

**HIGHER EDUCATION**  
**Administrative Accountability Report**  
**FY 2019**

(As of December 1, 2018)

**Institution Code:** 713  
**Institution Name:** Tarleton State University

Name	Position	Funding Source	Salary (12/1/2017)	Salary (12/1/2018)	Percentage Salary Increase Over FY 2016	Nonsalary Benefits FY 2017						Total Compensation	Explanation / Comments
						Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
F. Dominic Dottavio	President	General Revenue	\$51,966	\$54,750.00	5.36%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,750	\$50,000 deferred compensation. Resides on campus, no housing allowance.
		Other E&G	\$17,323	\$18,250.00	5.35%	\$0	\$0	\$0	\$0	\$0	\$0	\$18,250	
		Designated	\$272,711	\$292,000.00	7.07%	\$0	\$0	\$0	\$0	\$900	\$50,000	\$342,900	
		<b>Total</b>	<b>\$342,000</b>	<b>\$365,000.00</b>	<b>6.73%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$900</b>	<b>\$50,000</b>	<b>\$415,900</b>	
<b><u>Vice Presidents</u></b>													
Karen R. Murray	Provost & Executive Vice President Academic Affairs	General Revenue	\$160,965	\$163,380.00	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$163,380	
		Other E&G	\$53,655	\$54,460.00	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,460	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$900	
		<b>Total</b>	<b>\$214,620</b>	<b>\$217,840.00</b>	<b>1.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$900</b>	<b>\$0</b>	<b>\$218,740</b>	
Kyle W. McGregor	Vice President Advancement & External Relations	General Revenue	\$62,221	\$63,465.00	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$63,465	
		Other E&G	\$20,740	\$21,155.00	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$21,155	
		Designated	\$82,962	\$84,620.00	2.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$85,520	
		<b>Total</b>	<b>\$165,923</b>	<b>\$169,240.00</b>	<b>2.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$900</b>	<b>\$0</b>	<b>\$170,140</b>	
Rickey E. Richardson	Vice President Finance & Administration	General Revenue	\$142,500	\$155,175.00	8.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,175	
		Other E&G	\$47,500	\$51,725	8.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$51,725	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$900	
		<b>Total</b>	<b>\$190,000</b>	<b>\$206,900.00</b>	<b>8.89%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$900</b>	<b>\$0</b>	<b>\$207,800</b>	
James M. Leese (New)	Vice President Student Life	General Revenue	\$63,807	\$60,000.00	-5.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$60,000	
		Other E&G	\$21,268	\$20,000.00	-5.96%	\$0	\$0	\$0	\$0	\$0	\$0	\$20,000	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$720	
		Auxiliary	\$85,077	\$80,000.00	-5.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$80,000	
<b>Total</b>	<b>\$170,152</b>	<b>\$160,000.00</b>	<b>-5.97%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$720</b>	<b>\$0</b>	<b>\$160,720</b>			
Javier Garza	Vice President Enrollment Management	General Revenue	\$121,500	\$123,019	1.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$123,019	
		Other E&G	\$40,500	\$41,006	1.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$41,006	
		Designated	\$0	\$0	0.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$720	
		<b>Total</b>	<b>\$162,000</b>	<b>\$164,025</b>	<b>1.25%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$720</b>	<b>\$0</b>	<b>\$164,745</b>	
<b><u>Associate Vice Presidents</u></b>													
Barry D. Lambert	Associate Vice President Academic Affairs	General Revenue	\$130,138	\$132,741	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$132,741	
		Other E&G	\$43,380	\$44,247	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$44,247	
		<b>Total</b>	<b>\$173,518</b>	<b>\$176,988</b>	<b>2.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$176,988</b>	
Mark C. Morvant (New)	Associate Vice President Academic Affairs	General Revenue	\$94,719	\$89,775.00	-5.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$89,775	
		Other E&G	\$31,573	\$29,925.00	-5.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$29,925	
		Designated	\$39,207	\$37,800.00	-3.59%	\$0	\$0	\$0	\$0	\$900	\$0	\$38,700	
		<b>Total</b>	<b>\$165,499</b>	<b>\$157,500.00</b>	<b>-4.83%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$900</b>	<b>\$0</b>	<b>\$158,400</b>	
Rusty Freed	Associate Vice President, Outreach/Off Campus Programs Academic Affairs	General Revenue	\$124,221	\$126,705.00	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$126,705	
		Other E&G	\$41,407	\$42,235	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$42,235	

Name	Position	Funding Source	Salary (12/1/2017)	Salary (12/1/2018)	Percentage Salary Increase Over FY 2016
		Designated	\$0	\$0	0.00%
		Total	\$165,628	\$168,940.00	2.00%
Diane L. Taylor	Associate Vice President, Curriculum & Faculty Affairs Academic Affairs	General Revenue	\$115,933	\$124,200	7.13%
		Other E&G	\$38,645	\$41,400	7.13%
		Designated	\$0	\$0	0.00%
		Total	\$154,578	\$165,600	7.13%
Lori L. Beaty	Associate Vice President of Finance & Administration Finance & Administration	General Revenue	\$64,747	\$73,125	12.94%
		Other E&G	\$21,583	\$24,375.00	12.94%
		Auxiliary	\$45,795	\$52,500	14.64%
		Total	\$132,125	\$150,000.00	13.53%
<b><u>Assistant Vice Presidents</u></b>					
Amanda Nickerson (New)	Assistant Vice President, Enrollment Management Enrollment Management	General Revenue	\$71,555	\$13,500.00	-81.13%
		Other E&G	\$23,852	\$4,500.00	-81.13%
		Designated	\$31,803	\$82,000.00	157.84%
		Total	\$127,210	\$100,000.00	-21.39%
Sabra L. Guerra	Assistant Vice President, Advancement & External Relations Advancement & External Relations	Designated	\$99,892	\$101,140.00	1.25%
		Total	\$99,892	\$101,140.00	1.25%
Janice M. Horak	Assistant Vice President, Development Advancement & External Relations	Designated	\$98,909	\$100,145.00	1.25%
		Total	\$98,909	\$100,145.00	1.25%
Angela C. Brown	Assistant Vice President, Employee Services Finance & Administration	General Revenue	\$47,299	\$47,772.00	1.00%
		Other E&G	\$15,767	\$15,924.00	1.00%
		Auxiliary	\$42,044	\$42,464.00	1.00%
		Total	\$105,110	\$106,160.00	1.00%
Rebecca G. Gray	Assistant Vice President, Information Resources Finance & Administration	General Revenue	\$107,332	\$108,405.00	1.00%
		Other E&G	\$35,777	\$36,135	1.00%
		Total	\$143,109	\$144,540.00	1.00%
ShaRhonda A. Maclin	Assistant Vice President, Student Life Studies Student Affairs	General Revenue	\$65,890	\$68,948	4.64%
		Other E&G	\$21,964	\$22,983	4.64%
		Designated	\$9,427	\$10,214	8.35%
		Total	\$97,281	\$102,145	5.00%
<b><u>Deans</u></b>					
Walter S. Damron	Dean, College of Agricultural & Environmental Science Academic Affairs	General Revenue	\$115,762	\$121,551	5.00%
		Other E&G	\$38,587	\$40,517	5.00%
		Designated	\$0	\$0	0.00%
		Total	\$154,349	\$162,068	5.00%
James R. Pierce	Dean, College of Science and Technology Academic Affairs	General Revenue	\$117,103	\$118,275	1.00%
		Other E&G	\$37,035	\$39,425	6.45%
		Designated	\$0	\$0	0.00%
		Total	\$154,138	\$157,700	2.31%
Chris Y. Shao	Dean, College of Business Administration Academic Affairs	General Revenue	\$138,552	\$138,699	0.11%
		Other E&G	\$46,184	\$46,233	0.11%

Nonsalary Benefits FY 2017						Total Compensation	Explanation / Comments
Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
\$0	\$0	\$0	\$0	\$720	\$0	\$720	
\$0	\$0	\$0	\$0	\$720	\$0	\$169,660	
\$0	\$0	\$0	\$0	\$0	\$0	\$124,200	
\$0	\$0	\$0	\$0	\$0	\$0	\$41,400	
\$0	\$0	\$0	\$0	\$900	\$0	\$900	
\$0	\$0	\$0	\$0	\$900	\$0	\$166,500	
\$0	\$0	\$0	\$0	\$0	\$0	\$73,125	
\$0	\$0	\$0	\$0	\$0	\$0	\$24,375	
\$0	\$0	\$0	\$0	\$720	\$0	\$53,220	
\$0	\$0	\$0	\$0	\$720	\$0	\$150,720	
\$0	\$0	\$0	\$0	\$0	\$0	\$13,500	
\$0	\$0	\$0	\$0	\$0	\$0	\$4,500	
\$0	\$0	\$0	\$0	\$0	\$0	\$82,000	
\$0	\$0	\$0	\$0	\$0	\$0	\$100,000	
\$0	\$0	\$0	\$0	\$720	\$0	\$101,860	
\$0	\$0	\$0	\$0	\$720	\$0	\$101,860	
\$0	\$0	\$0	\$0	\$720	\$0	\$100,865	
\$0	\$0	\$0	\$0	\$720	\$0	\$100,865	
\$0	\$0	\$0	\$0	\$0	\$0	\$47,772	
\$0	\$0	\$0	\$0	\$0	\$0	\$15,924	
\$0	\$0	\$0	\$0	\$0	\$0	\$42,464	
\$0	\$0	\$0	\$0	\$0	\$0	\$106,160	
\$0	\$0	\$0	\$0	\$0	\$0	\$108,405	
\$0	\$0	\$0	\$0	\$0	\$0	\$36,135	
\$0	\$0	\$0	\$0	\$0	\$0	\$144,540	
\$0	\$0	\$0	\$0	\$0	\$0	\$68,948	
\$0	\$0	\$0	\$0	\$0	\$0	\$22,983	
\$0	\$0	\$0	\$0	\$720	\$0	\$10,934	
\$0	\$0	\$0	\$0	\$720	\$0	\$102,865	
\$0	\$0	\$0	\$0	\$0	\$0	\$121,551	
\$0	\$0	\$0	\$0	\$0	\$0	\$40,517	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$0	\$0	\$162,068	
\$0	\$0	\$0	\$0	\$0	\$0	\$118,275	
\$0	\$0	\$0	\$0	\$0	\$0	\$39,425	
\$0	\$0	\$0	\$0	\$720	\$0	\$720	
\$0	\$0	\$0	\$0	\$720	\$0	\$158,420	
\$0	\$0	\$0	\$0	\$0	\$0	\$138,699	
\$0	\$0	\$0	\$0	\$0	\$0	\$46,233	

Name	Position	Funding Source	Salary (12/1/2017)	Salary (12/1/2018)	Percentage Salary Increase Over FY 2016
		Designated	\$0	\$0	0.00%
		Total	\$184,736	\$184,932	0.11%
Kelli L. Styron	Dean, College of Liberal & Fine Arts	General Revenue	\$120,821	\$120,821	0.00%
	Academic Affairs	Other E&G	\$40,274	\$40,273	0.00%
		Total	\$161,095	\$161,094	0.00%
Jordan M. Barkley	Dean, College of Education	General Revenue	\$120,440	\$124,849	3.66%
	Academic Affairs	Other E&G	\$40,147	\$40,950	2.00%
		Total	\$160,587	\$165,799	3.25%
Sally Lewis (New)	Dean, College of Health Services & Human Sciences	General Revenue	\$120,000	\$117,000	-2.50%
	Academic Affairs	Other E&G	\$40,000	\$39,000	-2.50%
		Designated	\$0	\$0	0.00%
		Total	\$160,000	\$156,000	-2.50%
<b>Associate Deans</b>					
David C. Drucekhammer	Associate Dean, College of Ag & Environmental Science	General Revenue	\$94,273	\$71,345	-24.32%
	Academic Affairs	Other E&G	\$31,425	\$23,782	-24.32%
		Designated	\$5,115	\$3,964	0.00%
		Total	\$130,813	\$99,091	-24.25%
Joseph Schussler	Associate Dean, College of Business Administration	General Revenue	\$123,139	\$107,866	-12.40%
	Academic Affairs	Other E&G	\$41,046	\$35,955	-12.40%
		Total	\$164,185	\$143,821	-12.40%
Kayla A. Peak	Associate Dean, College of Education	General Revenue	\$91,236	\$98,905	8.41%
	Academic Affairs	Other E&G	\$30,413	\$32,968	8.40%
		Designated	\$0	\$0	0.00%
		Total	\$121,649	\$131,873	8.40%
Arthur A. Low	Associate Dean, College of Science & Technology	General Revenue	\$102,601	\$104,141	1.50%
	Academic Affairs	Other E&G	\$34,201	\$34,713	1.50%
		Total	\$136,802	\$138,854	1.50%
Julie Merriman (New)	Associate Dean, College of Health Sciences & Human Services	General Revenue	\$94,273	\$74,619	-20.85%
	Academic Affairs	Other E&G	\$31,425	\$24,873	-20.85%
		Designated	\$5,115	\$11,055	0.00%
		Total	\$130,813	\$110,547	-15.49%
<b>Assistant Deans</b>					
Sue Joiner (New)	Assistant Dean, College of Business Administration	General Revenue	\$94,273	\$94,692	0.44%
	Academic Affairs	Other E&G	\$31,425	\$31,564	0.44%
		Designated	\$5,115	\$1,275	0.00%
		Total	\$130,813	\$127,531	-2.51%
Lora Helvie Mason (New)	Assistant Dean, College of Liberal and Fine Arts	General Revenue	\$97,500	\$73,656	-24.46%
	Academic Affairs	Other E&G	\$32,500	\$24,552	-24.46%
		Designated	\$0	\$0	0.00%
		Total	\$130,000	\$98,208	-24.46%
<b>Other Administrative Positions</b>					
Craig E. Clifford	Executive Director, Honors College	General Revenue	\$89,614	\$90,511	1.00%

Nonsalary Benefits FY 2017							Total Compensation	Explanation / Comments
Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation			
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$184,932	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$120,821	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$40,273	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$161,094	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$124,849	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$40,950	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$165,799	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$117,000	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$39,000	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$156,000	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$71,345	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$23,782	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,964	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$99,091	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$107,866	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$35,955	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$143,821	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$98,905	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$32,968	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$131,873	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$104,141	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$34,713	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$138,854	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$74,619	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$24,873	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$11,055	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$110,547	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$94,692	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$31,564	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,275	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$127,531	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$73,656	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$24,552	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$98,208	
\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$90,511	

Name	Position	Funding Source	Salary (12/1/2017)	Salary (12/1/2018)	Percentage Salary Increase Over FY 2016
	Academic Affairs	Other E&G	\$29,872	\$30,170	1.00%
		Total	\$119,486	\$120,681	1.00%
Robert M. Haynes	Executive Director, Institutional Effectiveness	General Revenue	\$81,917	\$82,736	1.00%
	Academic Affairs	Other E&G	\$27,305	\$27,578	1.00%
		Designated	\$0	\$0	#DIV/0!
		Total	\$109,222	\$110,314	1.00%
Robert M. Nimmo, II	Executive Director, Recreational Sports & Wellness	General Revenue	\$8,808	\$9,293	5.51%
	Student Affairs	Other E&G	\$2,936	\$3,098	5.52%
		Designated	\$4,907	\$4,765	-2.89%

Nonsalary Benefits FY 2017						Total Compensation	Explanation / Comments
Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
\$0	\$0	\$0	\$0	\$0	\$0	\$30,170	
\$0	\$0	\$0	\$0	\$0	\$0	\$120,681	
\$0	\$0	\$0	\$0	\$0	\$0	\$82,736	
\$0	\$0	\$0	\$0	\$0	\$0	\$27,578	
\$0	\$0	\$0	\$0	\$900	\$0	\$900	
\$0	\$0	\$0	\$0	\$900	\$0	\$111,214	
\$0	\$0	\$0	\$0	\$0	\$0	\$9,293	
\$0	\$0	\$0	\$0	\$0	\$0	\$3,098	
\$0	\$0	\$0	\$0	\$0	\$0	\$4,765	