0	\$80,463	
<u>Associate Vice Presidents</u>													
Bertis B. Little	Associate Vice President Academic Affairs	General Revenue	\$10,197	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Other E&G	\$3,399	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated	\$0	\$0	--	\$0	\$0	\$0	\$0	\$900	\$0	\$900	
		Total	\$122,364	\$138,678	13.33%	\$0	\$0	\$0	\$0	\$900	\$0	\$138,678	
Larry D. Snider	Associate Vice President Academic Affairs	General Revenue	\$81,068	\$74,255	-8.40%	\$0	\$0	\$0	\$0	\$0	\$0	\$74,255	
		Other E&G	\$27,022	\$24,750	-8.41%	\$0	\$0	\$0	\$0	\$0	\$0	\$24,750	
		Designated	\$12,010	\$33,002	174.79%	\$0	\$0	\$0	\$0	\$900	\$0	\$33,902	
		Total	\$120,100	\$132,007	9.91%	\$0	\$0	\$0	\$0	\$900	\$0	\$132,907	
David A. Weissenburger	Associate Vice President Enrollment Management (Academic Affairs)	General Revenue	\$87,900	\$90,450	2.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,450	
		Other E&G	\$29,300	\$30,150	2.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$30,150	
		Designated	\$0	\$0	--	\$0	\$0	\$0	\$0	\$720	\$0	\$720	
		Total	\$117,200	\$120,600	2.90%	\$0	\$0	\$0	\$0	\$720	\$0	\$121,320	
Vacant	Associate Vice President Student Life	General Revenue	\$17,177	\$17,177	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$17,177	
		Other E&G	\$5,726	\$5,726	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,726	
		Auxiliary	\$68,709	\$68,709	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$68,709	
		Total	\$91,612	\$91,612	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$91,612	
<u>Assistant Vice Presidents</u>													
Kimberly Rynearson	Assistant Vice President Outreach/Off Campus Programs (Academic Affairs)	General Revenue	\$78,525	\$82,452	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$82,452	
		Other E&G	\$26,175	\$27,484	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$27,484	
		Designated	\$0	\$0	--	\$0	\$0	\$0	\$0	\$900	\$0	\$900	
		Total	\$104,700	\$109,936	5.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$110,836	
Diane L. Taylor	Assistant Vice President Academic Programs/Accreditation (Academic Affairs)	General Revenue	\$78,525	\$82,216	4.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$82,216	
		Other E&G	\$26,175	\$27,406	4.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$27,406	
		Designated	\$0	\$0	--	\$0	\$0	\$0	\$0	\$900	\$0	\$900	
		Total	\$104,700	\$109,622	4.70%	\$0	\$0	\$0	\$0	\$900	\$0	\$110,522	
Jennifer T. Edwards	Assistant Vice President	General Revenue	\$57,375	\$61,610	7.38%	\$0	\$0	\$0	\$0	\$0	\$0	\$61,610	

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						Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
	Student Success & Multicultural Initiatives (Academic Affairs)	Other E&G	\$19,125	\$20,537	7.38%	\$0	\$0	\$0	\$0	\$0	\$0	\$20,537	
		Designated	\$25,500	\$27,383	7.38%	\$0	\$0	\$0	\$0	\$900	\$0	\$28,283	
		Total	\$102,000	\$109,530	7.38%	\$0	\$0	\$0	\$0	\$900	\$0	\$110,430	
Sabra L. Guerra	Assistant Vice President, Development & Alumni Advancement & External Relations	Designated	\$82,870	\$84,528	2.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$85,248	
		Total	\$82,870	\$84,528	2.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$85,248	
Janice M. Horak	Assistant Vice President, External Relations Advancement & External Relations	Designated	\$82,869	\$87,013	5.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$87,733	
		Total	\$82,869	\$87,013	5.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$87,733	
Angela C. Brown	Assistant Vice President, Employee Services Finance & Administration	General Revenue	\$34,956	\$39,343	12.55%	\$0	\$0	\$0	\$0	\$0	\$0	\$39,343	
		Other E&G	\$11,652	\$13,115	12.56%	\$0	\$0	\$0	\$0	\$0	\$0	\$13,115	
		Auxiliary	\$37,462	\$34,972	-6.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$34,972	
		Total	\$84,070	\$87,430	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$87,430	
Vacant	Assistant Vice President & Controller Finance & Administration	General Revenue	\$37,507	\$36,065	-3.84%	\$0	\$0	\$0	\$0	\$0	\$0	\$36,065	
		Other E&G	\$12,503	\$12,022	-3.85%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,022	
		Auxiliary	\$46,163	\$48,086	4.17%	\$0	\$0	\$0	\$0	\$0	\$0	\$48,086	
		Total	\$96,173	\$96,173	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$96,173	
Darla K. Doty	Assistant Vice President Student Life	General Revenue	\$6,834	\$7,175	4.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$7,175	
		Other E&G	\$2,278	\$2,392	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$2,392	
		Designated	\$29,673	\$31,159	5.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$31,159	
		Auxiliary	\$45,585	\$47,867	5.01%	\$0	\$0	\$0	\$0	\$900	\$0	\$48,767	
		Total	\$84,370	\$88,593	5.01%	\$0	\$0	\$0	\$0	\$900	\$0	\$89,493	
Vacant	Assistant Vice President, Student Life Studies Student Life	General Revenue	\$5,598	\$5,850	4.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,850	
		Other E&G	\$1,867	\$1,950	4.45%	\$0	\$0	\$0	\$0	\$0	\$0	\$1,950	
		Auxiliary	\$78,735	\$82,276	4.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$82,276	
		Total	\$86,200	\$90,076	4.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,076	
Deans													
Donald L. Cawthon	Dean, College of Agricultural & Environmental Science Academic Affairs	General Revenue	\$108,247	\$110,412	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$110,412	
		Other E&G	\$36,083	\$36,804	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$36,804	
		Total	\$144,330	\$147,216	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$147,216	
James R. Pierce	Dean, College of Science and Technology Academic Affairs	General Revenue	\$94,014	\$95,895	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$95,895	
		Other E&G	\$31,338	\$31,965	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$31,965	
		Designated	\$0	\$0	--	\$0	\$0	\$0	\$0	\$720	\$0	\$720	
		Total	\$125,352	\$127,860	2.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$128,580	
Steve A. Steed (Interim)	Dean, College of Business Administration Academic Affairs	General Revenue	\$109,491	\$122,588	11.96%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,588	
		Other E&G	\$36,497	\$40,853	11.94%	\$0	\$0	\$0	\$0	\$0	\$0	\$40,853	
		Designated	\$0	\$0	--	\$0	\$0	\$0	\$0	\$720	\$0	\$720	
		Total	\$145,988	\$163,441	11.96%	\$0	\$0	\$0	\$0	\$720	\$0	\$164,161	
Kelli L. Styron	Dean, College of Liberal & Fine Arts Academic Affairs	General Revenue	\$99,000	\$99,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$99,000	
		Other E&G	\$33,000	\$33,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$33,000	
		Total	\$132,000	\$132,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$132,000	
Jill Burk	Dean, College of Education Academic Affairs	General Revenue	\$103,078	\$108,234	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$108,234	
		Other E&G	\$34,360	\$36,078	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$36,078	
		Designated	\$0	\$0	--	\$0	\$0	\$0	\$0	\$900	\$0	\$900	
		Total	\$137,438	\$144,312	5.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$145,212	
Linda M. Jones	Graduate Dean Academic Affairs	General Revenue	\$99,639	\$101,632	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$101,632	
		Other E&G	\$33,213	\$33,878	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$33,878	
		Designated	\$0	\$0	--	\$0	\$0	\$0	\$0	\$720	\$0	\$720	
		Total	\$132,852	\$135,510	2.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$136,230	

Associate Deans

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Name	Position	Funding Source	Salary (8/31/2013)	Salary (9/1/2013)	Percentage Salary Increase Over FY 2013
David Drucekhammer	Associate Dean, College of Ag & Environmental Science Academic Affairs	General Revenue	\$86,060	\$90,105	4.70%
		Other E&G	\$28,687	\$30,035	4.70%
		Total	\$114,747	\$120,140	4.70%
Barry D. Lambert	Associate Dean, College of Ag & Environmental Science Academic Affairs	General Revenue	\$86,250	\$93,132	7.98%
		Other E&G	\$28,750	\$31,045	7.98%
		Total	\$115,000	\$124,177	7.98%
Assistant Deans					
Nathan A. Heller Promoted 9/1/2013	Assistant Dean, College of Business Administration Academic Affairs	General Revenue	\$45,834	\$94,500	106.18%
		Other E&G	\$15,278	\$31,500	106.18%
		Designated	\$22,378	\$0	-100.00%
		Total	\$61,112	\$126,000	106.18%
Other Administrative Positions					
Craig E. Clifford Promoted 9/1/2013	Executive Director, Honors College Academic Affairs	General Revenue	\$59,311	\$81,587	37.56%
		Other E&G	\$19,771	\$27,196	37.56%
		Total	\$79,082	\$108,783	37.56%
Donna D. Savage	University Librarian Academic Affairs	General Revenue	\$23,719	\$24,667	4.00%
		Other E&G	\$7,907	\$8,223	4.00%
		Designated	\$55,641	\$57,867	4.00%
		Total	\$87,267	\$90,757	4.00%
Rebecca G. Gray	Executive Director, Information Resources Finance & Administration	General Revenue	\$78,462	\$80,820	3.01%
		Other E&G	\$26,155	\$26,940	3.00%
		Total	\$104,617	\$107,760	3.00%
Kyle W. McGregor	Chief of Staff President's Office	General Revenue	\$53,600	\$75,039	40.00%
		Other E&G	\$17,865	\$25,014	40.02%
		Designated	\$0	\$0	--
		Restricted	\$23,822	\$0	-100.00%
		Total	\$95,287	\$100,053	5.00%
Lonn Reisman	Athletic Director Academic Affairs	General Revenue	\$32,403	\$0	-100.00%
		Other E&G	\$10,800	\$0	-100.00%
		Auxiliary	\$81,643	\$133,000	62.90%
		Total	\$124,846	\$133,000	6.53%

Nonsalary Benefits FY 2004						Total Compensation	Explanation / Comments
Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
\$0	\$0	\$0	\$0	\$0	\$0	\$90,105	
\$0	\$0	\$0	\$0	\$0	\$0	\$30,035	
\$0	\$0	\$0	\$0	\$0	\$0	\$120,140	
\$0	\$0	\$0	\$0	\$0	\$0	\$93,132	
\$0	\$0	\$0	\$0	\$0	\$0	\$31,045	
\$0	\$0	\$0	\$0	\$0	\$0	\$124,177	
\$0	\$0	\$0	\$0	\$0	\$0	\$94,500	Promoted from 9 month faculty to 12 month administrator.
\$0	\$0	\$0	\$0	\$0	\$0	\$31,500	
\$0	\$0	\$0	\$0	\$0	\$0	\$126,000	
\$0	\$0	\$0	\$0	\$0	\$0	\$81,587	Promoted from 9 month faculty to 12 month administrator.
\$0	\$0	\$0	\$0	\$0	\$0	\$27,196	
\$0	\$0	\$0	\$0	\$0	\$0	\$108,783	
\$0	\$0	\$0	\$0	\$0	\$0	\$24,667	
\$0	\$0	\$0	\$0	\$0	\$0	\$8,223	
\$0	\$0	\$0	\$0	\$0	\$0	\$90,757	
\$0	\$0	\$0	\$0	\$0	\$0	\$80,820	
\$0	\$0	\$0	\$0	\$0	\$0	\$26,940	
\$0	\$0	\$0	\$0	\$0	\$0	\$107,760	
\$0	\$0	\$0	\$0	\$0	\$0	\$75,039	
\$0	\$0	\$0	\$0	\$0	\$0	\$25,014	
\$0	\$0	\$0	\$0	\$900	\$0	\$900	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$900	\$0	\$100,953	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$720	\$0	\$133,720	
\$0	\$0	\$0	\$0	\$720	\$0	\$133,720	