

**Institution Code:** 754 **Institution Name:** Texas State University

Name	Position	Funding Source	Salary 09/1/2015	Percentage Salary Increase Over FY 2015	Cash Bonuses	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
**CLAS = Counseling, Leadership, Adult Ed and School Psychology *** OWL = Occupational, Workforce and Leadership											
Trauth, Denise	President	General Revenue	\$65,945		\$0	*	\$0	\$0	\$0	\$65,945	*President resides on campus
		Designated	\$434,055	9.23%	\$0	\$0	\$12,000	\$0	\$0	\$446,055	Adjustment; Car allowance for use of personal vehicle
		<b>Total</b>	\$500,000		\$0	\$0	\$12,000	\$0	\$0	\$512,000	
Bourgeois, Eugene	Provost and Vice President, Academic Affairs	General Revenue	\$325,000	12.07%	\$0	\$0	\$0	\$0	\$0	\$325,000	Merit 9/2015
Opheim, Cynthia	Assoc Provost, Academic Affairs	General Revenue	\$196,941	3.41%	\$0	\$0	\$0	\$0	\$0	\$196,941	Merit 9/2015
Algoe, Eric	Vice President, Finance and Support Services	Designated	\$295,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$295,000	Date of hire 9/1/2015
Breier, Barbara	Vice President, University Advancement	Designated	\$207,600		\$0	\$0	\$0	\$0	\$0	\$207,600	
		Restricted	\$32,400		\$0	\$0	\$0	\$0	\$0	\$32,400	
		<b>Total</b>	\$240,000	4.35%	\$0	\$0	\$0	\$0	\$0	\$240,000	Merit 9/2015
Smith, Joanne	Vice President, Student Affairs	Designated	\$220,000	5.77%	\$0	\$0	\$0	\$0	\$0	\$220,000	Merit 9/2015
Pierce, Kenneth	Vice President, Information Technology	Designated	\$215,000	0.00%	\$0	\$0	\$0	\$896	\$0	\$215,896	Date of hire 9/1/2015
Teis, Lawrence	Director of Athletics	Auxiliary	\$300,000	9.09%	\$0	\$0	\$12,000	\$0	\$0	\$312,000	Merit 9/2015; Car allowance for use of personal vehicle.
		Designated	\$0		\$25,000	\$0	\$0	\$0	\$0	\$25,000	Bonus
		<b>Total</b>	\$300,000		\$25,000	\$0	\$12,000	\$0	\$0	\$337,000	
Arellano, Margarita	Assoc VP, Student Affairs/Dean of Students	Designated	\$164,637	4.54%	\$750	\$0	\$0	\$0	\$0	\$165,387	Merit 9/2015; University Longevity 5/2015; Award 11/2014
Covington, Billy	Assoc VP, Research and Federal Relations	Designated	\$192,338	3.00%	\$0	\$0	\$0	\$0	\$0	\$192,338	Merit 9/2015
Wuest, Beth	Assoc VP, Institutional Effectiveness	General Revenue	\$155,953	3.28%	\$0	\$0	\$0	\$0	\$0	\$155,953	Merit 9/2015
Guerra, Juan	Assoc VP, Facilities	General Revenue	\$166,502	3.00%	\$0	\$0	\$0	\$0	\$0	\$166,502	Merit 9/2015
Heintze, Michael	Assoc VP, Enrollment Management	General Revenue	\$202,086	3.28%	\$0	\$0	\$0	\$0	\$0	\$202,086	Merit 9/2015
Heath, Joan	Assoc VP and University Librarian	Designated	\$155,001	4.03%	\$1,500	\$0	\$0	\$0	\$0	\$156,501	Merit 9/2015; Award 7/2015
Hughes, Mark	Assoc VP, Technology Resources	Designated	\$176,400	4.13%	\$1,999	\$0	\$0	\$0	\$0	\$178,399	Merit 9/2015; Award 07/2015
Solis, Carlos	Assoc VP, Instructional Technologies Support	Designated	\$130,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$130,000	Date of hire 7/2015
Nusbaum, Nancy	Assoc VP, Finance and Support Services Planning	Designated	\$158,448	3.00%	\$0	\$0	\$0	\$0	\$0	\$158,448	Merit 9/2015
		Auxiliary	\$25,000		\$0	\$0	\$0	\$0	\$0	\$25,000	Interim Director of Transportation; effective 11/2013
		<b>Total</b>	\$183,448		\$0	\$0	\$0	\$0	\$0	\$183,448	
Borgonah, Darryl	Assoc VP, Financial Services	Designated	\$134,602	4.55%	\$0	\$0	\$0	\$0	\$0	\$134,602	Merit 9/2015; University Longevity 4/2015
		General Revenue	\$0		\$0	\$0	\$0	\$4,124	\$0	\$4,124	Moving Expense 9/2014
		<b>Total</b>	\$134,602		\$0	\$0	\$0	\$4,124	\$0	\$138,726	
Thorne, Debbie	Assoc VP, Academic Affairs	General Revenue	\$178,438	3.46%	\$0	\$0	\$0	\$0	\$0	\$178,438	Merit 9/2015
Anderson, Stephanie	Asst VP, Enrollment Management/Undergraduate Admissions	General Revenue	\$155,562	3.00%	\$0	\$0	\$0	\$0	\$0	\$155,562	Merit 9/2015
		Designated	\$0		\$483	\$0	\$0	\$0	\$0	\$483	Award 10/2014
		<b>Total</b>	\$155,562		\$483	\$0	\$0	\$0	\$0	\$156,045	
Benn, Sherri	Asst VP/Dir, Student Diversity & Inclusion/ADA Coordinator	Designated	\$118,434	5.92%	\$750	\$0	\$0	\$0	\$0	\$119,184	Merit 9/2015; Award 11/2014
		General Revenue	\$0		\$0	\$0	\$0	\$4,000	\$0	\$4,000	**CLAS teaching overload payments
		<b>Total</b>	\$118,434		\$750	\$0	\$0	\$4,000	\$0	\$123,184	

Blanda, Michael	Asst VP, Research and Federal Relations	Designated	\$150,961	3.50%	\$0	\$0	\$0	\$0	\$0	\$150,961	Merit 9/2015
VACANT	Asst VP, Development	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	
Flores, Matthew	Asst VP, University Advancement/Managing Editor, Hillviews	Designated	\$111,748	4.00%	\$0	\$0	\$0	\$0	\$0	\$111,748	Merit 9/2015
Perry, Daniel S.	Asst VP, University Advancement	Designated	\$129,681	5.56%	\$0	\$0	\$0	\$0	\$0	\$129,681	Merit 9/2015; University Longevity 11/2014
Thyberg, Gordon	Asst. VP, Budgeting, Financial Planning & Analysis	Designated	\$136,359	3.00%	\$0	\$0	\$0	\$0	\$0	\$136,359	Merit 9/2015
McBride, John	Asst VP, Human Resources	Designated	\$145,572	3.00%	\$0	\$0	\$0	\$0	\$0	\$145,572	Merit 9/2015
Brown, Ronald	Asst VP, Academic Services	General Revenue	\$164,284	3.28%	\$0	\$0	\$0	\$1,300	\$0	\$165,584	Merit 9/2015; University Seminar teaching overload payments
Rehbein, Edna	Asst VP, Academic Affairs	General Revenue	\$156,154	0.00%	\$0	\$0	\$0	\$3,500	\$0	\$159,654	Title change 2/2015; English Dept. teaching overload payments
Buck, Ryan	Asst VP, International Affairs	Designated	\$125,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$125,000	Date of hire 3/2015
Carpenter, Delbert	Dean, Education	General Revenue	\$190,638	3.28%	\$0	\$0	\$0	\$0	\$0	\$190,638	Merit 9/2015
Brown, Daniel	Dean, University College/Dir, PACE Center	Designated	\$166,127	3.00%	\$0	\$0	\$0	\$0	\$0	\$166,127	Merit 9/2015
		General Revenue	\$0		\$0	\$0	\$0	\$2,600	\$0	\$2,600	University Seminar teaching overload payments
		<b>Total</b>	\$166,127		\$0	\$0	\$0	\$2,600	\$0	\$168,727	
Habingreither, Robert	Interim Dean, Science & Engineering	General Revenue	\$169,407	0.00%	\$0	\$0	\$0	\$7,514	\$0	\$176,921	Appointed as Interim Dean 6/2015; Stipend for Interim Dean assignment
Chahin, T. Jaime	Dean, Applied Arts	General Revenue	\$187,827	3.46%	\$0	\$0	\$0	\$0	\$0	\$187,827	Merit 9/2015
Fleming, John	Dean, Fine Arts and Communications	General Revenue	\$170,000	21.00%	\$0	\$0	\$0	\$13,818	\$0	\$183,818	Promotion 5/2015; Additional compensation for prior Interim Dean assignment
Hennessy, Michael	Dean, Liberal Arts	General Revenue	\$202,965	3.46%	\$0	\$0	\$0	\$0	\$0	\$202,965	Merit 9/2015
Smart, Denise	Dean, Business	General Revenue	\$244,900	3.28%	\$0	\$0	\$0	\$0	\$0	\$244,900	Merit 9/2015
Welborn, Ruth	Dean, Health Professions	General Revenue	\$184,685	3.28%	\$0	\$0	\$0	\$0	\$0	\$184,685	Merit 9/2015
Golato, Andrea	Dean, Graduate College	General Revenue	\$176,428	3.46%	\$0	\$0	\$0	\$0	\$0	\$176,428	Merit 9/2015
Galloway, Heather	Dean, Honors College	General Revenue	\$155,172	3.28%	\$0	\$0	\$0	\$0	\$0	\$155,172	Merit 9/2015
VACANT	Assoc Dean, University College	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	
Nava, Michael Evan	Assoc Dean, University College Student Services	Designated	\$107,681	3.00%	\$832	\$0	\$0	\$0	\$0	\$108,513	Merit 9/2015; FY14 Staff Award 10/2014
		General Revenue	\$0		\$0	\$0	\$0	\$9,200	\$0	\$9,200	***OWL teaching overload payments; University Seminar teaching overload payments
		<b>Total</b>	\$107,681		\$832	\$0	\$0	\$9,200	\$0	\$117,713	
Bolch, Kambra	Assoc Dean, Academic Programs	General Revenue	\$103,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$103,000	Promotion 7/2015
Payne, Eugene	Asst Dean, College (McCoy College of Business)- 50% FTE	General Revenue	\$39,250		\$0	\$0	\$0	\$0	\$0	\$39,250	
		Restricted	\$39,250		\$0	\$0	\$0	\$0	\$0	\$39,250	
		<b>Total</b>	\$78,500	3.97%	\$0	\$0	\$0	\$0	\$0	\$78,500	Faculty Merit
Hindson, Lauren	Asst Dean, College (Athletic Academic Ctr.)	Auxiliary	\$66,388		\$0	\$0	\$0	\$0	\$0	\$66,388	
		Designated	\$9,571		\$700	\$0	\$0	\$0	\$0	\$10,271	FY14 Staff Award 10/2014
		<b>Total</b>	\$75,959	3.00%	\$700	\$0	\$0	\$0	\$0	\$76,659	Merit 9/2015