## HIGHER EDUCATION

Institution Code: 713
Institution Name: Tarleton State University

| Name | Position | Funding Source | Salary (8/31/2014) | $\begin{gathered} \text { Salary } \\ (9 / 1 / 2014) \\ \hline \end{gathered}$ | Percentage Salary Increase Over FY 2014 |
| :---: | :---: | :---: | :---: | :---: | :---: |
| F. Dominic Dottavio | President | General Revenue | \$50,118 | \$50,118 | 0.00\% |
|  |  | Other E\&G | \$15,827 | \$15,827 | 0.00\% |
|  |  | Designated | \$214,055 | \$244,060 | 14.02\% |
|  |  | Total | \$280,000 | \$310,005 | 10.72\% |
| Vice Presidents |  |  |  |  |  |
| Karen R. Murray | Provost \& Executive Vice President | General Revenue | \$139,913 | \$144,108 | 3.00\% |
|  | Academic Affairs | Other E\&G | \$46,637 | \$48,036 | 3.00\% |
|  |  | Designated | \$0 | \$0 | 0.00\% |
|  |  | Total | \$186,550 | \$192,144 | 3.00\% |
| Kyle W. McGregor | Vice President | General Revenue | \$70,000 | \$52,500 | -25.00\% |
|  | Advancement \& External Relations | Other E\&G | \$0 | \$17,500 | 0.00\% |
|  |  | Designated | \$70,000 | \$70,000 | 0.00\% |
|  |  | Total | \$140,000 | \$140,000 | 0.00\% |
| Tye V. Minckler | Vice President | General Revenue | \$134,535 | \$137,899 | 2.50\% |
|  | Finance \& Administration | Other E\&G | \$44,845 | \$45,966 | 2.50\% |
|  |  | Designated | \$0 | \$0 | 0.00\% |
|  |  | Total | \$179,380 | \$183,865 | 2.50\% |
| Russell E. Jergins | Vice PresidentStudent Life | General Revenue | \$60,348 | \$61,555 | 2.00\% |
|  |  | Other E\&G | \$20,115 | \$20,518 | 2.00\% |
|  |  | Designated | \$0 | \$0 | 0.00\% |
|  |  | Auxiliary | \$80,463 | \$82,073 | 2.00\% |
|  |  | Total | \$160,926 | \$164,146 | 2.00\% |
| Associate Vice Presidents |  |  |  |  |  |
| Bertis B. Little | Associate Vice President | General Revenue | \$0 | \$0 | 0.00\% |
|  | Academic Affairs | Other E\&G | \$0 | \$0 | 0.00\% |
|  |  | Designated | \$0 | \$0 | 0.00\% |
|  |  | Restricted | \$138,678 | \$141,452 | 2.00\% |
|  |  | Total | \$138,678 | \$141,452 | 2.00\% |
| Larry D. Snider | Associate Vice President | General Revenue | \$74,255 | \$81,285 | 9.47\% |
|  | Academic Affairs | Other E\&G | \$24,750 | \$27,095 | 9.47\% |
|  |  | Designated | \$33,002 | \$36,127 | 9.47\% |
|  |  | Total | \$132,007 | \$144,507 | 9.47\% |


| Nonsalary Benefits FY 2015 |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Cash <br> Bonuses | Practice <br> Plan <br> Benefits | Housing <br> Allowance | Car <br> Allowance | Communication <br> Allowance | Non-Cash <br> Compensation | Total <br> Compensation |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 50,118$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 5,827$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 900$ | $\$ 70,000$ | $\$ 314,960$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 900$ | $\$ 70,000$ | $\$ 380,905$ |


| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 144,108$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 48,036$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 900$ | $\$ 0$ | $\$ 900$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 900$ | $\$ 0$ | $\$ 193,044$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ |  |  |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 52,500$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 900$ | $\$ 0$ | $\$ 17,500$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 900$ | $\$ 0$ | $\$ 70,900$ |
| $\$ 0$ | $\$ 0$ |  |  |  |  |  |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 137,899$ |  |  |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ \$ 5,966$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 720$ | $\$ 0$ | $\$ 0$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 720$ | $\$ 0$ | $\$ 182,585$ |


| $\$ 0$ | $\$ 0$ | $\$ 0$ |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 61,555$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 000$ | $\$ 0$ | $\$ 20,518$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 90$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 900$ | $\$ 0$ | $\$ 82,073$ |


| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 900$ | $\$ 0$ | $\$ 900$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 141,452$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 900$ | $\$ 0$ | $\$ 142,352$ |
|  |  |  |  |  |  |  |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 81,285$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 27,095$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 900$ | $\$ 0$ | $\$ 7,027$ |
| $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 0$ | $\$ 900$ | $\$ 0$ | $\$ 145,407$ |


| Javier Garza | Associate Vice President | General Revenue | \$93,450 | \$93,450 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$93,450 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Enrollment Management (Academic Affairs) | Other E\&G | \$31,150 | \$31,150 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$31,150 |
|  |  | Designated | \$0 | \$0 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$720 | \$0 | \$720 |
|  |  | Total | \$124,600 | \$124,600 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$720 | \$0 | \$125,320 |
| Assistant Vice Presidents |  |  |  |  |  |  |  |  |  |  |  |  |
| Kimberly Rynearson | Assistant Vice President | General Revenue | \$82,452 | \$95,375 | 15.67\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$95,375 |
|  | Outreach/Off Campus Programs (Academic Affairs) | Other E\&G | \$27,484 | \$31,792 | 15.67\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$31,792 |
|  |  | Designated | \$0 | \$0 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$900 | \$0 | \$900 |
|  |  | Total | \$109,936 | \$127,167 | 15.67\% | \$0 | \$0 | \$0 | \$0 | \$900 | \$0 | \$128,067 |
| Diane L. Taylor | Assistant Vice President | General Revenue | \$82,216 | \$95,134 | 15.71\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$95,134 |
|  | Academic Programs/Accreditation (Academic Affairs) | Other E\&G | \$27,406 | \$31,711 | 15.71\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$31,711 |
|  |  | Designated | \$0 | \$0 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$900 | \$0 | \$900 |
|  |  | Total | \$109,622 | \$126,845 | 15.71\% | \$0 | \$0 | \$0 | \$0 | \$900 | \$0 | \$127,745 |
| Jennifer T. Edwards | Assistant Vice President | General Revenue | \$61,610 | \$63,768 | 3.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$63,768 |
|  | Student Success \& Multicultural Initiatives (Academic Affairs) | Other E\&G | \$20,537 | \$21,256 | 3.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$21,256 |
|  |  | Designated | \$27,383 | \$28,341 | 3.50\% | \$0 | \$0 | \$0 | \$0 | \$900 | \$0 | \$29,241 |
|  |  | Total | \$109,530 | \$113,365 | 3.50\% | \$0 | \$0 | \$0 | \$0 | \$900 | \$0 | \$114,265 |
| Sabra L. Guerra | Assistant Vice President, Development \& Alumni | Designated | \$84,528 | \$87,064 | 3.00\% | \$0 | \$0 | \$0 | \$0 | \$720 | \$0 | \$87,784 |
|  | Advancement \& External Relations | Total | \$84,528 | \$87,064 | 3.00\% | \$0 | \$0 | \$0 | \$0 | \$720 | \$0 | \$87,784 |
| Janice M. Horak | Assistant Vice President, External Relations | Designated | \$87,013 | \$88,753 | 2.00\% | \$0 | \$0 | \$0 | \$0 | \$720 | \$0 | \$89,473 |
|  | Advancement \& External Relations | Total | \$87,013 | \$88,753 | 2.00\% | \$0 | \$0 | \$0 | \$0 | \$720 | \$0 | \$89,473 |
| Angela C. Brown | Assistant Vice President, Employee Services | General Revenue | \$39,343 | \$39,856 | 1.30\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$39,856 |
|  | Finance \& Administration | Other E\&G | \$13,115 | \$13,285 | 1.30\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$13,285 |
|  |  | Auxiliary | \$34,972 | \$35,427 | 1.30\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$35,427 |
|  |  | Total | \$87,430 | \$88,568 | 1.30\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$88,568 |
| Darla K. Doty | Assistant Vice President | General Revenue | \$7,175 | \$60,500 | 743.21\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$60,500 |
|  | Student Life | Other E\&G | \$2,392 | \$20,166 | 743.06\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$20,166 |
|  |  | Designated | \$31,159 | \$10,585 | -66.03\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$10,585 |
|  |  | Auxiliary | \$47,867 | \$0 | -100.00\% | \$0 | \$0 | \$0 | \$0 | \$900 | \$0 | \$900 |
|  |  | Total | \$88,593 | \$91,251 | 3.00\% | \$0 | \$0 | \$0 | \$0 | \$900 | \$0 | \$92,151 |
| Vacant | Assistant Vice President, Student Life Studies | General Revenue | \$5,850 | \$5,850 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$5,850 |
|  | Student Life | Other E\&G | \$1,950 | \$1,950 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$1,950 |
|  |  | Auxiliary | \$82,276 | \$82,276 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$82,276 |
|  |  | Total | \$90,076 | \$90,076 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$90,076 |
| Deans |  |  |  |  |  |  |  |  |  |  |  |  |
| Donald L. Cawthon | Dean, College of Agricultural \& Environmental Science | General Revenue | \$110,412 | \$111,515 | 1.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$111,515 |
|  | Academic Affairs | Other E\&G | \$36,804 | \$37,172 | 1.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$37,172 |
|  |  | Total | \$147,216 | \$148,687 | 1.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$148,687 |
| James R. Pierce | Dean, College of Science and Technology | General Revenue | \$95,895 | \$105,312 | 9.82\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$105,312 |


|  | Academic Affairs | Other E\&G | \$31,965 | \$35,104 | 9.82\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$35,104 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Designated | \$0 | \$0 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$720 | \$0 | \$720 |
|  |  | Total | \$127,860 | \$140,416 | 9.82\% | \$0 | \$0 | \$0 | \$0 | \$720 | \$0 | \$141,136 |
| Barbara H. Nemecek | Dean, College of Business Administration | General Revenue | \$127,500 | \$127,500 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$127,500 |
|  | Academic Affairs | Other E\&G | \$42,500 | \$42,500 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$42,500 |
|  |  | Designated | \$0 | \$0 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$720 | \$0 | \$720 |
|  |  | Total | \$170,000 | \$170,000 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$720 | \$0 | \$170,720 |
| Kelli L. Styron | Dean, College of Liberal \& Fine Arts | General Revenue | \$99,000 | \$107,700 | 8.79\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$107,700 |
|  | Academic Affairs | Other E\&G | \$33,000 | \$35,900 | 8.79\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$35,900 |
|  |  | Total | \$132,000 | \$143,600 | 8.79\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$143,600 |
| Jordan M. Barkley | Dean, College of Education | General Revenue | \$112,500 | \$112,500 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$112,500 |
|  | Academic Affairs | Other E\&G | \$37,500 | \$37,500 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$37,500 |
|  |  | Designated | \$0 | \$0 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$720 | \$0 | \$720 |
|  |  | Total | \$150,000 | \$150,000 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$720 | $\$ 0$ | \$150,720 |
| Barry D. Lambert | Graduate Dean | General Revenue | \$112,500 | \$112,725 | 0.20\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$112,725 |
|  | Academic Affairs | Other E\&G | \$37,500 | \$37,575 | 0.20\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$37,575 |
|  |  | Designated | \$0 | \$0 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$720 | \$0 | \$720 |
|  |  | Total | \$150,000 | \$150,300 | 0.20\% | \$0 | \$0 | \$0 | \$0 | \$720 | \$0 | \$151,020 |
| Associate Deans |  |  |  |  |  |  |  |  |  |  |  |  |
| David Drueckhammer | Associate Dean, College of Ag \& Environmental Science | General Revenue | \$90,105 | \$92,088 | 2.20\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$92,088 |
|  | Academic Affairs | Other E\&G | \$30,035 | \$30,696 | 2.20\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$30,696 |
|  |  | Total | \$120,140 | \$122,784 | 2.20\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$122,784 |
| Nathan A. Heller | Associate Dean, College of Business Administration | General Revenue | \$94,500 | \$117,750 | 24.60\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$117,750 |
|  | Academic Affairs | Other E\&G | \$31,500 | \$39,250 | 24.60\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$39,250 |
|  |  | Designated | \$0 | \$0 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$900 | \$0 | \$900 |
|  |  | Total | \$126,000 | \$157,000 | 24.60\% | \$0 | \$0 | \$0 | \$0 | \$900 | \$0 | \$157,900 |
| Other Administrative Positions |  |  |  |  |  |  |  |  |  |  |  |  |
| Lori L. Beaty | Director of Business Services \& Controller | General Revenue | \$31,500 | \$37,125 | 17.86\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$37,125 |
|  | Finance \& Administration | Other E\&G | \$10,500 | \$12,375 | 17.86\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$12,375 |
|  |  | Auxiliary | \$42,000 | \$49,500 | 17.86\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$49,500 |
|  |  | Total | \$84,000 | \$99,000 | 17.86\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$99,000 |
| Craig E. Clifford | Executive Director, Honors College | General Revenue | \$81,587 | \$84,034 | 3.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$84,034 |
|  | Academic Affairs | Other E\&G | \$27,196 | \$28,011 | 3.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$28,011 |
|  |  | Total | \$108,783 | \$112,045 | 3.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | $\$ 0$ | \$112,045 |
| Donna D. Savage | University Librarian | General Revenue | \$24,667 | \$70,790 | 186.98\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$70,790 |
|  | Academic Affairs | Other E\&G | \$8,223 | \$23,597 | 186.96\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$23,597 |
|  |  | Designated | \$57,867 | \$0 | -100.00\% |  |  |  |  |  |  |  |
|  |  | Total | \$90,757 | \$94,387 | 4.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$94,387 |
| Rebecca G. Gray | Executive Director, Information Resources | General Revenue | \$80,820 | \$84,862 | 5.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$84,862 |
|  | Finance \& Administration | Other E\&G | \$26,940 | \$28,287 | 5.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$28,287 |
|  |  | Total | \$107,760 | \$113,149 | 5.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$113,149 |


| David A. Weissenburger | Chief of Staff <br> President's Office |
| :--- | :--- |
| Lonn Reisman | Athletic Director <br> Academic Affairs |


| General Revenue | \$93,750 | \$93,750 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$93,750 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Other E\&G | \$31,250 | \$31,250 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$31,250 |
| Designated | \$0 | \$0 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$720 | \$0 | \$720 |
| Total | \$125,000 | \$125,000 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$720 | \$0 | \$125,720 |
| General Revenue | \$0 | \$0 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Other E\&G | \$0 | \$0 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Auxiliary | \$133,000 | \$135,660 | 2.00\% | \$0 | \$0 | \$0 | \$0 | \$720 | \$0 | \$136,380 |
| Total | \$133,000 | \$135,660 | 2.00\% | \$0 | \$0 | \$0 | \$0 | \$720 | \$0 | \$136,380 |

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