

**Higher Education
Administrative Accountability Report**

FY 2015

Institution Code: 925 Waco

Institution Name: Texas State Technical College Waco

| A Name | B Position | C Funding Source | D Salary (09/01/14) | E Percentage Salary Increase Over FY 2014 | F Non-salary Benefits FY 2015 | | | | | | K Non-Cash Compensation | L Total Compensation | M Explanation / Comments |
|----------------|------------------------------------------------|---------------------|---------------------------|----------------------------------------------------|----------------------------------|-----------------------------------|---------------------------|-----------------------|---------------------------|-------------------------------|-------------------------------|-------------------------|-----------------------------|
| | | | | | G Cash Bonuses | H Practice Plan Benefits | I Housing Allowance | J Car Allowance | J Other (Notes 1-7) | J Non-Cash Compensation | | | |
| Balch, Marcus | Associate Vice President - Student Development | General Revenue | \$66,960.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$1,660.00 | \$0.00 | | (1) Longevity | |
| | | | | | | | | | \$5,222.40 | | | (4) ORP/TRS Match | |
| | | | | | | | | | \$6,451.92 | | | (5) Insurance Match | |
| | | | | | | | | \$480.00 | | | (6) Telecommunication | | |
| Total | | | \$66,960.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$13,814.32 | \$0.00 | \$80,774.32 | | |
| Conroy, Terry | Associate Vice President - Student Learning | General Revenue | \$79,860.00 | 8.12% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$3,840.00 | \$0.00 | | (1) Longevity | |
| | | | | | | | | | \$7,114.56 | | | (4) ORP/TRS Match | |
| | | | | | | | | | \$6,500.40 | | | (5) Insurance Match | |
| | | | | | | | | \$480.00 | | | (6) Telecommunication | | |
| | | | | | | | | \$12,000.00 | | | (7) Additional Duty | | |
| Total | | | \$79,860.00 | 3.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$29,934.96 | \$0.00 | \$109,794.96 | | |
| Cravey, Irene | Vice President - Higher Education Centers | General Revenue | \$111,204.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$2,060.00 | \$0.00 | | (1) Longevity | |
| | | | | | | | | | \$7,466.16 | | | (4) ORP/TRS Match | |
| | | | | | | | | | \$6,451.92 | | | (5) Insurance Match | |
| | | | | | | | | \$480.00 | | | (6) Telecommunication | | |
| Total | | | \$111,204.00 | NA | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$16,458.08 | \$0.00 | \$127,662.08 | | |
| Dorton, Kevin | Vice President - Administration Services | General Revenue | \$43,380.00 | -4.94% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$1,680.00 | \$0.00 | \$52,230.96 | (1) Longevity | |
| | | | | | | | | | \$3,064.20 | | | (4) ORP/TRS Match | |
| | | Auxiliary | \$52,392.00 | 14.80% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$4,106.76 | \$480.00 | \$61,253.40 | (5) Insurance Match | |
| | | | | | | | | \$3,562.56 | | | (6) Telecommunication | | |
| | | | | | | | | \$4,818.84 | | | (5) Insurance Match | | |
| Total | | | \$95,772.00 | 9.86% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$17,712.36 | \$0.00 | \$113,484.36 | | |
| Fickens, James | Dean of Students | General Revenue | \$53,580.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$1,520.00 | \$0.00 | | (1) Longevity | |
| | | | | | | | | | \$3,741.36 | | | (4) ORP/TRS Match | |
| | | | | | | | | | \$8,992.80 | | | (5) Insurance Match | |
| | | | | | | | | \$480.00 | | | (6) Telecommunication | | |
| Total | | | \$53,580.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$14,734.16 | \$0.00 | \$68,314.16 | | |
| Frenette, Lisa | Associate Vice President - Financial Services | General Revenue | \$70,056.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$1,500.00 | \$0.00 | | (1) Longevity | |
| | | | | | | | | | \$4,812.72 | | | (4) ORP/TRS Match | |
| | | | | | | | | | \$700.56 | | | (5) Insurance Match | |
| | | | | | | | | \$480.00 | | | (6) Telecommunication | | |
| Total | | | \$70,056.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$7,493.28 | \$0.00 | \$77,549.28 | | |

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| A Name | B Position | C Funding Source | D Salary (09/01/14) | E Percentage Salary Increase Over FY 2014 | F Non-salary Benefits FY 2015 | | | | | | L Total Compensation | M Explanation / Comments |
|-----------------------|-----------------------------------------------------------------------|---------------------|---------------------------|----------------------------------------------------|-------------------------------|-----------------------------------|---------------------------|-----------------------|---------------------------|-------------------------------|-------------------------|-----------------------------|
| | | | | | G Cash Bonuses | H Practice Plan Benefits | I Housing Allowance | J Car Allowance | K Other (Notes 1-7) | L Non-Cash Compensation | | |
| Guilbeauz, Kristine M | Assoc. Vice Chancellor Instructional Operations | General Revenue | \$88,008.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$2,160.00 | \$0.00 | | (1) Longevity |
| | | | | | | | \$6,131.40 | | | | | (4) ORP/TRS Match |
| | | | | | | | \$6,451.92 | | | | | |
| Total | | | \$88,008.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$14,743.32 | \$0.00 | \$102,751.32 | |
| Hutchison, Adam | Provost (New in Position) | General Revenue | \$120,000.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$480.00 | \$0.00 | | (1) Longevity |
| | | | | | | | \$8,015.04 | | | | | (4) ORP/TRS Match |
| | | | | | | | \$12,620.16 | | | | | |
| Total | | | \$120,000.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$21,115.20 | \$0.00 | \$141,115.20 | | |
| Hyde, Carliss | Vice President - Institutional Advancement | General Revenue | \$87,456.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$3,120.00 | \$0.00 | | (1) Longevity |
| | | | | | | | \$7,698.96 | | | | | (4) ORP/TRS Match |
| | | | | | | | \$8,992.80 | | | | | |
| Total | | | \$87,456.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$19,811.76 | \$0.00 | \$107,267.76 | | |
| Kofnovek, David | Vice President - Financial Services | General Revenue | \$77,700.00 | | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$1,920.00 | \$0.00 | \$90,971.28 | (1) Longevity |
| | | | | | | | | | \$5,414.16 | | | (4) ORP/TRS Match |
| | | Auxiliary | \$15,312.00 | | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$480.00 | | \$17,396.52 | (5) Insurance Match |
| | | Total | | | \$93,012.00 | 6.90% | \$0.00 | \$0.00 | \$0.00 | \$15,355.80 | \$0.00 | \$108,367.80 |
| Livingston, Robert | Associate Vice President - Workforce Development (New in Position) | General Revenue | \$65,004.00 | NA | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$75,502.68 | (1) Longevity |
| | | | | | | | | | \$4,420.20 | | | (4) ORP/TRS Match |
| | | Designated | \$9,996.00 | NA | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$679.80 | | \$11,536.44 | (5) Insurance Match |
| | | Total | | | \$75,000.00 | NA | \$0.00 | \$0.00 | \$0.00 | \$12,039.12 | \$0.00 | \$87,039.12 |
| Patterson, Sarah | Vice President - Student Development (New in Position) | General Revenue | \$18,420.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$101.30 | \$0.00 | \$20,627.18 | (4) ORP/TRS Match |
| | | | | | | | | | \$2,105.88 | | | (5) Insurance Match |
| | | Designated | \$9,744.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$643.32 | | \$11,501.64 | (4) ORP/TRS Match |
| | | | | | | | | | \$1,114.32 | | | (5) Insurance Match |
| | | Auxiliary | \$58,848.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$1,920.00 | | \$72,261.24 | (1) Longevity |
| Total | | | \$87,012.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$17,378.06 | \$0.00 | \$104,390.06 | (4) ORP/TRS Match | |

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|--------------------|------------------------------------------------------|---------------------|---------------------------|----------------------------------------------------|-----------------------------|-----------------------------------|---------------------------|-----------------------|----------------------------------------|-------------------------------|-------------------------|-------------------------------------------------------------------|--|
| | | | | | F Cash Bonuses | G Practice Plan Benefits | H Housing Allowance | I Car Allowance | J Other (Notes 1-7) | K Non-Cash Compensation | | | |
| Reily, Cynthia M | Associate Vice President - Institutional Advancement | General Revenue | \$32,304.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$720.00 \$2,229.24 \$4,552.92 | \$0.00 | \$39,806.16 | (1) Longevity (4) ORP/TRS Match (5) Insurance Match | |
| | | Grant | \$2,400.00 | | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$163.08 \$332.88 | | \$2,895.96 | (4) ORP/TRS Match (5) Insurance Match | |
| | | Designated | \$28,608.00 | | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$1,945.56 \$3,973.56 \$480.00 | | \$34,527.12 | (4) ORP/TRS Match (5) Insurance Match (6) Telecommunication | |
| | | Total | | \$63,312.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$14,397.24 | \$0.00 | \$77,229.24 | |
| Wolaver, Robert T. | Interim President (New in Position) | General Revenue | \$63,654.00 | 0.00% | \$0.00 | \$0.00 | \$7,200.00 | \$0.00 | \$3,360.00 \$4,422.96 \$4,419.48 | \$0.00 | \$83,056.44 | (1) Longevity (4) ORP/TRS Match (5) Insurance Match | |
| | | Auxiliary | \$66,348.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$7,200.00 | \$7,200.00 \$4,378.92 \$5,803.32 | \$0.00 | \$90,930.24 | (3) Business Expense (4) ORP/TRS Match (5) Insurance Match | |
| | | Total | | \$130,002.00 | 0.00% | \$0.00 | \$0.00 | \$7,200.00 | \$7,200.00 | \$29,584.68 | \$0.00 | \$173,986.68 | |