

**Higher Education  
Administrative Accountability Report  
Special Provisions, Sec. 7  
FY2020**

Institution Code: 755

Institution Name: Stephen F. Austin State University

| Name                | Position                            | Funding Source   | Salary as of 9/1/2019 | Percentage Salary Increase Over FY2019 | Nonsalary Benefits FY 2020 |                        |                   |               |                 | Total Compensation | Explanation / Comments for Non-Salary |  |
|---------------------|-------------------------------------|------------------|-----------------------|--|----------------------------|------------------------|-------------------|---------------|-----------------|--------------------|---------------------------------------|--|
|                     |                                     |                  |                       |  | Cash Bonuses               | Practice Plan Benefits | Housing Allowance | Car Allowance | Other           |                    |                                       | Non-Cash Compensation                              |
| Scott Gordon*       | President                           | General Revenue  | \$ 65,919             |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ -            | \$ -               | \$ 65,919                             |  |
|                     |                                     | Designated       | \$ -                  |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ -            | \$ 30,000          | House & Car Allowance                 |  |
|                     |                                     | Auxiliary Funds  | \$ 299,081            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ -            | \$ -               | \$ 299,081                            |  |
|                     |                                     | <b>Total</b>     | <b>\$ 365,000</b>     | <b>0.00%</b>                           | <b>\$ -</b>                | <b>\$ -</b>            | <b>\$ -</b>       | <b>\$ -</b>   | <b>\$ -</b>     | <b>\$ 30,000</b>   | <b>\$ 395,000</b>                     |  |
| Steve Westbrook     | VP University Affairs               | General Revenue  | \$ 101,297            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 2,400        | \$ -               | \$ 103,697                            | Longevity  |
|                     |                                     | Auxiliary Funds  | \$ 101,297            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 2,400        | \$ -               | \$ 103,697                            | Longevity  |
|                     |                                     | <b>Total</b>     | <b>\$ 202,594</b>     | <b>3.30%</b>                           | <b>\$ -</b>                | <b>\$ -</b>            | <b>\$ -</b>       | <b>\$ -</b>   | <b>\$ 4,800</b> | <b>\$ -</b>        | <b>\$ 207,394</b>                     |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
| Danny Gallant       | VP Finance & Administration         | Other E&G Income | \$ 202,594            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 4,800        | \$ -               | \$ 207,394                            | Longevity  |
|                     |                                     | <b>Total</b>     | <b>\$ 202,594</b>     | <b>3.30%</b>                           | <b>\$ -</b>                | <b>\$ -</b>            | <b>\$ -</b>       | <b>\$ -</b>   | <b>\$ 4,800</b> | <b>\$ -</b>        | <b>\$ 207,394</b>                     |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
| Jill Still          | VP University Advancement           | Other E&G Income | \$ 192,913            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 2,880        | \$ -               | \$ 195,793                            | Longevity  |
|                     |                                     | <b>Total</b>     | <b>\$ 192,913</b>     | <b>3.30%</b>                           | <b>\$ -</b>                | <b>\$ -</b>            | <b>\$ -</b>       | <b>\$ -</b>   | <b>\$ 2,880</b> | <b>\$ -</b>        | <b>\$ 195,793</b>                     |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
| Steven Bullard      | Provost & VP Academic Affairs       | Other E&G Income | \$ 241,351            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 1,509        | \$ -               | \$ 242,860                            | Longevity (\$1006) & Cell Phone Allowance (\$503)  |
|                     |                                     | Restricted Funds | \$ 46,623             |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 291          | \$ -               | \$ 46,914                             | Longevity (\$194) & Cell Phone Allowance (\$97)    |
|                     |                                     | <b>Total</b>     | <b>\$ 287,974</b>     | <b>3.30%</b>                           | <b>\$ -</b>                | <b>\$ -</b>            | <b>\$ -</b>       | <b>\$ -</b>   | <b>\$ 1,800</b> | <b>\$ -</b>        | <b>\$ 289,774</b>                     |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
| Janet Tareilo       | Assoc Provost & VP Academic Affairs | Designated       | \$ 148,988            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 1,680        | \$ -               | \$ 150,668                            | Longevity  |
|                     |                                     | <b>Total</b>     | <b>\$ 148,988</b>     | <b>2.75%</b>                           | <b>\$ -</b>                | <b>\$ -</b>            | <b>\$ -</b>       | <b>\$ -</b>   | <b>\$ 1,680</b> | <b>\$ -</b>        | <b>\$ 150,668</b>                     |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
| Marc Guidry         | Assoc Provost & VP Academic Affairs | Other E&G Income | \$ 149,176            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 2,400        | \$ -               | \$ 151,576                            | Longevity  |
|                     |                                     | <b>Total</b>     | <b>\$ 149,176</b>     | <b>2.88%</b>                           | <b>\$ -</b>                | <b>\$ -</b>            | <b>\$ -</b>       | <b>\$ -</b>   | <b>\$ 2,400</b> | <b>\$ -</b>        | <b>\$ 151,576</b>                     |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
| Pauline Sampson     | Dean, Research & Graduate Studies   | Designated       | \$ 158,950            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 1,680        | \$ -               | \$ 160,630                            | Longevity  |
|                     |                                     | <b>Total</b>     | <b>\$ 158,950</b>     | <b>2.88%</b>                           | <b>\$ -</b>                | <b>\$ -</b>            | <b>\$ -</b>       | <b>\$ -</b>   | <b>\$ 1,680</b> | <b>\$ -</b>        | <b>\$ 160,630</b>                     |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
| Timothy Bisping     | Dean, Business                      | Other E&G Income | \$ 210,767            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 480          | \$ -               | \$ 211,247                            | Longevity  |
|                     |                                     | <b>Total</b>     | <b>\$ 210,767</b>     | <b>2.88%</b>                           | <b>\$ -</b>                | <b>\$ -</b>            | <b>\$ -</b>       | <b>\$ -</b>   | <b>\$ 480</b>   | <b>\$ -</b>        | <b>\$ 211,247</b>                     |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
| Judy Abbott         | Dean, Education                     | Designated       | \$ 170,051            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 2,160        | \$ -               | \$ 172,211                            | Longevity (\$1440) & Cell Phone Allowance (\$720)  |
|                     |                                     | <b>Total</b>     | <b>\$ 170,051</b>     | <b>2.88%</b>                           | <b>\$ -</b>                | <b>\$ -</b>            | <b>\$ -</b>       | <b>\$ -</b>   | <b>\$ 2,160</b> | <b>\$ -</b>        | <b>\$ 172,211</b>                     |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
| A. C. Himes         | Dean, Fine Arts                     | General Revenue  | \$ 162,953            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 1,440        | \$ -               | \$ 164,393                            | Longevity  |
|                     |                                     | <b>Total</b>     | <b>\$ 162,953</b>     | <b>2.50%</b>                           | <b>\$ -</b>                | <b>\$ -</b>            | <b>\$ -</b>       | <b>\$ -</b>   | <b>\$ 1,440</b> | <b>\$ -</b>        | <b>\$ 164,393</b>                     |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
| H. Michael Williams | Dean, Forestry                      | General Revenue  | \$ 179,915            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 3,520        | \$ -               | \$ 183,435                            | Longevity (\$3,100) & Cell Phone Allowance (\$420) |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |
|                     |                                     |                  |                       |  |                            |                        |                   |               |                 |                    |                                       |  |

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|--------------------|-----------------------------------|------------------|-----------------------|--|----------------------------|------------------------|-------------------|---------------|----------|--------------------|---------------------------------------|-----------------------|
|                    |                                   |                  |                       |  | Cash Bonuses               | Practice Plan Benefits | Housing Allowance | Car Allowance | Other    |                    |                                       | Non-Cash Compensation |
| Total              |                                   |                  | \$ 179,915            | 2.75%                                  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 3,520 | \$ -               | \$ 183,435                            |                       |
| Brian Murphy       | Dean, Liberal and Applied Arts    | Other E&G Income | \$ 171,643            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 1,440 | \$ -               | \$ 173,083                            | Longevity             |
| Total              |                                   |                  | \$ 171,643            | 2.88%                                  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 1,440 | \$ -               | \$ 173,083                            |                       |
| Kim Childs         | Dean, Science & Mathematics       | General Revenue  |                       |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ -     | \$ -               | \$ -                                  |                       |
|                    |                                   | Other E&G Income | \$ 203,441            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 2,880 | \$ -               | \$ 206,321                            | Longevity             |
| Total              |                                   |                  | \$ 203,441            | 2.88%                                  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 2,880 | \$ -               | \$ 206,321                            |                       |
| Todd Brown         | Assoc Dean, Business              | Other E&G Income | \$ 179,188            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 1,460 | \$ -               | \$ 180,648                            | Longevity             |
| Total              |                                   |                  | \$ 179,188            | 2.25%                                  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 1,460 | \$ -               | \$ 180,648                            |                       |
| Mitchell Crocker   | Assoc Dean, Business              | Designated       | \$ 172,022            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 2,160 | \$ -               | \$ 342,419                            | Longevity             |
| Total              |                                   |                  | \$ 172,022            | 2.25%                                  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 2,160 | \$ -               | \$ 342,419                            |                       |
| Stacy Hendricks    | Assoc Dean, Education             | General Revenue  | \$ 128,094            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 960   | \$ -               | \$ 129,054                            | Longevity             |
| Total              |                                   |                  | \$ 128,094            | 3.88%                                  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 960   | \$ -               | \$ 129,054                            |                       |
| Christina Sinclair | Assoc Dean, Education/Coord NCATE | General Revenue  | \$ 133,094            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 720   | \$ -               | \$ 133,814                            | Longevity             |
| Total              |                                   |                  | \$ 133,094            | 7.93%                                  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 720   | \$ -               | \$ 133,814                            |                       |
| Scott Shattuck     | Assoc Dean, Fine Arts             | General Revenue  | \$ 125,936            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 1,440 | \$ -               | \$ 127,376                            | Longevity             |
| Total              |                                   |                  | \$ 125,936            | 2.90%                                  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 1,440 | \$ -               | \$ 127,376                            |                       |

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|---------------------|--|------------------|--------------------------|--|----------------------------|------------------------------|----------------------|------------------|----------|-----------------------|---------------------------------------|---|
|                     |  |                  |                          |  | Cash<br>Bonuses            | Practice<br>Plan<br>Benefits | Housing<br>Allowance | Car<br>Allowance | Other    |                       |                                       | Non-Cash<br>Compensation                          |
| Matthew McBroom     | Assoc Dean, Forestry   | General Revenue  | \$ 123,128               |  | \$ -                       | \$ -                         | \$ -                 | \$ -             | \$ 2,740 | \$ -                  | \$ 125,868                            | Longevity   |
|                     |  |                  | Total                    | \$ 123,128                                   | 3.38%                      | \$ -                         | \$ -                 | \$ -             | \$ -     | \$ 2,740              | \$ -                                  |   |
| Mark Sanders        | Assoc Dean, Liberal & Applied Arts                             | Other E&G Income | \$ 126,124               |  | \$ -                       | \$ -                         | \$ -                 | \$ -             | \$ 1,240 | \$ -                  | \$ 127,364                            | Longevity   |
|                     |  |                  | Total                    | \$ 126,124                                   | 3.38%                      | \$ -                         | \$ -                 | \$ -             | \$ -     | \$ 1,240              | \$ -                                  |   |
| Joyce Johnston*     | Assoc Dean, Liberal & Applied Arts                             | Other E&G Income | \$ 112,222               |  | \$ -                       | \$ -                         | \$ -                 | \$ -             | \$ -     | \$ -                  | \$ 112,222                            | Longevity   |
|                     |  |                  | Total                    | \$ 112,222                                   | 0.00%                      | \$ -                         | \$ -                 | \$ -             | \$ -     | \$ -                  | \$ -                                  |   |
| Freddie Avant       | Director, Social Work/<br>Assoc Dean, Liberal and Applied Arts | Other E&G Income | \$ 136,097               |  | \$ -                       | \$ -                         | \$ -                 | \$ -             | \$ -     | \$ -                  | \$ 136,097                            | 11 month appointment                              |
|                     |  |                  | Total                    | \$ 136,097                                   | 3.64%                      | \$ -                         | \$ -                 | \$ -             | \$ -     | \$ -                  | \$ -                                  |   |
| Michele Harris      | Assoc Dean, Science & Mathematics                              | Other E&G Income | \$ 111,238               |  | \$ -                       | \$ -                         | \$ -                 | \$ -             | \$ -     | \$ -                  | \$ 111,238                            | 11 month appointment                              |
|                     |  |                  | Total                    | \$ 111,238                                   | 3.15%                      | \$ -                         | \$ -                 | \$ -             | \$ -     | \$ -                  | \$ -                                  |   |
| Deborah Pace        | Assoc Dean, Science & Mathematics                              | Designated       | \$ 151,731               |  | \$ -                       | \$ -                         | \$ -                 | \$ -             | \$ 4,320 | \$ -                  | \$ 156,051                            | Longevity   |
|                     |  |                  | Total                    | \$ 151,731                                   | 2.88%                      | \$ -                         | \$ -                 | \$ -             | \$ -     | \$ 4,320              | \$ -                                  |   |
| Adam Peck           | Dean, Student Affairs/Asst VP Univ Affairs                     | General Revenue  | \$ 31,311                |  | \$ -                       | \$ -                         | \$ -                 | \$ -             | \$ 430   | \$ -                  | \$ 31,741                             | Longevity   |
|                     |  |                  | Auxiliary Funds          | \$ 93,934                                    |                            | \$ -                         | \$ -                 | \$ -             | \$ -     | \$ 1,290              | \$ -                                  |   |
| Total               |  |                  | \$ 125,245               | 3.30%  | \$ -                       | \$ -                         | \$ -                 | \$ -             | \$ 1,720 | \$ -                  | \$ 126,965                            |   |
| Hollie Gammel-Smith | Asst Dean, Student Affairs Programs                            | Auxiliary Funds  | \$ 85,224                |  | \$ -                       | \$ -                         | \$ -                 | \$ -             | \$ 2,640 | \$ -                  | \$ 87,864                             | Longevity (\$1920) & Cell Phone Allowance (\$720) |
|                     |  |                  | Total                    | \$ 85,224                                    | 3.00%                      | \$ -                         | \$ -                 | \$ -             | \$ -     | \$ 2,640              | \$ -                                  |   |
| Ryan Ivey           | Athletic Director  | Auxiliary Funds  | \$ 200,000               |  | \$ -                       | \$ -                         | \$ -                 | \$ -             | \$ 991   | \$ -                  | \$ 200,991                            | Longevity (\$420) & Car Allowance (\$345)         |
|                     |  |                  | Total                    | \$ 200,000                                   | 0.00%                      | \$ -                         | \$ -                 | \$ -             | \$ -     | \$ 991                | \$ -                                  |   |
| Gina Oglesbee       | Chief Audit Executive  | Designated       | \$ 97,479                |  | \$ -                       | \$ -                         | \$ -                 | \$ -             | \$ 1,391 | \$ -                  | \$ 98,870                             | Longevity   |
|                     |  |                  | Auxiliary Funds          | \$ 52,489                                    |                            | \$ -                         | \$ -                 | \$ -             | \$ -     | \$ 749                | \$ -                                  |   |
| Total               |  |                  | \$ 149,968               | 3.00%  | \$ -                       | \$ -                         | \$ -                 | \$ -             | \$ 2,140 | \$ -                  | \$ 152,108                            |   |

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|                  |                           |                |                       |  | Cash Bonuses               | Practice Plan Benefits | Housing Allowance | Car Allowance | Other    |                    |                                       | Non-Cash Compensation |
| Anthony Espinoza | Chief Information Officer | Designated     | \$ 188,066            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 2,640 | \$ -               | \$ 190,706                            | Longevity (\$2640)    |
|                  |                           | Total          | \$ 188,066            | 3.33%                                  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 2,640 | \$ -               | \$ 190,706                            |                       |
| Damon Derrick    | General Counsel           | Designated     | \$ 185,400            |  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 1,200 | \$ -               | \$ 186,600                            | Longevity             |
|                  |                           | Total          | \$ 185,400            | 3.00%                                  | \$ -                       | \$ -                   | \$ -              | \$ -          | \$ 1,200 | \$ -               | \$ 186,600                            |                       |

\*new to position