

HIGHER EDUCATION
Administrative Accountability Report
FY 2016

(As of September 1, 2015)

Institution Code: 713
Institution Name: Tarleton State University

Name	Position	Funding Source	Salary (9/1/2014)	Salary (9/1/2015)	Percentage Salary Increase Over FY 2014
F. Dominic Dottavio	President	General Revenue	\$50,118	\$49,460	-1.31%
		Other E&G	\$15,827	\$16,486	4.16%
		Designated	\$244,060	\$259,554	6.35%
		Total	\$310,005	\$325,500	5.00%
<u>Vice Presidents</u>					
Karen R. Murray	Provost & Executive Vice President Academic Affairs	General Revenue	\$144,108	\$148,431	3.00%
		Other E&G	\$48,036	\$49,477	3.00%
		Designated	\$0	\$0	0.00%
		Total	\$192,144	\$197,908	3.00%
Kyle W. McGregor	Vice President Advancement & External Relations	General Revenue	\$52,500	\$54,600	4.00%
		Other E&G	\$17,500	\$18,200	0.00%
		Designated	\$70,000	\$72,800	4.00%
		Total	\$140,000	\$145,600	4.00%
Tye V. Minckler	Vice President Finance & Administration	General Revenue	\$137,899	\$140,795	2.10%
		Other E&G	\$45,966	\$46,931	2.10%
		Designated	\$0	\$0	0.00%
		Total	\$183,865	\$187,726	2.10%
Laura D. Boren	Vice President Student Life Hired 7/20/2015	General Revenue	\$61,555	\$60,750	-1.31%
		Other E&G	\$20,518	\$20,250	-1.31%
		Designated	\$0	\$0	0.00%
		Auxiliary	\$82,073	\$81,000	-1.31%
		Total	\$164,146	\$162,000	-1.31%
<u>Associate Vice Presidents</u>					
Barry D. Lambert	Associate Vice President Academic Affairs Promoted 9/1/2015	General Revenue	\$0	\$123,750	0.00%
		Other E&G	\$0	\$41,250	0.00%
		Designated	\$0	\$0	0.00%
		Restricted	\$141,452	\$0	-100.00%
		Total	\$141,452	\$165,000	16.65%
Larry D. Snider	Associate Vice President Academic Affairs	General Revenue	\$81,285	\$90,774	11.67%
		Other E&G	\$27,095	\$30,258	11.67%
		Designated	\$36,127	\$37,574	4.01%
		Total	\$144,507	\$158,606	9.76%
Kimberly Rynearson	Associate Vice President Outreach/Off Campus Programs (Academic Affairs)	General Revenue	\$95,375	\$108,761	14.04%
		Other E&G	\$31,792	\$36,254	14.03%
		Designated	\$0	\$0	0.00%
		Total	\$127,167	\$145,015	14.04%

Nonsalary Benefits FY 2015						Total Compensation	Explanation / Comments
Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
\$0	\$0	\$0	\$0	\$0	\$0	\$49,460	
\$0	\$0	\$0	\$0	\$0	\$0	\$16,486	
\$0	\$0	\$0	\$0	\$900	\$70,000	\$330,454	\$70,000 represents \$20,000 in deferred compensation and \$50,000 value of housing on campus
\$0	\$0	\$0	\$0	\$900	\$70,000	\$396,400	
\$0	\$0	\$0	\$0	\$0	\$0	\$148,431	
\$0	\$0	\$0	\$0	\$0	\$0	\$49,477	
\$0	\$0	\$0	\$0	\$900	\$0	\$900	
\$0	\$0	\$0	\$0	\$900	\$0	\$198,808	
\$0	\$0	\$0	\$0	\$0	\$0	\$54,600	
\$0	\$0	\$0	\$0	\$0	\$0	\$18,200	
\$0	\$0	\$0	\$0	\$900	\$0	\$73,700	
\$0	\$0	\$0	\$0	\$900	\$0	\$146,500	
\$0	\$0	\$0	\$0	\$0	\$0	\$140,795	
\$0	\$0	\$0	\$0	\$0	\$0	\$46,931	
\$0	\$0	\$0	\$0	\$720	\$0	\$720	
\$0	\$0	\$0	\$0	\$720	\$0	\$188,446	
\$0	\$0	\$0	\$0	\$0	\$0	\$60,750	
\$0	\$0	\$0	\$0	\$0	\$0	\$20,250	
\$0	\$0	\$0	\$0	\$900	\$0	\$900	
\$0	\$0	\$0	\$0	\$0	\$0	\$81,000	
\$0	\$0	\$0	\$0	\$900	\$0	\$162,900	
\$0	\$0	\$0	\$0	\$0	\$0	\$123,750	
\$0	\$0	\$0	\$0	\$0	\$0	\$41,250	
\$0	\$0	\$0	\$0	\$720	\$0	\$720	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$720	\$0	\$165,720	
\$0	\$0	\$0	\$0	\$0	\$0	\$90,774	
\$0	\$0	\$0	\$0	\$0	\$0	\$30,258	
\$0	\$0	\$0	\$0	\$900	\$0	\$38,474	
\$0	\$0	\$0	\$0	\$900	\$0	\$159,506	
\$0	\$0	\$0	\$0	\$0	\$0	\$108,761	
\$0	\$0	\$0	\$0	\$0	\$0	\$36,254	
\$0	\$0	\$0	\$0	\$900	\$0	\$900	
\$0	\$0	\$0	\$0	\$900	\$0	\$145,915	

Name	Position	Funding Source	Salary (9/1/2014)	Salary (9/1/2015)	Percentage Salary Increase Over FY 2014	Nonsalary Benefits FY 2015						Total Compensation	Explanation / Comments
						Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
Diane L. Taylor	Associate Vice President Curriculum and Faculty Affairs (Academic Affairs)	General Revenue	\$95,134	\$108,750	14.31%	\$0	\$0	\$0	\$0	\$0	\$0	\$108,750	
		Other E&G	\$31,711	\$36,250	14.31%	\$0	\$0	\$0	\$0	\$0	\$0	\$36,250	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$900	
		Total	\$126,845	\$145,000	14.31%	\$0	\$0	\$0	\$0	\$900	\$0	\$145,900	
James M. Leese	Associate Vice President Student Life Promoted in FY2015	General Revenue		\$2,306	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$2,306	
		Other E&G		\$768	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$768	
		Designated		\$60,450	0.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$61,170	
		Auxiliary		\$51,486	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$51,486	
Total		\$115,010	0.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$115,730			
<u>Assistant Vice Presidents</u>													
Javier Garza	Assistant Vice President Enrollment Management (Academic Affairs)	General Revenue	\$93,450	\$95,319	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$95,319	
		Other E&G	\$31,150	\$31,773	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$31,773	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$124,600	\$127,092	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$127,092	
Jennifer T. Edwards	Assistant Vice President Student Success & Multicultural Initiatives (Academic Affairs)	General Revenue	\$63,768	\$65,043	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,043	
		Other E&G	\$21,256	\$21,680	1.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$21,680	
		Designated	\$28,341	\$28,908	2.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$29,808	
		Total	\$113,365	\$115,631	2.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$116,531	
Sabra L. Guerra	Assistant Vice President, Development & Alumni Advancement & External Relations	Designated	\$87,064	\$91,800	5.44%	\$0	\$0	\$0	\$0	\$720	\$0	\$92,520	
		Total	\$87,064	\$91,800	5.44%	\$0	\$0	\$0	\$0	\$720	\$0	\$92,520	
Janice M. Horak	Assistant Vice President, External Relations Advancement & External Relations	Designated	\$88,753	\$91,800	3.43%	\$0	\$0	\$0	\$0	\$720	\$0	\$92,520	
		Total	\$88,753	\$91,800	3.43%	\$0	\$0	\$0	\$0	\$720	\$0	\$92,520	
Angela C. Brown	Assistant Vice President, Employee Services Finance & Administration	General Revenue	\$39,856	\$41,051	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$41,051	
		Other E&G	\$13,285	\$13,683	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$13,683	
		Auxiliary	\$35,427	\$36,490	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$36,490	
		Total	\$88,568	\$91,224	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$91,224	
Robert M. Nimmo, II (Interim)	Assistant Vice President Student Life	General Revenue	\$60,500	\$7,503	-87.60%	\$0	\$0	\$0	\$0	\$0	\$0	\$7,503	
		Other E&G	\$20,166	\$2,500	-87.60%	\$0	\$0	\$0	\$0	\$0	\$0	\$2,500	
		Designated	\$10,585	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Auxiliary	\$0	\$63,336	0.00%	\$0	\$0	\$0	\$0	\$360	\$0	\$63,696	
Total	\$91,251	\$73,339	-19.63%	\$0	\$0	\$0	\$0	\$360	\$0	\$73,699			
Vacant	Assistant Vice President, Student Life Studies Student Life	General Revenue	\$5,850	\$5,850	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,850	
		Other E&G	\$1,950	\$1,950	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$1,950	
		Auxiliary	\$82,276	\$82,276	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$82,276	
		Total	\$90,076	\$90,076	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,076	
Lori L. Beaty	Assistant Vice President of Business Services & Controller Finance & Administration Promoted 3/2/2015	General Revenue	\$37,125	\$57,192	54.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$57,192	
		Other E&G	\$12,375	\$19,063	54.04%	\$0	\$0	\$0	\$0	\$0	\$0	\$19,063	
		Auxiliary	\$49,500	\$49,995	1.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$49,995	
		Total	\$99,000	\$126,250	27.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$126,250	
<u>Deans</u>													
David C. Drucekhammer (Interim)	Dean, College of Agricultural & Environmental Science	General Revenue	\$111,515	\$97,139	-12.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$97,139	

Name	Position	Funding Source	Salary (9/1/2014)	Salary (9/1/2015)	Percentage Salary Increase Over FY 2014
	Academic Affairs	Other E&G	\$37,172	\$32,379	-12.89%
		Designated	\$0	\$5,271	0.00%
		Total	\$148,687	\$134,789	-9.35%
James R. Pierce	Dean, College of Science and Technology	General Revenue	\$105,312	\$107,418	2.00%
	Academic Affairs	Other E&G	\$35,104	\$35,806	2.00%
		Designated	\$0	\$0	0.00%
		Total	\$140,416	\$143,224	2.00%
Steve A. Steed (Interim)	Dean, College of Business Administration	General Revenue	\$127,500	\$133,172	4.45%
	Academic Affairs	Other E&G	\$42,500	\$44,390	4.45%
		Designated	\$0	\$0	0.00%
		Total	\$170,000	\$177,562	4.45%
Kelli L. Styron	Dean, College of Liberal & Fine Arts	General Revenue	\$107,700	\$114,330	6.16%
	Academic Affairs	Other E&G	\$35,900	\$38,110	6.16%
		Total	\$143,600	\$152,440	6.16%
Jordan M. Barkley	Dean, College of Education	General Revenue	\$112,500	\$114,750	2.00%
	Academic Affairs	Other E&G	\$37,500	\$38,250	2.00%
		Designated	\$0	\$0	0.00%
		Total	\$150,000	\$153,000	2.00%
<u>Associate Deans</u>					
Vacant	Associate Dean, College of Ag & Environmental Science	General Revenue	\$92,088	\$92,088	0.00%
	Academic Affairs	Other E&G	\$30,696	\$30,696	0.00%
		Total	\$122,784	\$122,784	0.00%
Nathan A. Heller	Associate Dean, College of Business Administration	General Revenue	\$117,750	\$120,105	2.00%
	Academic Affairs	Other E&G	\$39,250	\$40,035	2.00%
		Designated	\$0	\$0	0.00%
		Total	\$157,000	\$160,140	2.00%
Kayla A. Peak	Associate Dean, College of Education	General Revenue	\$0	\$86,250	0.00%
	Academic Affairs	Other E&G	\$0	\$28,750	0.00%
	New Position in FY2015	Total	\$0	\$115,000	0.00%
<u>Other Administrative Positions</u>					
Craig E. Clifford	Executive Director, Honors College	General Revenue	\$84,034	\$85,715	2.00%
	Academic Affairs	Other E&G	\$28,011	\$28,571	2.00%
		Total	\$112,045	\$114,286	2.00%
Donna D. Savage	University Librarian	General Revenue	\$70,790	\$72,489	2.40%
	Academic Affairs	Other E&G	\$23,597	\$24,163	2.40%
		Total	\$94,387	\$96,652	2.40%
Rebecca G. Gray	Executive Director, Information Resources	General Revenue	\$84,862	\$86,558	2.00%
	Finance & Administration	Other E&G	\$28,287	\$28,853	2.00%
		Total	\$113,149	\$115,411	2.00%
David A. Weissenburger	Chief of Staff	General Revenue	\$93,750	\$98,224	4.77%
	President's Office	Other E&G	\$31,250	\$32,741	4.77%

Nonsalary Benefits FY 2015						Total Compensation	Explanation / Comments
Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
\$0	\$0	\$0	\$0	\$0	\$0	\$32,379	
\$0	\$0	\$0	\$0	\$0	\$0	\$5,271	
\$0	\$0	\$0	\$0	\$0	\$0	\$134,789	
\$0	\$0	\$0	\$0	\$0	\$0	\$107,418	
\$0	\$0	\$0	\$0	\$0	\$0	\$35,806	
\$0	\$0	\$0	\$0	\$720	\$0	\$720	
\$0	\$0	\$0	\$0	\$720	\$0	\$143,944	
\$0	\$0	\$0	\$0	\$0	\$0	\$133,172	
\$0	\$0	\$0	\$0	\$0	\$0	\$44,390	
\$0	\$0	\$0	\$0	\$720	\$0	\$720	
\$0	\$0	\$0	\$0	\$720	\$0	\$178,282	
\$0	\$0	\$0	\$0	\$0	\$0	\$114,330	
\$0	\$0	\$0	\$0	\$0	\$0	\$38,110	
\$0	\$0	\$0	\$0	\$0	\$0	\$152,440	
\$0	\$0	\$0	\$0	\$0	\$0	\$114,750	
\$0	\$0	\$0	\$0	\$0	\$0	\$38,250	
\$0	\$0	\$0	\$0	\$720	\$0	\$720	
\$0	\$0	\$0	\$0	\$720	\$0	\$153,720	
\$0	\$0	\$0	\$0	\$0	\$0	\$92,088	
\$0	\$0	\$0	\$0	\$0	\$0	\$30,696	
\$0	\$0	\$0	\$0	\$0	\$0	\$122,784	
\$0	\$0	\$0	\$0	\$0	\$0	\$120,105	
\$0	\$0	\$0	\$0	\$0	\$0	\$40,035	
\$0	\$0	\$0	\$0	\$900	\$0	\$900	
\$0	\$0	\$0	\$0	\$900	\$0	\$161,040	
\$0	\$0	\$0	\$0	\$0	\$0	\$86,250	
\$0	\$0	\$0	\$0	\$0	\$0	\$28,750	
\$0	\$0	\$0	\$0	\$0	\$0	\$115,000	
\$0	\$0	\$0	\$0	\$0	\$0	\$85,715	
\$0	\$0	\$0	\$0	\$0	\$0	\$28,571	
\$0	\$0	\$0	\$0	\$0	\$0	\$114,286	
\$0	\$0	\$0	\$0	\$0	\$0	\$72,489	
\$0	\$0	\$0	\$0	\$0	\$0	\$24,163	
\$0	\$0	\$0	\$0	\$0	\$0	\$96,652	
\$0	\$0	\$0	\$0	\$0	\$0	\$86,558	
\$0	\$0	\$0	\$0	\$0	\$0	\$28,853	
\$0	\$0	\$0	\$0	\$0	\$0	\$115,411	
\$0	\$0	\$0	\$0	\$0	\$0	\$98,224	
\$0	\$0	\$0	\$0	\$0	\$0	\$32,741	

Name	Position	Funding Source	Salary (9/1/2014)	Salary (9/1/2015)	Percentage Salary Increase Over FY 2014
		Designated	\$0	\$0	0.00%
		Total	\$125,000	\$130,965	4.77%
Lon Reisman	Athletic Director	General Revenue	\$0	\$0	0.00%
	Academic Affairs	Other E&G	\$0	\$0	0.00%
		Auxiliary	\$135,660	\$138,509	2.10%
		Total	\$135,660	\$138,509	2.10%

Nonsalary Benefits FY 2015						Total Compensation	Explanation / Comments
Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
\$0	\$0	\$0	\$0	\$720	\$0	\$720	
\$0	\$0	\$0	\$0	\$720	\$0	\$131,685	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$720	\$0	\$139,229	
\$0	\$0	\$0	\$0	\$720	\$0	\$139,229	