

**HIGHER EDUCATION**  
**Administrative Accountability Report**  
**FY 2017**

(As of December 1, 2016)

**Institution Code:** 713  
**Institution Name:** Tarleton State University

Name	Position	Funding Source	Salary (9/1/2015)	Salary (12/1/2016)	Percentage Salary Increase Over FY 2016	Nonsalary Benefits FY 2017						Explanation / Comments	
						Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		Total Compensation
F. Dominic Dottavio	President	General Revenue	\$49,460	\$50,943	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$50,943	\$50,000 deferred compensation. Resides on campus, no housing allowance.
		Other E&G	\$16,486	\$16,981	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$16,981	
		Designated	\$259,554	\$267,341	3.00%	\$0	\$0	\$0	\$0	\$900	\$50,000	\$318,241	
		<b>Total</b>	<b>\$325,500</b>	<b>\$335,265</b>	<b>3.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$900</b>	<b>\$50,000</b>	<b>\$386,165</b>	
<b><u>Vice Presidents</u></b>													
Karen R. Murray	Provost & Executive Vice President Academic Affairs	General Revenue	\$148,431	\$157,500	6.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,500	
		Other E&G	\$49,477	\$52,500	6.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$52,500	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$900	
		<b>Total</b>	<b>\$197,908</b>	<b>\$210,000</b>	<b>6.11%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$900</b>	<b>\$0</b>	<b>\$210,900</b>	
Kyle W. McGregor	Vice President Advancement & External Relations	General Revenue	\$54,600	\$60,000	9.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$60,000	
		Other E&G	\$18,200	\$20,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$20,000	
		Designated	\$72,800	\$80,000	9.89%	\$0	\$0	\$0	\$0	\$900	\$0	\$80,900	
		<b>Total</b>	<b>\$145,600</b>	<b>\$160,000</b>	<b>9.89%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$900</b>	<b>\$0</b>	<b>\$160,900</b>	
Tye V. Minckler	Vice President Finance & Administration	General Revenue	\$140,795	\$150,000	6.54%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,000	
		Other E&G	\$46,931	\$50,000	6.54%	\$0	\$0	\$0	\$0	\$0	\$0	\$50,000	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$720	
		<b>Total</b>	<b>\$187,726</b>	<b>\$200,000</b>	<b>6.54%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$720</b>	<b>\$0</b>	<b>\$200,720</b>	
Laura D. Boren	Vice President Student Life	General Revenue	\$60,750	\$62,250	2.47%	\$0	\$0	\$0	\$0	\$0	\$0	\$62,250	
		Other E&G	\$20,250	\$20,750	2.47%	\$0	\$0	\$0	\$0	\$0	\$0	\$20,750	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$900	
		Auxiliary	\$81,000	\$83,000	2.47%	\$0	\$0	\$0	\$0	\$0	\$0	\$83,000	
		<b>Total</b>	<b>\$162,000</b>	<b>\$166,000</b>	<b>2.47%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$900</b>	<b>\$0</b>	<b>\$166,900</b>	
<b><u>Associate Vice Presidents</u></b>													
Barry D. Lambert	Associate Vice President Academic Affairs	General Revenue	\$123,750	\$126,225	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$126,225	
		Other E&G	\$41,250	\$42,075	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$42,075	
		<b>Total</b>	<b>\$165,000</b>	<b>\$168,300</b>	<b>2.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$168,300</b>	
Larry D. Snider	Associate Vice President Academic Affairs	General Revenue	\$90,774	\$92,862	2.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$92,862	
		Other E&G	\$30,258	\$30,954	2.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$30,954	
		Designated	\$37,574	\$38,438	2.30%	\$0	\$0	\$0	\$0	\$900	\$0	\$39,338	
		<b>Total</b>	<b>\$158,606</b>	<b>\$162,254</b>	<b>2.30%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$900</b>	<b>\$0</b>	<b>\$163,154</b>	
Kimberly Rynearson	Associate Vice President, Outreach/Off Campus Programs Academic Affairs	General Revenue	\$108,761	\$112,568	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$112,568	
		Other E&G	\$36,254	\$37,523	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$37,523	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$900	
		<b>Total</b>	<b>\$145,015</b>	<b>\$150,091</b>	<b>3.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$900</b>	<b>\$0</b>	<b>\$150,991</b>	
Diane L. Taylor	Associate Vice President, Curriculum & Faculty Affairs	General Revenue	\$108,750	\$112,556	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$112,556	

Name	Position	Funding Source	Salary (9/1/2015)	Salary (12/1/2016)	Percentage Salary Increase Over FY 2016	Nonsalary Benefits FY 2017						Explanation / Comments	
						Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		Total Compensation
	Academic Affairs	Other E&G	\$36,250	\$37,519	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$37,519	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$900	
		Total	\$145,000	\$150,075	3.50%	\$0	\$0	\$0	\$0	\$900	\$0	\$150,975	
James M. Leese	Associate Vice President & Dean of Students	General Revenue	\$2,306	\$2,867	24.33%	\$0	\$0	\$0	\$0	\$0	\$0	\$2,867	
	Student Life	Other E&G	\$768	\$955	24.35%	\$0	\$0	\$0	\$0	\$0	\$0	\$955	
		Designated	\$60,450	\$62,385	3.20%	\$0	\$0	\$0	\$0	\$720	\$0	\$63,105	
		Auxiliary	\$51,486	\$52,485	1.94%	\$0	\$0	\$0	\$0	\$0	\$0	\$52,485	
		Total	\$115,010	\$118,692	3.20%	\$0	\$0	\$0	\$0	\$720	\$0	\$119,412	
<b><u>Assistant Vice Presidents</u></b>													
Javier Garza	Assistant Vice President, Enrollment Management	General Revenue	\$95,319	\$99,990	4.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$99,990	
	Academic Affairs	Other E&G	\$31,773	\$33,330	4.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$33,330	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$720	
		Total	\$127,092	\$133,320	4.90%	\$0	\$0	\$0	\$0	\$720	\$0	\$134,040	
Jennifer T. Edwards	Assistant Vice President, Student Success & Multi Cultural Initiatives	General Revenue	\$65,043	\$70,015	7.64%	\$0	\$0	\$0	\$0	\$0	\$0	\$70,015	
	Academic Affairs	Other E&G	\$21,680	\$23,337	7.64%	\$0	\$0	\$0	\$0	\$0	\$0	\$23,337	
		Designated	\$28,908	\$31,118	7.64%	\$0	\$0	\$0	\$0	\$900	\$0	\$32,018	
		Total	\$115,631	\$124,470	7.64%	\$0	\$0	\$0	\$0	\$900	\$0	\$125,370	
Sabra L. Guerra	Assistant Vice President, Development & Alumni Advancement & External Relations	Designated	\$91,800	\$97,836	6.58%	\$0	\$0	\$0	\$0	\$720	\$0	\$98,556	
		Total	\$91,800	\$97,836	6.58%	\$0	\$0	\$0	\$0	\$720	\$0	\$98,556	
Janice M. Horak	Assistant Vice President, External Relations Advancement & External Relations	Designated	\$91,800	\$97,736	6.47%	\$0	\$0	\$0	\$0	\$720	\$0	\$98,456	
		Total	\$91,800	\$97,736	6.47%	\$0	\$0	\$0	\$0	\$720	\$0	\$98,456	
Angela C. Brown	Assistant Vice President, Employee Services Finance & Administration	General Revenue	\$41,051	\$46,371	12.96%	\$0	\$0	\$0	\$0	\$0	\$0	\$46,371	
		Other E&G	\$13,683	\$15,457	12.96%	\$0	\$0	\$0	\$0	\$0	\$0	\$15,457	
		Auxiliary	\$36,490	\$41,220	12.96%	\$0	\$0	\$0	\$0	\$0	\$0	\$41,220	
		Total	\$91,224	\$103,048	12.96%	\$0	\$0	\$0	\$0	\$0	\$0	\$103,048	
Lori L. Beaty	Assistant Vice President of Business Services & Controller Finance & Administration	General Revenue	\$57,192	\$72,299	26.41%	\$0	\$0	\$0	\$0	\$0	\$0	\$72,299	
		Other E&G	\$19,063	\$24,099	26.42%	\$0	\$0	\$0	\$0	\$0	\$0	\$24,099	
		Auxiliary	\$49,995	\$51,135	2.28%	\$0	\$0	\$0	\$0	\$0	\$0	\$51,135	
		Total	\$126,250	\$147,533	16.86%	\$0	\$0	\$0	\$0	\$0	\$0	\$147,533	
Rebecca G. Gray	Assistant Vice President, Information Resources Finance & Administration	General Revenue	\$86,558	\$105,433	21.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,433	
		Other E&G	\$28,853	\$35,144	21.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$35,144	
		Total	\$115,411	\$140,577	21.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,577	
ShaRhonda A. Maclin	Assistant Vice President, Student Life Studies Student Life	General Revenue	\$5,850	\$64,346	999.93%	\$0	\$0	\$0	\$0	\$0	\$0	\$64,346	
	Hired 8/1/2016	Other E&G	\$1,950	\$21,448	999.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$21,448	
		Auxiliary	\$82,276	\$9,206	-88.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$9,206	
		Total	\$90,076	\$95,000	5.47%	\$0	\$0	\$0	\$0	\$0	\$0	\$95,000	
<b><u>Deans</u></b>													
Walter S. Damron	Dean, College of Agricultural & Environmental Science Academic Affairs	General Revenue	\$97,139	\$112,500	15.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$112,500	
	Hired 7/1/2016	Other E&G	\$32,379	\$37,500	15.82%	\$0	\$0	\$0	\$0	\$0	\$0	\$37,500	
		Designated	\$5,271	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$134,789	\$150,000	11.29%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,000	

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						Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
James R. Pierce	Dean, College of Science and Technology Academic Affairs	General Revenue	\$107,418	\$114,471	6.57%	\$0	\$0	\$0	\$0	\$0	\$0	\$114,471	
		Other E&G	\$35,806	\$38,157	6.57%	\$0	\$0	\$0	\$0	\$0	\$0	\$38,157	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$720	
		Total	\$143,224	\$152,628	6.57%	\$0	\$0	\$0	\$0	\$720	\$0	\$153,348	
Steve A. Steed	Dean, College of Business Administration Academic Affairs	General Revenue	\$133,172	\$135,836	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,836	
		Other E&G	\$44,390	\$45,278	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$45,278	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$720	
		Total	\$177,562	\$181,114	2.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$181,834	
Kelli L. Styron	Dean, College of Liberal & Fine Arts Academic Affairs	General Revenue	\$114,330	\$117,188	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,188	
		Other E&G	\$38,110	\$39,063	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$39,063	
		Total	\$152,440	\$156,251	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$156,251	
Jordan M. Barkley	Dean, College of Education Academic Affairs	General Revenue	\$114,750	\$117,045	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,045	
		Other E&G	\$38,250	\$39,015	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$39,015	
		Total	\$153,000	\$156,060	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$156,060	
<b>Associate Deans</b>													
David C. Drucekhammer	Associate Dean, College of Ag & Environmental Science Academic Affairs	General Revenue	\$92,088	\$92,424	0.36%	\$0	\$0	\$0	\$0	\$0	\$0	\$92,424	
		Other E&G	\$30,696	\$30,808	0.36%	\$0	\$0	\$0	\$0	\$0	\$0	\$30,808	
		Designated	\$0	\$5,015	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,015	
		Total	\$122,784	\$128,247	4.45%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,247	
Nathan A. Heller	Associate Dean, College of Business Administration Academic Affairs (Changed term from 12 months to 9 months eff 9/1/2016)	General Revenue	\$120,105	\$89,011	-25.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$89,011	
		Other E&G	\$40,035	\$29,670	-25.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$29,670	
		Total	\$160,140	\$118,681	-25.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$118,681	
Kayla A. Peak	Associate Dean, College of Education Academic Affairs	General Revenue	\$86,250	\$88,579	2.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$88,579	
		Other E&G	\$28,750	\$29,526	2.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$29,526	
		Designated	\$0	\$0	#DIV/0!	\$0	\$0	\$0	\$0	\$720	\$0	\$720	
		Total	\$115,000	\$118,105	2.70%	\$0	\$0	\$0	\$0	\$720	\$0	\$118,825	
Jason M. LaTouche	Associate Dean, College of Liberal & Fine Arts Academic Affairs	General Revenue	\$61,053	\$86,250	41.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$86,250	
		Other E&G	\$20,351	\$28,750	41.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$28,750	
		Total	\$81,404	\$115,000	41.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,000	
<b>Other Administrative Positions</b>													
Craig E. Clifford	Executive Director, Honors College Academic Affairs	General Revenue	\$85,715	\$87,858	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$87,858	
		Other E&G	\$28,571	\$29,285	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$29,285	
		Total	\$114,286	\$117,143	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,143	
Donna D. Savage	University Librarian Academic Affairs	General Revenue	\$72,489	\$80,589	11.17%	\$0	\$0	\$0	\$0	\$0	\$0	\$80,589	
		Other E&G	\$24,163	\$26,862	11.17%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,862	
		Total	\$96,652	\$107,451	11.17%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,451	
Robert M. Nimmo, II	Executive Director, Recreational Sports & Wellness Student Life	General Revenue	\$7,503	\$8,602	14.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$8,602	
		Other E&G	\$2,500	\$2,867	14.68%	\$0	\$0	\$0	\$0	\$0	\$0	\$2,867	
		Designated	\$0	\$4,791	n/a	\$0	\$0	\$0	\$0	\$0	\$0	\$4,791	

Name	Position	Funding Source	Salary (9/1/2015)	Salary (12/1/2016)	Percentage Salary Increase Over FY 2016
		Auxiliary	\$63,336	\$74,990	18.40%
		Total	\$73,339	\$91,250	24.42%
Darrell W. Brown	Executive Director, Student Engagement	Designated	\$23,600	\$23,953	1.50%
	Student Life	Auxiliary	\$66,475	\$67,473	1.50%
		Total	\$90,075	\$91,426	1.50%
David A. Weissenburger	Chief of Staff	General Revenue	\$98,224	\$100,200	2.01%
	President's Office	Other E&G	\$32,741	\$33,400	2.01%
		Designated	\$0	\$0	0.00%
		Total	\$130,965	\$133,600	2.01%
Lonn Reisman	Athletic Director	General Revenue	\$0	\$0	0.00%
	Academic Affairs	Other E&G	\$0	\$0	0.00%
		Auxiliary	\$138,509	\$148,000	6.85%
		Total	\$138,509	\$148,000	6.85%

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	\$720	\$0	\$75,710	
\$0	\$0	\$0	\$0	\$720	\$0	\$91,970	
\$0	\$0	\$0	\$0	\$0	\$0	\$23,953	
\$0	\$0	\$0	\$0	\$0	\$0	\$67,473	
\$0	\$0	\$0	\$0	\$0	\$0	\$91,426	
\$0	\$0	\$0	\$0	\$0	\$0	\$100,200	
\$0	\$0	\$0	\$0	\$0	\$0	\$33,400	
\$0	\$0	\$0	\$0	\$720	\$0	\$720	
\$0	\$0	\$0	\$0	\$720	\$0	\$134,320	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$720	\$0	\$148,720	
\$0	\$0	\$0	\$0	\$720	\$0	\$148,720	