

HIGHER EDUCATION
Administrative Accountability Report
FY 2018

(As of December 1, 2017)

Institution Code: 713
Institution Name: Tarleton State University

Name	Position	Funding Source	Salary (12/1/2016)	Salary (12/1/2017)	Percentage Salary Increase Over FY 2016	Nonsalary Benefits FY 2017						Total Compensation	Explanation / Comments
						Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
F. Dominic Dottavio	President	General Revenue	\$50,943	\$51,966	2.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$51,966	\$50,000 deferred compensation. Resides on campus, no housing allowance.
		Other E&G	\$16,981	\$17,323	2.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$17,323	
		Designated	\$267,341	\$272,711	2.01%	\$0	\$0	\$0	\$0	\$900	\$50,000	\$323,611	
		Total	\$335,265	\$342,000	2.01%	\$0	\$0	\$0	\$0	\$900	\$50,000	\$392,900	
<u>Vice Presidents</u>													
Karen R. Murray	Provost & Executive Vice President Academic Affairs	General Revenue	\$157,500	\$160,965	2.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$160,965	
		Other E&G	\$52,500	\$53,655	2.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$53,655	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$900	
		Total	\$210,000	\$214,620	2.20%	\$0	\$0	\$0	\$0	\$900	\$0	\$215,520	
Kyle W. McGregor	Vice President Advancement & External Relations	General Revenue	\$60,000	\$62,221	3.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$62,221	
		Other E&G	\$20,000	\$20,740	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$20,740	
		Designated	\$80,000	\$82,962	3.70%	\$0	\$0	\$0	\$0	\$900	\$0	\$83,862	
		Total	\$160,000	\$165,923	3.70%	\$0	\$0	\$0	\$0	\$900	\$0	\$166,823	
Rickey E. Richardson	Interim Vice President Finance & Administration	General Revenue	\$150,000	\$142,500	-5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$142,500	
		Other E&G	\$50,000	\$47,500	-5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$47,500	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$720	
		Total	\$200,000	\$190,000	-5.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$190,720	
Laura D. Boren	Vice President Student Life	General Revenue	\$62,250	\$63,807	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$63,807	
		Other E&G	\$20,750	\$21,268	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$21,268	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$900	
		Auxiliary	\$83,000	\$85,077	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$85,077	
Total	\$166,000	\$170,152	2.50%	\$0	\$0	\$0	\$0	\$900	\$0	\$171,052			
Javier Garza	Vice President Enrollment Management	General Revenue	\$0	\$121,500	#DIV/0!	\$0	\$0	\$0	\$0	\$0	\$0	\$121,500	
		Other E&G	\$0	\$40,500	#DIV/0!	\$0	\$0	\$0	\$0	\$0	\$0	\$40,500	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$720	
		Total	\$0	\$162,000	#DIV/0!	\$0	\$0	\$0	\$0	\$720	\$0	\$162,720	
<u>Associate Vice Presidents</u>													
Barry D. Lambert	Associate Vice President Academic Affairs	General Revenue	\$126,225	\$130,138	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,138	
		Other E&G	\$42,075	\$43,380	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$43,380	
		Total	\$168,300	\$173,518	3.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$173,518	
Larry D. Snider	Associate Vice President Academic Affairs	General Revenue	\$92,862	\$94,719	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$94,719	
		Other E&G	\$30,954	\$31,573	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$31,573	
		Designated	\$38,438	\$39,207	2.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$40,107	
		Total	\$162,254	\$165,499	2.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$166,399	
Rusty Freed	Associate Vice President, Outreach/Off Campus Programs Academic Affairs	General Revenue	\$112,568	\$124,221	10.35%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,221	
		Other E&G	\$37,523	\$41,407	10.35%	\$0	\$0	\$0	\$0	\$0	\$0	\$41,407	

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						Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$900	
		Total	\$150,091	\$165,628	10.35%	\$0	\$0	\$0	\$0	\$900	\$0	\$166,528	
Diane L. Taylor	Associate Vice President, Curriculum & Faculty Affairs	General Revenue	\$112,556	\$115,933	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,933	
	Academic Affairs	Other E&G	\$37,519	\$38,645	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$38,645	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$900	
		Total	\$150,075	\$154,578	3.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$155,478	
James M. Leese	Associate Vice President & Dean of Students	General Revenue	\$2,867	\$2,963	3.35%	\$0	\$0	\$0	\$0	\$0	\$0	\$2,963	
	Student Life	Other E&G	\$955	\$987	3.35%	\$0	\$0	\$0	\$0	\$0	\$0	\$987	
		Designated	\$62,385	\$64,507	3.40%	\$0	\$0	\$0	\$0	\$720	\$0	\$65,227	
		Auxiliary	\$52,485	\$54,271	3.40%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,271	
		Total	\$118,692	\$122,728	3.40%	\$0	\$0	\$0	\$0	\$720	\$0	\$123,448	
<u>Assistant Vice Presidents</u>													
Jennifer T. Edwards	Assistant Vice President, Student Success & Multi Cultural Initiatives	General Revenue	\$70,015	\$71,555	2.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$71,555	
	Academic Affairs	Other E&G	\$23,337	\$23,852	2.21%	\$0	\$0	\$0	\$0	\$0	\$0	\$23,852	
		Designated	\$31,118	\$31,803	2.20%	\$0	\$0	\$0	\$0	\$900	\$0	\$32,703	
		Total	\$124,470	\$127,210	2.20%	\$0	\$0	\$0	\$0	\$900	\$0	\$128,110	
Sabra L. Guerra	Assistant Vice President, Development & Alumni	Designated	\$97,836	\$99,892	2.10%	\$0	\$0	\$0	\$0	\$720	\$0	\$100,612	
	Advancement & External Relations	Total	\$97,836	\$99,892	2.10%	\$0	\$0	\$0	\$0	\$720	\$0	\$100,612	
Janice M. Horak	Assistant Vice President, External Relations	Designated	\$97,736	\$98,909	1.20%	\$0	\$0	\$0	\$0	\$720	\$0	\$99,629	
	Advancement & External Relations	Total	\$97,736	\$98,909	1.20%	\$0	\$0	\$0	\$0	\$720	\$0	\$99,629	
Angela C. Brown	Assistant Vice President, Employee Services	General Revenue	\$46,371	\$47,299	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$47,299	
	Finance & Administration	Other E&G	\$15,457	\$15,767	2.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$15,767	
		Auxiliary	\$41,220	\$42,044	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$42,044	
		Total	\$103,048	\$105,110	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,110	
Lori L. Beaty	Assistant Vice President of Business Services & Controller	General Revenue	\$72,299	\$64,747	-10.45%	\$0	\$0	\$0	\$0	\$0	\$0	\$64,747	
	Finance & Administration	Other E&G	\$24,099	\$21,583	-10.44%	\$0	\$0	\$0	\$0	\$0	\$0	\$21,583	
		Auxiliary	\$51,135	\$45,795	-10.44%	\$0	\$0	\$0	\$0	\$0	\$0	\$45,795	
		Total	\$147,533	\$132,125	-10.44%	\$0	\$0	\$0	\$0	\$0	\$0	\$132,125	
Rebecca G. Gray	Assistant Vice President, Information Resources	General Revenue	\$105,433	\$107,332	1.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,332	
	Finance & Administration	Other E&G	\$35,144	\$35,777	1.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$35,777	
		Total	\$140,577	\$143,109	1.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$143,109	
ShaRhonda A. Maclin	Assistant Vice President, Student Life Studies	General Revenue	\$64,346	\$65,890	2.40%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,890	
	Student Life	Other E&G	\$21,448	\$21,964	2.41%	\$0	\$0	\$0	\$0	\$0	\$0	\$21,964	
		Designated	\$0	\$9,427	#DIV/0!	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Auxiliary	\$9,206	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$95,000	\$97,281	2.40%	\$0	\$0	\$0	\$0	\$0	\$0	\$97,281	
<u>Deans</u>													
Walter S. Damron	Dean, College of Agricultural & Environmental Science	General Revenue	\$112,500	\$115,762	2.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,762	
	Academic Affairs	Other E&G	\$37,500	\$38,587	2.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$38,587	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$150,000	\$154,349	2.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$154,349	

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James R. Pierce	Dean, College of Science and Technology Academic Affairs	General Revenue	\$114,471	\$117,103	2.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,103	
		Other E&G	\$38,157	\$37,035	-2.94%	\$0	\$0	\$0	\$0	\$0	\$0	\$37,035	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$720	
		Total	\$152,628	\$154,138	0.99%	\$0	\$0	\$0	\$0	\$720	\$0	\$154,858	
Steve A. Steed	Dean, College of Business Administration Academic Affairs	General Revenue	\$135,836	\$138,552	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$138,552	
		Other E&G	\$45,278	\$46,184	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$46,184	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$720	
		Total	\$181,114	\$184,736	2.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$185,456	
Kelli L. Styron	Dean, College of Liberal & Fine Arts Academic Affairs	General Revenue	\$117,188	\$120,821	3.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,821	
		Other E&G	\$39,063	\$40,274	3.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$40,274	
		Total	\$156,251	\$161,095	3.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$161,095	
Jordan M. Barkley	Dean, College of Education Academic Affairs	General Revenue	\$117,045	\$120,440	2.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,440	
		Other E&G	\$39,015	\$40,147	2.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$40,147	
		Total	\$156,060	\$160,587	2.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$160,587	
David A. Weissenburger	Interim Dean, College of Health Services & Human Sciences Academic Affairs	General Revenue	\$142,500	\$120,000	-15.79%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,000	
		Other E&G	\$47,500	\$40,000	-15.79%	\$0	\$0	\$0	\$0	\$0	\$0	\$40,000	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$720	
		Total	\$190,000	\$160,000	-15.79%	\$0	\$0	\$0	\$0	\$720	\$0	\$160,720	
Associate Deans													
David C. Drueckhammer	Associate Dean, College of Ag & Environmental Science Academic Affairs	General Revenue	\$92,424	\$94,273	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$94,273	
		Other E&G	\$30,808	\$31,425	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$31,425	
		Designated	\$5,015	\$5,115	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,115	
		Total	\$128,247	\$130,813	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,813	
Chris Y. Shao	Associate Dean, College of Business Administration Academic Affairs	General Revenue	\$118,242	\$123,139	4.14%	\$0	\$0	\$0	\$0	\$0	\$0	\$123,139	
		Other E&G	\$39,414	\$41,046	4.14%	\$0	\$0	\$0	\$0	\$0	\$0	\$41,046	
		Total	\$157,656	\$164,185	4.14%	\$0	\$0	\$0	\$0	\$0	\$0	\$164,185	
Kayla A. Peak	Associate Dean, College of Education Academic Affairs	General Revenue	\$88,579	\$91,236	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$91,236	
		Other E&G	\$29,526	\$30,413	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$30,413	
		Designated	\$0	\$0	#DIV/0!	\$0	\$0	\$0	\$0	\$720	\$0	\$720	
		Total	\$118,105	\$121,649	3.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$122,369	
Jason M. LaTouche	Associate Dean, College of Liberal & Fine Arts Academic Affairs	General Revenue	\$86,250	\$94,966	10.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$94,966	
		Other E&G	\$28,750	\$31,656	10.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$31,656	
		Total	\$115,000	\$126,622	10.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$126,622	
Arthur A. Low	Associate Dean, College of Science & Technology Academic Affairs	General Revenue	\$0	\$102,601	#DIV/0!	\$0	\$0	\$0	\$0	\$0	\$0	\$102,601	
		Other E&G	\$0	\$34,201	#DIV/0!	\$0	\$0	\$0	\$0	\$0	\$0	\$34,201	
		Total	\$0	\$136,802	#DIV/0!	\$0	\$0	\$0	\$0	\$0	\$0	\$136,802	
Other Administrative Positions													
Craig E. Clifford	Executive Director, Honors College Academic Affairs	General Revenue	\$87,858	\$89,614	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$89,614	
		Other E&G	\$29,285	\$29,872	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$29,872	
		Total	\$117,143	\$119,486	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$119,486	
Donna D. Savage	University Librarian Academic Affairs	General Revenue	\$80,589	\$82,683	2.60%	\$0	\$0	\$0	\$0	\$0	\$0	\$82,683	
		Other E&G	\$26,862	\$27,562	2.61%	\$0	\$0	\$0	\$0	\$0	\$0	\$27,562	

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		Total	\$107,451	\$110,245	2.60%
Robert M. Nimmo, II	Executive Director, Recreational Sports & Wellness	General Revenue	\$8,602	\$8,808	2.39%
	Student Life	Other E&G	\$2,867	\$2,936	2.41%
		Designated	\$4,791	\$4,907	n/a
		Auxiliary	\$74,990	\$76,792	2.40%
		Total	\$91,250	\$93,443	2.40%
Darrell W. Brown	Executive Director, Student Engagement	Designated	\$23,953	\$24,529	2.40%
	Student Life	Auxiliary	\$67,473	\$69,092	2.40%
		Total	\$91,426	\$93,621	2.40%
Tod A. Farmer	Chief of Staff	General Revenue	\$100,200	\$97,500	-2.69%
	President's Office	Other E&G	\$33,400	\$32,500	-2.69%
	Promoted 8/1/2017	Designated	\$0	\$0	0.00%
		Total	\$133,600	\$130,000	-2.69%
Lonn Reisman	Athletic Director	General Revenue	\$0	\$0	0.00%
	Academic Affairs	Other E&G	\$0	\$0	0.00%
		Auxiliary	\$148,000	\$152,144	2.80%
		Total	\$148,000	\$152,144	2.80%

Nonsalary Benefits FY 2017						Total Compensation	Explanation / Comments
Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
\$0	\$0	\$0	\$0	\$0	\$0	\$110,245	
\$0	\$0	\$0	\$0	\$0	\$0	\$8,808	
\$0	\$0	\$0	\$0	\$0	\$0	\$2,936	
\$0	\$0	\$0	\$0	\$0	\$0	\$4,907	
\$0	\$0	\$0	\$0	\$720	\$0	\$77,512	
\$0	\$0	\$0	\$0	\$720	\$0	\$94,163	
\$0	\$0	\$0	\$0	\$0	\$0	\$24,529	
\$0	\$0	\$0	\$0	\$0	\$0	\$69,092	
\$0	\$0	\$0	\$0	\$0	\$0	\$93,621	
\$0	\$0	\$0	\$0	\$0	\$0	\$97,500	
\$0	\$0	\$0	\$0	\$0	\$0	\$32,500	
\$0	\$0	\$0	\$0	\$720	\$0	\$720	
\$0	\$0	\$0	\$0	\$720	\$0	\$130,720	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$720	\$0	\$152,864	
\$0	\$0	\$0	\$0	\$720	\$0	\$152,864	