

**Higher Education  
Administrative Accountability Report  
Special Provisions, Art. III, Sec. 5.7  
FY 2024**

<b>Institution Code:</b>	751	<b>Institution Name:</b>	Texas A&M University-Commerce									
					Columns/column headers can be added/edited							
A	B	C	D	E	F	G	H	I	J	K	L	M
					Nonsalary Benefits FY2024							
				Percentage Salary Increase	One-time Payment (Merit)	Deferred Compensation	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
<b>Employee Name</b>	<b>Position (Title Description)</b>	<b>Funding Source</b>	<b>FY2024 Salary</b>								<b>Total Compensation</b>	<i>Explanation / Comments</i>
<b>Dr. Mark Rudin</b>	President & CEO	General Revenue	\$50,812								\$50,812	
		Other E&G Income	\$15,107								\$15,107	<i>FY2024 Merit Eff. 09/01/2023 - 3.05%</i>
		Designated	\$349,081			\$50,000	\$60,000				\$459,081	
		<b>Total</b>	<b>\$415,000</b>	<b>3.05%</b>	<b>\$0</b>	<b>\$50,000</b>	<b>\$60,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$525,000</b>
<b>Sarah Baker</b>	Associate Vice President Finance & Administration	General Revenue	\$127,187								\$127,187	<i>FY23 Merit Eff. 11/01/2022 - 3.33%</i>
		Other E&G Income	\$37,813								\$37,813	<i>FY24 Merit Eff. 09/01/2023 - 3.33%</i>
		Designated	\$0								\$0	<i>FY23 Equity - 3.34%</i>
		<b>Total</b>	<b>\$165,000</b>	<b>10.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$165,000</b>
<b>Nechell Bonds</b>	Vice President Enrollment Management	General Revenue	\$161,966								\$161,966	<i>FY23 Merit Eff. 11/01/2022 - 2.00%</i>
		Other E&G Income	\$48,154								\$48,154	<i>FY24 Merit Eff. 09/01/2023 - 3.06%</i>
		Designated	\$0								\$0	
		<b>Total</b>	<b>\$210,120</b>	<b>5.06%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$210,120</b>
<b>Dr. Ricky Dobbs</b>	Associate Provost Academic Affairs	General Revenue	\$0								\$0	<i>FY23 Merit Eff. 11/01/2022 - 2.00%</i>
		Other E&G Income	\$0								\$0	<i>FY24 Merit Eff. 09/01/2023 - 4.08%</i>
		Designated	\$0								\$0	
		Grant	\$212,160								\$212,160	
<b>Total</b>	<b>\$212,160</b>	<b>6.08%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$212,160</b>		
<b>Dr. Brent Donham</b>	Vice President for Research and Economic Development	General Revenue	\$162,760								\$162,760	<i>FY23 Promotion - New Appt - 5.13%</i>
		Other E&G Income	\$48,390								\$48,390	<i>FY24 Merit Eff. 09/01/2023 - 3.15%</i>
		Designated	\$0								\$0	
		<b>Total</b>	<b>\$211,150</b>	<b>8.28%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$211,150</b>
<b>Mattie Dunlap</b>	Dean Libraries	General Revenue	\$89,986								\$89,986	<i>FY23 Equity - 10.00%</i>
		Other E&G Income	\$26,753								\$26,753	<i>FY24 Merit Eff. 09/01/2023 - 5.50%</i>
		Designated	\$0								\$0	
		<b>Total</b>	<b>\$116,739</b>	<b>15.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$116,739</b>

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Employee Name	Position (Title Description)	Funding Source	FY2024 Salary	Percentage Salary Increase	Nonsalary Benefits FY2024						Total Compensation	Explanation / Comments
					One-time Payment (Merit)	Deferred Compensation	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
<b>Jennifer Dyer</b>	Associate Dean	General Revenue	\$100,038								\$100,038	
	Graduate Studies	Other E&G Income	\$29,742								\$29,742	
		Designated									\$0	<i>New Appointment</i>
		<b>Total</b>		<b>\$129,780</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$129,780</b>
<b>Devin Girod</b>	Vice President Philanthropy & Engagement	General Revenue									\$0	
		Other E&G Income									\$0	<i>FY24 Merit Eff. 09/01/2023 - 3.00%</i>
		Designated	\$206,000								\$206,000	
		<b>Total</b>		<b>\$206,000</b>	<b>3.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$206,000</b>
<b>Dr. Andrea Graham</b>	Dean	General Revenue	\$148,770								\$148,770	<i>FY23 Merit Eff. 11/01/2022 - 2.18%</i>
	College of Science & Engineering	Other E&G Income	\$44,230								\$44,230	<i>FY23 Promotion to Dean of COSE - 25.97%</i>
		Designated									\$0	
		<b>Total</b>		<b>\$193,000</b>	<b>28.15%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$193,000</b>
<b>Dr. Raymond Green</b>	Dean	General Revenue	\$134,895								\$134,895	
	College of Education & Human Services	Other E&G Income	\$40,105								\$40,105	
		Designated									\$0	<i>Promotion Dean of EDUC - 16.67%</i>
		<b>Total</b>		<b>\$175,000</b>	<b>16.67%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$175,000</b>
<b>Dr. Derald Harp</b>	Interim Associate Dean & Interim DH	General Revenue	\$76,964								\$76,964	
	College of Agriculture Sciences & Natural Resources	Other E&G Income	\$22,882								\$22,882	
		Designated									\$0	<i>New Interim Appointment</i>
		<b>Total</b>		<b>\$99,846</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$99,846</b>
<b>Dr. Randy Harp</b>	Dean	General Revenue	\$145,455								\$145,455	<i>FY24 Merit Eff. 09/01/2023 - 2.00%</i>
	College of Agriculture Sciences & Natural Resources	Other E&G Income	\$43,245								\$43,245	
		Designated									\$0	
		<b>Total</b>		<b>\$188,700</b>	<b>2.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$188,700</b>
<b>Dr. Demarquis Hayes</b>	Associate Dean, Co-Interim DH and Professor	General Revenue	\$64,660								\$64,660	<i>FY2024 Equity Adjust - 3.12%</i>
		Other E&G Income	\$22,224								\$22,224	<i>FY2024 Merit Eff. 09/01/2023 - 2.70%</i>
	College of Education & Human Services	Designated	\$19,900								\$19,900	<i>Stipends Co-Interim DH &amp; Assoc Dean 5.09%</i>
		<b>Total</b>		<b>\$106,784</b>	<b>10.91%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$106,784</b>

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					One-time Payment (Merit)	Deferred Compensation	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
<b>Sandra Hayes</b>	Associate Dean	General Revenue									\$0	
	Libraries	Other E&G Income									\$0	
		Designated	\$76,949								\$76,949	<i>New Appointment</i>
		<b>Total</b>	<b>\$76,949</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$76,949</b>	
<b>Linda King</b>	Chief of Staff	General Revenue	\$138,340								\$138,340	<i>FY23 Merit Eff. 11/01/2022 - 2.00%</i>
		Other E&G Income	\$41,129								\$41,129	<i>FY24 Merit Eff. 09/01/2023 - 3.06%</i>
		Designated									\$0	
		<b>Total</b>	<b>\$179,469</b>	<b>5.06%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$179,469</b>	
<b>Dr. Anil Kumar</b>	Associate Dean and Professor	General Revenue	\$112,541								\$112,541	<i>FY23 Merit Eff. 11/01/2022 - 1.79%</i>
	College of Business	Other E&G Income	\$33,459								\$33,459	<i>FY24 Merit Eff. 09/01/2023 - 2.50%</i>
		Designated									\$0	
		<b>Total</b>	<b>\$146,000</b>	<b>4.29%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$146,000</b>	
<b>Tina Livingston</b>	Vice President Finance & Administration	General Revenue	\$206,428								\$206,428	<i>FY23 Equity Adj Eff. 11/01/2023 - 19.59%</i>
		Other E&G Income	\$61,372								\$61,372	<i>FY24 Merit Eff. 09/01/2023 - 3.59%</i>
		Designated									\$0	
		<b>Total</b>	<b>\$267,800</b>	<b>23.18%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$267,800</b>	
<b>Gina Lowe</b>	Associate Vice President	General Revenue									\$0	
	Philanthropy & Engagement	Other E&G Income									\$0	
		Designated	\$125,000								\$125,000	<i>New Appointment</i>
		<b>Total</b>	<b>\$125,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$125,000</b>	
<b>Dr. Kent Montgomery</b>	Associate Dean	General Revenue	\$115,624								\$115,624	
	College of Science & Engineering	Other E&G Income	\$34,376								\$34,376	
		Designated									\$0	<i>New Appointment</i>
		<b>Total</b>	<b>\$150,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$150,000</b>	
<b>Dr. Robert Rodriguez</b>	Interim Associate Dean	General Revenue	\$59,739								\$59,739	
	College of Humanities, Social Sciences &	Other E&G Income	\$17,761								\$17,761	<i>New Appointment</i>
		Designated									\$0	
		<b>Total</b>	<b>\$77,500</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$77,500</b>	

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					One-time Payment (Merit)	Deferred Compensation	Housing Allowance	Car Allowance	Communication Allowance		
<b>Judy Sackfield</b>	Vice President Student Affairs & Dean of Students	General Revenue	\$161,966							\$161,966	FY23 Merit Eff. 11/01/2022 - 4.51%
		Other E&G Income	\$48,154							\$48,154	FY24 Merit Eff. 09/01/2023 - 3.14%
		Designated								\$0	FY24 Equity Adjustment - 13.53%
		<b>Total</b>		<b>\$210,120</b>	<b>21.18%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$210,120</b>
<b>Dr. April Sanders</b>	Assistant Dean	General Revenue								\$0	
	College of Innovation & Design	Other E&G Income								\$0	FY24 Merit Eff. 09/01/2023 - 3.00%
		Designated	\$103,000							\$103,000	
		<b>Total</b>		<b>\$103,000</b>	<b>3.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$103,000</b>
<b>Dr. Jennifer Schroeder</b>	Dean	General Revenue	\$135,582							\$135,582	FY23 Merit Eff. 11/01/2022 - 2.00%
	Graduate Studies	Other E&G Income	\$40,310							\$40,310	FY24 Merit Eff. 09/01/2023 - 4.08%
		Designated								\$0	
		<b>Total</b>		<b>\$175,892</b>	<b>6.08%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$175,892</b>
<b>Dr. David Scott</b>	Interim Dean	General Revenue	\$128,472							\$128,472	FY23 Merit Eff. 11/01/2022 - 2.76%
	College of Humanities, Social Sciences & Arts	Other E&G Income	\$38,195							\$38,195	Interim Dean Appointment - 36.66%
		Designated								\$0	
		<b>Total</b>		<b>\$166,667</b>	<b>39.42%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$166,667</b>
<b>Katelyn Severance</b>	Chief Compliance Officer	General Revenue	\$83,842							\$83,842	FY23 Merit Eff. 11/01/2022 - 2.00%
		Other E&G Income	\$24,927							\$24,927	FY24 Merit Eff. 09/01/2023 - 3.06%
		Designated								\$0	
		<b>Total</b>		<b>\$108,769</b>	<b>5.06%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$108,769</b>
<b>Jordan Stevenson</b>	Assistant VP Enrollment Management	General Revenue	\$115,624							\$115,624	
		Other E&G Income	\$34,376							\$34,376	
		Designated								\$0	New Appointment
		<b>Total</b>		<b>\$150,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$150,000</b>
<b>Dr. Tammi Vacha-Haase</b>	Vice President & Provost	General Revenue	\$210,398							\$210,398	
		Other E&G Income	\$62,552							\$62,552	FY24 Merit Eff. 09/01/2023 - 3.00%
		Designated								\$0	
		<b>Total</b>		<b>\$272,950</b>	<b>3.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$272,950</b>

