

Higher Education
Administrative Accountability Report
Special Provisions, Sec. 6
FY2013

Institution Code: 754		Institution Name: Texas State University-San Marcos											
Name	Position	Funding Source	Salary 09/1/2012	Percentage Salary Increase Over FY 2012	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	\$0	\$65,945		
		Designated	\$344,055		\$0	\$0	\$0	\$12,000	\$0	\$0	\$356,055	Car Allowance	
		Total	\$410,000	11.83%	\$0	\$0	\$0	\$12,000	\$0	\$0	\$422,000		
Bourgeois, Eugene	Provost and Vice President, Academic Affairs	General Revenue	\$265,000	11.86%	\$0	\$0	\$0	\$0	\$0	\$0	\$265,000	Merit	
Opheim, Cynthia	Assoc Provost, Academic Affairs	General Revenue	\$180,030	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,030	Promoted 1/2012 to Assoc. Provost; Merit	
Nance, William	Vice President, Finance and Support Services	General Revenue	\$240,000	16.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$240,000	Salary adjustment 11/2011; Merit	
Breier, Barbara	Vice President, University Advancement	Designated	\$181,650		\$0	\$0	\$0	\$0	\$0	\$0	\$181,650	New Hire 12/2011; replaced R. Prince	
		Restricted	\$28,350		\$0	\$0	\$0	\$0	\$0	\$0	\$28,350		
		Total	\$210,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$210,000		
Smith, Joanne	Vice President, Student Affairs	General Revenue	\$190,000	5.37%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,000	Salary adjustment 11/2011; Merit	
Wyatt, Carl	Vice President, Information Technology	General Revenue	\$193,000	6.47%	\$0	\$0	\$0	\$0	\$800	\$0	\$193,800	Salary adjustment 11/2011; Merit; *CLAS teaching overload payments	
Teis, Lawrence	Director of Athletics	Auxiliary	\$225,000	28.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$225,000	Salary adjustment 11/2011; Salary adjustment 9/2012	
Arellano, Margarita	Assoc VP, Student Affairs/Dean of Students	General Revenue	\$145,340		\$0	\$0	\$0	\$0	\$4,000	\$0	\$149,340	Additional Temp Assignment-Interim Dir. LBJ Student Ctr. 5/2012; Merit; *CLAS teaching overload payments	
		Designated	\$0		\$750	\$0	\$0	\$0	\$0	\$0	\$750	Award 11/2011	
		Auxiliary	\$92,377		\$0	\$0	\$0	\$0	\$0	\$0	\$92,377		
		Total	\$237,717	64.77%	\$750	\$0	\$0	\$0	\$4,000	\$0	\$242,467		
Covington, Billy	Assoc VP, Research and Federal Relations	Designated	\$177,140	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$177,140	Merit	
Wuest, Beth	Assoc VP, Institutional Effectiveness	General Revenue	\$138,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$138,000	Promotion 9/1/2012; replaced Fleuriot	
Guerra, Juan	Assoc VP, Facilities	General Revenue	\$150,907	9.40%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,907	Salary adjustment 6/2012; Merit	
Heintze, Michael	Assoc VP, Enrollment Management	General Revenue	\$185,793	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$185,793	Merit	
Heath, Joan	Assoc VP, Alkek Library	General Revenue	\$138,730		\$0	\$0	\$0	\$0	\$0	\$0	\$138,730	University Longevity 11/2011; Merit	
		Designated	\$0		\$1,200	\$0	\$0	\$0	\$0	\$0	\$1,200	Award 6/2012	
		Total	\$138,730	3.53%	\$1,200	\$0	\$0	\$0	\$0	\$0	\$139,930		
Hughes, Mark	Assoc VP, Technology Resources	General Revenue	\$152,205		\$0	\$0	\$0	\$0	\$0	\$0	\$152,205	University Longevity 3/2012; Merit	
		Designated	\$0		\$1,999	\$0	\$0	\$0	\$2,216	\$0	\$4,215	SIS project 9/2011-10/2011; Award 6/2012	
		Total	\$152,205	3.54%	\$1,999	\$0	\$0	\$0	\$2,216	\$0	\$156,420		

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43													
44	Nielsen, Milton	Assoc VP, Instructional Technologies Support	General Revenue	\$127,500		\$0	\$0	\$0	\$0	\$0	\$0	\$127,500	Merit
45			Designated	\$0		\$1,500	\$0	\$0	\$0	\$0	\$0	\$1,500	Award 6/2012
46			Total	\$127,500	2.00%	\$1,500	\$0	\$0	\$0	\$0	\$0	\$129,000	
47													
48	Nusbaum, Nancy	Assoc VP, Finance and Support Services Planning	Designated	\$145,020	7.33%	\$1,000	\$0	\$0	\$0	\$0	\$0	\$146,020	Award 11/2011; Merit; Salary adjustment
49	Ondreyka, Terrance	Assoc VP, Financial Services	General Revenue	\$144,620	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$144,620	Merit
50	Thorne, Debbie	Assoc VP, Academic Affairs	General Revenue	\$162,945	2.00%	\$0	\$0	\$0	\$0	\$1,300	\$0	\$164,245	Merit; University Seminar payments
51													
52	Anderson, Stephanie	Asst VP, Enrollment Management/Undergraduate Admissions	General Revenue	\$140,675		\$0	\$0	\$0	\$0	\$0	\$0	\$140,675	Merit
53			Designated	\$0		\$422	\$0	\$0	\$0	\$0	\$0	\$422	Award 10/2011
54			Total	\$140,675	2.00%	\$422	\$0	\$0	\$0	\$0	\$0	\$141,097	
55													
56	Benn, Sherri	Asst VP/Dir, Multicultural Student Affairs	General Revenue	\$105,839		\$0	\$0	\$0	\$0	\$4,000	\$0	\$109,839	Merit; *CLAS teaching overload payments
57			Designated	\$0		\$750	\$0	\$0	\$0	\$0	\$0	\$750	Award 11/2011
58			Total	\$105,839	2.00%	\$750	\$0	\$0	\$0	\$4,000	\$0	\$110,589	
59													
60	Blanda, Michael	Asst VP, Research and Federal Relations	Designated	\$133,317	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$133,317	Merit
61	McKinnon, Ted	Asst VP, Development	Designated	\$130,625	-14.82%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,625	Salary adjustment 11/2011; End Temp Assignment-Acting VPUA 12/2011; University Longevity 7/2012; Merit
62	Flores, Matthew	Asst. VP, University Advancement/Managing Editor, Hillviews	Designated	\$93,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$93,000	Hired 4/2012; replaced T. Rowe
63	Thyberg, Gordon	Asst. VP, Budgeting, Financial Planning & Analysis	General	\$125,422	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$125,422	Title change to Asst. VP 11/2011; Merit
64													
65	Snodgrass, Gregory	Asst VP/Dir, Counseling Center	General Revenue	\$113,040		\$0	\$0	\$0	\$0	\$4,000	\$0	\$117,040	Merit; *CLAS teaching overload payments
66			Designated	\$0		\$750	\$0	\$0	\$0	\$0	\$0	\$750	Award 11/2011
67			Total	\$113,040	2.00%	\$750	\$0	\$0	\$0	\$4,000	\$0	\$117,790	
68													
69	Brown, Ronald	Asst VP, Academic Services	General Revenue	\$151,185	2.00%	\$0	\$0	\$0	\$0	\$1,900	\$0	\$153,085	Merit; University Seminar payments
70													
71	Carpenter, Delbert	Dean, Education	General Revenue	\$175,438	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$175,438	Merit
72	Brown, Daniel	Dean, University College/Dir, PACE Center	Designated	\$153,000	2.00%	\$0	\$0	\$0	\$0	\$0	\$9,275	\$162,275	Merit; Fringe Moving Expense (NonCash)
73	Chahin, T. Jaime	Dean, Applied Arts	General Revenue	\$170,340	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,340	Merit
74	Mottet, Timothy	Dean, Fine Arts and Communications	General Revenue	\$161,821	2.00%	\$0	\$0	\$0	\$0	\$0	\$4,093	\$165,914	Merit; Fringe Moving Expense (NonCash)
75	Hennessy, Michael	Dean, Liberal Arts	General Revenue	\$184,301	5.31%	\$0	\$0	\$0	\$0	\$0	\$0	\$184,301	Salary adjustment 11/2011; Merit
76	Seidman, Stephen	Dean, Science	General Revenue	\$189,567	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$189,567	Merit
77	Smart, Denise	Dean, Business	General Revenue	\$225,374	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$225,374	Merit
78	Welborn, Ruth	Dean, Health Professions	General Revenue	\$168,504	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$168,504	Merit
79	Willoughby, J Michael	Dean, Graduate College	General Revenue	\$160,000	4.66%	\$0	\$0	\$0	\$0	\$0	\$0	\$160,000	Salary Adjustment 9/1/2012
80	Galloway, Heather	Dean, Honors College	General Revenue	\$142,800	2.00%	\$0	\$0	\$0	\$0	\$2,600	\$0	\$145,400	Promoted to Dean 11/2011; Merit; University Seminar payments
81													
82	Habingreither, Robert	Associate Dean	General Revenue	\$161,248	2.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$161,248	Merit
83	Nelson, David	Associate Dean	General Revenue	\$107,459	1.33%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,459	Merit
84													

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85	Payne, Eugene	Asst Dean, College - 50% appointment	General Revenue	\$33,293		\$0	\$0	\$0	\$0	\$0	\$0	\$33,293	Merit
86			Restricted	\$33,292		\$0	\$0	\$0	\$0	\$0	\$0	\$33,292	
87			Total	\$66,585	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$66,585	
88													
89	Nava, Michael Evan	Asst. Dean, Assessment	Designated	\$82,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$82,000	New hire 10/2011; promoted to Asst. Dean 12/2011
90													
91	Wuestenberg, Pamela	Asst Dean, University College	General Revenue	\$78,086		\$0	\$0	\$0	\$0	\$6,500	\$0	\$84,586	Salary adjustment 12/2011; Merit; University Seminar payments
92			Designated	\$5,554		\$500	\$0	\$0	\$0	\$0	\$0	\$6,054	Award 10/2011
93			Total	\$83,640	9.25%	\$500	\$0	\$0	\$0	\$6,500	\$0	\$90,640	
94													
95													
96													*CLAS = Counseling, Leadership, Adult Ed and School Psychology