

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 7
FY 2013**

Institution Code: 0719 West Texas

Institution Name: Texas State Technical College West Texas

| A | B | C | D | E | F G H I J K | | | | | | L | M | |
|------------------------|--|-----------------|--------------------|---|-----------------------------|------------------------|-------------------|---------------|--------------------|-----------------------|---------------------|------------------------|-------------------|
| | | | | | Non-salary Benefits FY 2013 | | | | | | | | |
| Name | Position | Funding Source | Salary (09/01/12) | Percentage Salary Increase Over FY 2012 | Cash Bonuses | Practice Plan Benefits | Housing Allowance | Car Allowance | Other (Notes 1-6) | Non-Cash Compensation | Total Compensation | Explanation / Comments | |
| Aguirre-Acuna, Maria C | Associate Vice President - Enrollment (New in Position) | General Revenue | \$65,004.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$3,340.00 | \$0.00 | \$80,429.20 | (1) Longevity | |
| | | | | | | | | | \$5,790.60 | | | | (4) ORP/TRS Match |
| | | | | | | | | | | | \$6,294.60 | | |
| Total | | | \$65,004.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$15,425.20 | \$0.00 | \$80,429.20 | | |
| Bailey, Jon Dixon | Vice President - Workforce Development | General Revenue | \$92,616.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$2,160.00 | \$0.00 | \$112,426.56 | (1) Longevity | |
| | | | | | | | | | \$5,686.56 | | | | (4) ORP/TRS Match |
| | | | | | | | | | | | \$11,964.00 | | |
| Total | | | \$92,616.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$19,810.56 | \$0.00 | \$112,426.56 | | |
| Butler, Kathleen P. | Vice President - Student Development | General Revenue | \$96,948.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$2,500.00 | \$0.00 | \$112,420.36 | (1) Longevity | |
| | | | | | | | | | \$6,358.32 | | | | (4) ORP/TRS Match |
| | | | | | | | | | | | \$6,614.04 | | |
| Total | | | \$96,948.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$15,472.36 | \$0.00 | \$112,420.36 | | |
| Fried, Raymond D. | Vice President - Administration Services | General Revenue | \$93,816.00 | 7.67% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$960.00 | \$0.00 | \$109,136.16 | (1) Longevity | |
| | | | | | | | | | \$5,686.56 | | | | (4) ORP/TRS Match |
| | | | | | | | | | | | \$8,673.60 | | |
| Total | | | \$93,816.00 | 7.67% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$15,320.16 | \$0.00 | \$109,136.16 | | |
| Howard, Jeffrey W. | Associate Vice President - Student Development | General Revenue | \$65,784.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$2,880.00 | \$0.00 | \$84,754.20 | (1) Longevity | |
| | | | | | | | | | \$4,394.52 | | | | (4) ORP/TRS Match |
| | | | | | | | | | | | \$11,695.68 | | |
| Total | | | \$65,784.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$18,970.20 | \$0.00 | \$84,754.20 | | |
| Karl, Debbie | Associate Vice President - Student Learning | General Revenue | \$40,956.00 | -3.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$2,200.00 | \$0.00 | \$53,606.68 | (1) Longevity | |
| | | | | | | | | | \$3,664.56 | | | | (4) ORP/TRS Match |
| | | Restricted | \$31,512.00 | 3.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$2,678.88 | \$0.00 | \$39,167.28 | (4) ORP/TRS Match | |
| Total | | | \$72,468.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$20,305.96 | \$0.00 | \$92,773.96 | (5) Insurance Match | |
| Kight, Brian | Associate Vice President - Enrollment Management | General Revenue | \$61,200.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$1,920.00 | \$0.00 | \$73,163.76 | (1) Longevity | |
| | | | | | | | | | \$3,787.20 | | | | (4) ORP/TRS Match |
| | | | | | | | | | | | \$6,256.56 | | |
| Total | | | \$61,200.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$11,963.76 | \$0.00 | \$73,163.76 | | |
| Lawrence, Gail R. | President & Vice Chancellor - Human & Org. Develop. | General Revenue | \$63,654.00 | 0.00% | \$0.00 | \$0.00 | \$7,200.00 | \$0.00 | \$860.00 | \$0.00 | \$78,527.60 | (1) Longevity | |
| | | | | | | | | | \$3,673.08 | | | | (4) ORP/TRS Match |
| | | Designated | \$75,390.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$14,400.00 | \$0.00 | \$98,397.24 | (3) Business Expense | |
| | | | | | | | | \$4,712.76 | | | (4) ORP/TRS Match | | |
| | | | | | | | | \$3,894.48 | | | (5) Insurance Match | | |

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| A Name | B Position | C Funding Source | D Salary (09/01/12) | E Percentage Salary Increase Over FY 2012 | F Non-salary Benefits FY 2013 | | | | | | L Total Compensation | M Explanation / Comments |
|------------------------------|---|---------------------|---------------------------|--|-------------------------------|-----------------------------------|---------------------------|-----------------------|--|-------------------------------|----------------------------|---|
| | | | | | G Cash Bonuses | H Practice Plan Benefits | I Housing Allowance | J Car Allowance | K Other (Notes 1-6) | L Non-Cash Compensation | | |
| Total | | | \$139,044.00 | 0.00% | \$0.00 | \$0.00 | \$7,200.00 | \$0.00 | \$30,680.84 | \$0.00 | \$176,924.84 | |
| Love, Amber | Excutive Director-Strategic Initiatives & Human Resources (New in Position) | General Revenue | \$71,508.00 | NA | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$20.00 \$4,576.56 \$6,359.64 | \$0.00 | \$82,464.20 | (1) Longevity (4) ORP/TRS Match (5) Insurance Match |
| Total | | | \$71,508.00 | NA | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$10,956.20 | \$0.00 | \$82,464.20 | |
| Smith, Kyle W | Vice President - Student Learning (New in Position) | General Revenue | \$112,008.00 | NA | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$1,200.00 \$6,792.48 \$8,927.52 | \$0.00 | \$128,928.00 | (1) Longevity (4) ORP/TRS Match (5) Insurance Match |
| Total | | | \$112,008.00 | NA | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$16,920.00 | \$0.00 | \$128,928.00 | |
| Strickland, Sherry L. | Associate Vice President - Enrollment Management | General Revenue | \$64,992.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$3,120.00 \$4,359.12 \$9,524.88 | \$0.00 | \$81,996.00 | (1) Longevity (4) ORP/TRS Match (5) Insurance Match |
| Total | | | \$64,992.00 | 0.00% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$17,004.00 | \$0.00 | \$81,996.00 | |
| Ussery, Janyth K. | Associate Vice President - Enrollment Management | General Revenue | \$56,004.00 | 5.59% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$1,200.00 \$3,661.08 \$9,435.00 | \$0.00 | \$70,300.08 | (1) Longevity (4) ORP/TRS Match (5) Insurance Match |
| Total | | | \$56,004.00 | 5.59% | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$14,296.08 | \$0.00 | \$70,300.08 | |
| Waller, Karen | Vice President - Financial Services (New in Position) | General Revenue | \$82,008.00 | NA | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 \$5,248.56 \$0.00 | \$0.00 | \$87,256.56 | (1) Longevity (4) ORP/TRS Match (5) Insurance Match |
| Total | | | \$82,008.00 | NA | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$5,248.56 | \$0.00 | \$87,256.56 | |

- Notes:
- (1) State provided Longevity Pay.
 - (2) Chancellor's expense offset stipend. (Currently not in use)
 - (3) Administrative Business expense.
 - (4) State approved Optional Retirement Program or Teacher's Retirement System matching contribution.
 - (5) Employees Retirement System health coverage matching contribution.
 - (6) Telecommunication Expense.