

Institution Code: 754 **Institution Name:** Texas State University

Name	Position	Funding Source	Salary 09/1/2014	Percentage Salary Increase Over FY 2014	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Trauth, Denise	President	General Revenue	\$65,945		\$0	\$0	*	\$0	\$0	\$0	\$65,945	*President resides on campus
		Designated	\$391,805		\$0	\$0	\$0	\$12,000	\$0	\$0	\$403,805	Merit
		Total	\$457,750	6.33%	\$0	\$0	\$0	\$12,000	\$0	\$0	\$469,750	
Bourgeois, Eugene	Provost and Vice President, Academic Affairs	General Revenue	\$290,000	6.76%	\$0	\$0	\$0	\$0	\$0	\$0	\$290,000	Merit
Opheim, Cynthia	Assoc Provost, Academic Affairs	General Revenue	\$190,447	3.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,447	Merit
Nance, William	Vice President, Finance and Support Services	General Revenue	\$275,000	11.79%	\$0	\$0	\$0	\$0	\$0	\$0	\$275,000	Merit
Breier, Barbara	Vice President, University Advancement	Designated	\$198,950		\$0	\$0	\$0	\$0	\$0	\$0	\$198,950	
		Restricted	\$31,050		\$0	\$0	\$0	\$0	\$0	\$0	\$31,050	
		Total	\$230,000	6.85%	\$0	\$0	\$0	\$0	\$0	\$0	\$230,000	Merit; University Longevity
Smith, Joanne	Vice President, Student Affairs	General Revenue	\$208,000	6.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$208,000	Merit; University Longevity
Wyatt, Carl	Vice President, Information Technology	General Revenue	\$208,000	5.14%	\$0	\$0	\$0	\$0	\$0	\$0	\$208,000	Merit
Teis, Lawrence	Director of Athletics	Auxiliary	\$275,000	10.00%	\$25,000	\$0	\$0	\$12,000	\$0	\$0	\$312,000	Merit; Bonus
Arellano, Margarita	Assoc VP, Student Affairs/Dean of Students	General Revenue	\$157,480		\$0	\$0	\$0	\$0	\$4,000	\$0	\$161,480	Merit; Teaching overload payments
		Designated	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$500	Award
		Total	\$157,480	3.00%	\$500	\$0	\$0	\$0	\$4,000	\$0	\$161,980	
Covington, Billy	Assoc VP, Research and Federal Relations	Designated	\$186,735	3.35%	\$0	\$0	\$0	\$0	\$0	\$0	\$186,735	Merit
Wuest, Beth	Assoc VP, Institutional Effectiveness	General Revenue	\$151,000		\$0	\$0	\$0	\$0	\$0	\$0	\$151,000	Merit; Adjustment
		Designated	\$0	\$500	\$0	\$0	\$0	\$0	\$25	\$0	\$25	Compensation for Research Project
		Total	\$151,000	4.45%	\$0	\$0	\$0	\$0	\$25	\$0	\$151,025	
Guerra, Juan	Assoc VP, Facilities	General Revenue	\$161,653		\$0	\$0	\$0	\$0	\$0	\$0	\$161,653	Merit; University Longevity
		Designated	\$0		\$2,000	\$0	\$0	\$0	\$0	\$0	\$2,000	Award
		Total	\$161,653	4.55%	\$2,000	\$0	\$0	\$0	\$0	\$0	\$163,653	
Heintze, Michael	Assoc VP, Enrollment Management	General Revenue	\$195,668	3.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$195,668	Merit
Heath, Joan	Assoc VP and University Librarian	General Revenue	\$149,001		\$0	\$0	\$0	\$0	\$0	\$0	\$149,001	Merit; University Longevity
		Designated	\$0		\$1,999	\$0	\$0	\$0	\$0	\$0	\$1,999	Award
		Total	\$149,001	5.13%	\$1,999	\$0	\$0	\$0	\$0	\$0	\$151,000	
Hughes, Mark	Assoc VP, Technology Resources	General Revenue	\$169,400		\$0	\$0	\$0	\$0	\$0	\$0	\$169,400	Merit; University Longevity
		Designated	\$0		\$1,999	\$0	\$0	\$0	\$0	\$0	\$1,999	Award
		Total	\$169,400	5.87%	\$1,999	\$0	\$0	\$0	\$0	\$0	\$171,399	
Nielsen, Milton	Assoc VP, Instructional Technologies Support	General Revenue	\$134,350	1.82%	\$0	\$0	\$0	\$0	\$0	\$0	\$134,350	Merit
Nusbaum, Nancy	Assoc VP, Finance and Support Services Planning	Designated	\$152,458		\$2,000	\$0	\$0	\$0	\$0	\$0	\$154,458	Merit; Award
		Auxiliary	\$25,647		\$0	\$0	\$0	\$0	\$0	\$0	\$25,647	Temporary assignment as Interim Director of Transportation
		Total	\$178,105		\$2,000	\$0	\$0	\$0	\$0	\$0	\$180,105	
Borgonah, Darryl	Assoc VP, Financial Services	General Revenue	\$128,750	3.00%	\$0	\$0	\$0	\$0	\$1,090	\$0	\$129,840	Merit; Noncash Fringe moving allowance
Thorne, Debbie	Assoc VP, Academic Affairs	General Revenue	\$172,471	3.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$172,471	Merit

