

Higher Education  
Administrative Accountability Report  
Special Provisions, Sec. 7  
FY2023

Institution Code: 755

Institution Name: Stephen F. Austin State University

Name	Position	Funding Source	Salary as of 9/1/2022	Salary as of 9/1/2021	Percentage Salary Increase Over FY2022	Nonsalary Benefits FY 2023					Total Compensation	Explanation / Comments for Non-Salary	
						Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Steven Westbrook	Interim President	Designated	\$ 365,000	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,325	\$ 366,325	Car Allowance
			Total	\$ 365,000	\$ -	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,325	\$ 366,325
Brandon Frye	VP Student Affairs	General Revenue	\$ -	\$ 82,500		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		Designated	\$ 82,500	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 1,980	\$ -	\$ 84,480	Award
		Auxiliary Funds	\$ 82,500	\$ 82,500		\$ -	\$ -	\$ -	\$ -	\$ 1,980	\$ -	\$ 84,480	Award
		Other Funds	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 2,640	\$ -	\$ 2,640	Award
		Total	\$ 165,000	\$ 165,000	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 6,600	\$ -	\$ 171,600	
Gina Oglesbee	VP Finance & Administration	Other E&G Income	\$ 202,594	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 2,400	\$ -	\$ 204,994	Longevity
		Designated	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 8,104	\$ -	\$ 8,104	Award
		Total	\$ 202,594	\$ -	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 10,504	\$ -	\$ 213,098	
Jill Still	VP University Advancement	Other E&G Income	\$ 192,913	\$ 192,913		\$ -	\$ -	\$ -	\$ -	\$ 3,120	\$ -	\$ 196,033	Longevity
		Designated	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 7,717	\$ -	\$ 7,717	Award
		Total	\$ 192,913	\$ 192,913	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 10,837	\$ -	\$ 203,750	
Lorenzo Smith	Provost & EVP Academic Affairs	Other E&G Income	\$ 240,000	\$ 240,000		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 240,000	
		Designated	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 5,760	\$ -	\$ 5,760	Award
		Other Funds	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 3,840	\$ -	\$ 3,840	Award
		Total	\$ 240,000	\$ 240,000	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 9,600	\$ -	\$ 249,600	
Marc Guidry	Assoc Provost & VP Academic Affairs	Other E&G Income	\$ -	\$ 149,176		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		Designated	\$ 149,176	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 6,520	\$ -	\$ 155,696	Longevity (\$2,640), Cell Phone Allowance (\$300) & Award (\$3,580)
		Other Funds	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 2,387	\$ -	\$ 2,387	Award
		Total	\$ 149,176	\$ 149,176	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 8,907	\$ -	\$ 158,083	
Sheryll Jerez	Interim Dean, Research & Graduate Studies	Designated	\$ 51,183	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 1,890	\$ -	\$ 53,073	Award
		General Revenue	\$ 78,743	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 78,743	
		Other Funds	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 1,260	\$ -	\$ 1,260	Award
		Total	\$ 129,926	\$ -	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 3,150	\$ -	\$ 133,076	
Leslie Cecil	Interim Assoc Dean, Research & Graduate Studies	Designated	\$ 32,618	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 1,898	\$ -	\$ 34,516	Award
		General Revenue	\$ 79,074	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 79,074	
		Other Funds	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 1,265	\$ -	\$ 1,265	Award
		Total	\$ 111,692	\$ -	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 3,163	\$ -	\$ 113,590	11 month appointment
Timothy Bisping	Dean, Business	Other E&G Income	\$ 210,767	\$ 210,767		\$ -	\$ -	\$ -	\$ -	\$ 720	\$ -	\$ 211,487	Longevity
		Designated	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 5,058	\$ -	\$ 5,058	Award
		Other Funds	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 3,372	\$ -	\$ 3,372	Award
		Total	\$ 210,767	\$ 210,767	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 9,151	\$ -	\$ 219,918	
Judy Abbott	Dean, Education	Designated	\$ 170,051	\$ 170,051		\$ -	\$ -	\$ -	\$ -	\$ 6,061	\$ -	\$ 176,112	Longevity (\$1,680), Cell Phone Allowance (\$300) & Award (\$4,081)
		Other Funds	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 2,721	\$ -	\$ 2,721	Award
		Total	\$ 170,051	\$ 170,051	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 8,782	\$ -	\$ 178,833	
Gary Wurtz	Dean, Fine Arts	General Revenue	\$ 170,000	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 7,680	\$ -	\$ 177,680	Longevity (\$3,600) & Award (\$4,080)
		Other Funds	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 2,720	\$ -	\$ 2,720	Award
		Total	\$ 170,000	\$ -	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 10,400	\$ -	\$ 180,400	
H. Michael Williams	Dean, Forestry	General Revenue	\$ 179,915	\$ 143,033		\$ -	\$ -	\$ -	\$ -	\$ 3,660	\$ -	\$ 183,575	Longevity (\$3,360) & Cell Phone Allowance (\$300)
		Restricted	\$ -	\$ 36,883		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		Designated	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 4,318	\$ -	\$ 4,318	Award
		Other Funds	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 2,879	\$ -	\$ 2,879	Award
		Total	\$ 179,915	\$ 179,915	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 10,857	\$ -	\$ 190,772	
Mark Knapp	Dean, Liberal and Applied Arts	Designated	\$ 170,000	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 170,000	
		Total	\$ 170,000	\$ -	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 170,000	
Kim Childs	Dean, Science & Mathematics	General Revenue	\$ 29,641	\$ 29,641		\$ -	\$ -	\$ -	\$ -	\$ 455	\$ -	\$ 30,096	Longevity
		Other E&G Income	\$ 173,800	\$ 173,800		\$ -	\$ -	\$ -	\$ -	\$ 2,665	\$ -	\$ 176,465	Longevity
		Designated	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 4,883	\$ -	\$ 4,883	Award
		Other Funds	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ 3,255	\$ -	\$ 3,255	Award
		Total	\$ 203,441	\$ 203,441	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 11,258	\$ -	\$ 214,699	

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Name	Position	Funding Source	Salary as of 9/1/2022	Salary as of 9/1/2021	Percentage Salary Increase Over FY2022	Nonsalary Benefits FY 2023					Total Compensation	Explanation / Comments for Non-Salary	
						Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Jason Reese	Assoc Dean, Business	Other E&G Income	\$ 162,000	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	162,000	
		Designated	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 3,888	\$ -	3,888	Award
		Other Funds	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 2,592	\$ -	2,592	Award
		<b>Total</b>	<b>\$ 162,000</b>	<b>\$ -</b>	<b>0.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 6,480</b>	<b>\$ -</b>	<b>\$ 168,480</b>	
Laurie Rogers	Asst Dean, Business	Designated	\$ 85,000	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 2,040	\$ -	87,040	Award
		Other Funds	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 1,360	\$ -	1,360	Award
		<b>Total</b>	<b>\$ 85,000</b>	<b>\$ -</b>	<b>0.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 3,400</b>	<b>\$ -</b>	<b>\$ 88,400</b>	
		Stacy Hendricks	Assoc Dean, Education	General Revenue	\$ 133,094	\$ 133,094	-	\$ -	\$ -	\$ -	\$ -	\$ 1,440	\$ -
Designated	\$ -			\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 3,194	\$ -	3,194	Award
Other Funds	\$ -			\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 2,130	\$ -	2,130	Award
<b>Total</b>	<b>\$ 133,094</b>			<b>\$ 133,094</b>	<b>0.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 6,764</b>	<b>\$ -</b>	<b>\$ 139,858</b>	
Christina Sinclair	Assoc Dean, Education/Coord NCATE	General Revenue	\$ 133,094	\$ 133,094	-	\$ -	\$ -	\$ -	\$ -	\$ 960	\$ -	134,054	Longevity
		Designated	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 3,194	\$ -	3,194	Award
		Other Funds	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 2,130	\$ -	2,130	Award
		<b>Total</b>	<b>\$ 133,094</b>	<b>\$ 133,094</b>	<b>0.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 6,284</b>	<b>\$ -</b>	<b>\$ 139,378</b>	
Matthew McBroom	Assoc Dean, Forestry	General Revenue	\$ 123,128	\$ 61,564	-	\$ -	\$ -	\$ -	\$ -	\$ 3,120	\$ -	126,248	Longevity
		Designated	\$ -	\$ 61,564	-	\$ -	\$ -	\$ -	\$ -	\$ 2,955	\$ -	2,955	Award
		Other Funds	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 1,970	\$ -	1,970	Award
		<b>Total</b>	<b>\$ 123,128</b>	<b>\$ 123,128</b>	<b>0.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 8,045</b>	<b>\$ -</b>	<b>\$ 131,173</b>	
Joyce Johnston	Assoc Dean, Liberal & Applied Arts	Other E&G Income	\$ 120,000	\$ 112,222	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	120,000	
		Designated	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 2,880	\$ -	2,880	Award
		Other Funds	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 1,920	\$ -	1,920	Award
		<b>Total</b>	<b>\$ 120,000</b>	<b>\$ 112,222</b>	<b>6.93%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 4,800</b>	<b>\$ -</b>	<b>\$ 124,800</b>	11 month appointment
Michele Harris	Assoc Dean, Science & Mathematics	Other E&G Income	\$ 111,238	\$ 111,238	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	111,238	
		Designated	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 2,670	\$ -	2,670	Award
		Other Funds	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 1,780	\$ -	1,780	Award
		<b>Total</b>	<b>\$ 111,238</b>	<b>\$ 111,238</b>	<b>0.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 4,450</b>	<b>\$ -</b>	<b>\$ 115,688</b>	11 month appointment
Deborah Pace	Assoc Dean, Science & Mathematics	General Revenue	\$ 151,731	\$ 151,731	-	\$ -	\$ -	\$ -	\$ -	\$ 4,560	\$ -	156,291	Longevity
		Designated	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 3,642	\$ -	3,642	Award
		Other Funds	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 2,428	\$ -	2,428	Award
		<b>Total</b>	<b>\$ 151,731</b>	<b>\$ 151,731</b>	<b>0.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 10,629</b>	<b>\$ -</b>	<b>\$ 162,360</b>	
Mark Sanders	Assoc Dean, Liberal and Applied Arts	Other E&G Income	\$ 126,124	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 1,680	\$ -	127,804	Longevity
		Designated	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 3,027	\$ -	3,027	Award
		Other Funds	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 2,018	\$ -	2,018	Award
		<b>Total</b>	<b>\$ 126,124</b>	<b>\$ -</b>	<b>0.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 6,725</b>	<b>\$ -</b>	<b>\$ 132,849</b>	
Andrew Dies	Asst VPSA/Dean of Stndt	Designated	\$ 30,000	\$ 30,000	-	\$ -	\$ -	\$ -	\$ -	\$ 720	\$ -	30,720	Award
		Auxiliary Funds	\$ 90,000	\$ 90,000	-	\$ -	\$ -	\$ -	\$ -	\$ 2,160	\$ -	92,160	Award
		Other Funds	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 1,920	\$ -	1,920	Award
		<b>Total</b>	<b>\$ 120,000</b>	<b>\$ 120,000</b>	<b>0.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 4,800</b>	<b>\$ -</b>	<b>\$ 124,800</b>	
Ryan Ivey	Athletic Director	Auxiliary Funds	\$ 200,000	\$ 200,000	-	\$ -	\$ -	\$ -	\$ -	\$ 720	\$ -	200,720	Longevity
		Designated	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 8,000	\$ -	8,000	Award
		<b>Total</b>	<b>\$ 200,000</b>	<b>\$ 200,000</b>	<b>0.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 8,720</b>	<b>\$ -</b>	<b>\$ 208,720</b>	
Jane Ann Bridges	Chief Audit Executive	Designated	\$ 97,479	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 4,367	\$ -	101,846	Longevity (\$468) & Award (\$3,899)
		Auxiliary Funds	\$ 52,489	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 2,352	\$ -	54,841	Longevity (\$252) & Award (\$2,100)
		<b>Total</b>	<b>\$ 149,968</b>	<b>\$ -</b>	<b>0.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 6,719</b>	<b>\$ -</b>	<b>\$ 156,687</b>	
Edward A. Espinoza	Chief Information Officer	Designated	\$ 188,006	\$ 188,006	-	\$ -	\$ -	\$ -	\$ -	\$ 10,400	\$ -	198,406	Longevity (\$2,880) & Award (\$7,520)
		<b>Total</b>	<b>\$ 188,006</b>	<b>\$ 188,006</b>	<b>0.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 10,400</b>	<b>\$ -</b>	<b>\$ 198,406</b>	
Damon Derrick	General Counsel	Designated	\$ 185,400	\$ 185,400	-	\$ -	\$ -	\$ -	\$ -	\$ 8,856	\$ -	194,256	Longevity (\$1,440) & Award (\$7,416)
		<b>Total</b>	<b>\$ 185,400</b>	<b>\$ 185,400</b>	<b>0.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 8,856</b>	<b>\$ -</b>	<b>\$ 194,256</b>	
Heather Rachele Garrett	Interim, Executive Director Enrollment Management	General Revenue	\$ 119,920	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 2,640	\$ -	122,560	Longevity
		Other Funds	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 3,837	\$ -	3,837	Award
		<b>Total</b>	<b>\$ 119,920</b>	<b>\$ -</b>	<b>0.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 6,477</b>	<b>\$ -</b>	<b>\$ 126,397</b>	

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						Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation				
Michara Delaney-Fields	Chief Diversity Officer	Designated	\$ 110,000	\$ 110,000		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 240	\$ -	\$ 110,240	Longevity	
			Other Funds	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,400	\$ -	\$ 4,400	Award
			Total	\$ 110,000	\$ 110,000	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,640	\$ -	\$ 114,640	
Graham Garner	Chief Marketing Communications Officer	Designated	\$ 145,000	\$ 145,000		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,900	\$ -	\$ 150,900	Longevity (\$100) & Award (\$5,800)	
			Other Funds	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,900	\$ -	\$ 5,900	
			Total	\$ 145,000	\$ 145,000	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,900	\$ -	\$ 150,900	
Joel Turner	Assc VP Univ Advancement	Designated	\$ 137,000	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,700	\$ -	\$ 144,700	Longevity (\$2,220) & Award (\$5,480)	
			Other Funds	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,700	\$ -	\$ 7,700	
			Total	\$ 137,000	\$ -	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,700	\$ -	\$ 144,700	