

**Higher Education  
Administrative Accountability Report**

**FY 2014**

**Institution Code:** 925 Waco

**Institution Name:** Texas State Technical College Waco

A Name	B Position	C Funding Source	D Salary (09/01/13)	E Percentage Salary Increase Over FY 2013	Non-salary Benefits FY 2014						L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other (Notes 1-7)	K Non-Cash Compensation		
Balch, Marcus	Associate Vice President - Student Development	General Revenue	\$66,960.00	3.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$1,440.00	\$0.00	\$79,568.88	(1) Longevity
									\$4,651.20			(4) ORP/TRS Match
									\$6,037.68			(5) Insurance Match
<b>Total</b>			<b>\$66,960.00</b>	<b>3.00%</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$12,608.88</b>	<b>\$0.00</b>	<b>\$79,568.88</b>	(6) Telecommunication
Ball, Angela	Associate Vice Chancellor - Human & Org Development (New in Position)	General Revenue	\$79,596.00	4.85%	\$0.00	\$0.00	\$0.00	\$0.00	\$960.00	\$0.00	\$94,500.48	(1) Longevity
									\$5,316.72			(4) ORP/TRS Match
									\$8,147.76			(5) Insurance Match
<b>Total</b>			<b>\$79,596.00</b>	<b>4.85%</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$14,904.48</b>	<b>\$0.00</b>	<b>\$94,500.48</b>	(6) Telecommunication
Conroy, Terry	Associate Vice President - Student Learning	General Revenue	\$73,860.00	3.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$3,840.00	\$0.00	\$90,254.76	(1) Longevity
									\$6,604.44			(4) ORP/TRS Match
		Restricted	\$ 6,000.00	NA	\$0.00	\$0.00	\$0.00	\$0.00	\$510.12	\$0.00	\$6,930.12	(5) Insurance Match
<b>Total</b>			<b>\$79,860.00</b>	<b>3.00%</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$17,324.88</b>	<b>\$0.00</b>	<b>\$97,184.88</b>	(6) Telecommunication
Cravey, Irene	Vice President - Higher Education Centers (New in Position)	General Revenue	\$111,204.00	NA	\$0.00	\$0.00	\$0.00	\$0.00	\$1,920.00	\$0.00	\$127,107.84	(1) Longevity
									\$7,466.16			(4) ORP/TRS Match
									\$6,037.68			(5) Insurance Match
<b>Total</b>			<b>\$111,204.00</b>	<b>NA</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$15,903.84</b>	<b>\$0.00</b>	<b>\$127,107.84</b>	(6) Telecommunication
Dorton, Kevin	Vice President - Administration Services (New in Position)	General Revenue	\$45,636.00	NA	\$0.00	\$0.00	\$0.00	\$0.00	\$1,660.00	\$0.00	\$54,553.48	(1) Longevity
									\$3,103.20			(4) ORP/TRS Match
		Auxiliary	\$45,636.00	NA	\$0.00	\$0.00	\$0.00	\$0.00	\$480.00	\$0.00	\$53,417.04	(5) Insurance Match
<b>Total</b>			<b>\$91,272.00</b>	<b>NA</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$16,698.52</b>	<b>\$0.00</b>	<b>\$107,970.52</b>	(6) Telecommunication
Fickens, James	Dean of Students (New in Position)	General Revenue	\$53,580.00	NA	\$0.00	\$0.00	\$0.00	\$0.00	\$1,440.00	\$0.00	\$67,389.12	(1) Longevity
									\$3,741.36			(4) ORP/TRS Match
									\$8,147.76			(5) Insurance Match
<b>Total</b>			<b>\$53,580.00</b>	<b>NA</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$13,809.12</b>	<b>\$0.00</b>	<b>\$67,389.12</b>	(6) Telecommunication
Frenette, Lisa	Associate Vice President - Financial Services	General Revenue	\$70,056.00	3.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$720.00	\$0.00	\$76,769.28	(1) Longevity
									\$4,812.72			(4) ORP/TRS Match
									\$700.56			(5) Insurance Match
<b>Total</b>			<b>\$70,056.00</b>	<b>3.00%</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$6,713.28</b>	<b>\$0.00</b>	<b>\$76,769.28</b>	(6) Telecommunication

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other (Notes 1-7)	K Non-Cash Compensation		
Guilbeauz, Kristine M	Assoc. Vice Chancellor Instructional Operations	General Revenue	\$88,008.00	0.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$2,120.00	\$0.00	\$102,280.76	(1) Longevity
									\$6,115.08			(4) ORP/TRS Match
									\$6,037.68			(5) Insurance Match
<b>Total</b>			<b>\$88,008.00</b>	<b>0.00%</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$14,272.76</b>	<b>\$0.00</b>	<b>\$102,280.76</b>	
Hyde, Carliss	Vice President - Institutional Advancement	General Revenue	\$87,456.00	3.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$2,880.00	\$0.00	\$106,162.32	(1) Longevity
									\$7,678.56			(4) ORP/TRS Match
									\$8,147.76			(5) Insurance Match
<b>Total</b>			<b>\$87,456.00</b>	<b>3.00%</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$18,706.32</b>	<b>\$0.00</b>	<b>\$106,162.32</b>		
Kofnovek, David	Vice President - Financial Services (New in Position)	General Revenue	\$78,312.00	NA	\$0.00	\$0.00	\$0.00	\$0.00	\$1,920.00	\$0.00	\$91,485.12	(1) Longevity
									\$5,455.92			(4) ORP/TRS Match
									\$5,317.20			(5) Insurance Match
		Auxiliary	\$8,700.00	NA	\$0.00	\$0.00	\$0.00	\$0.00	\$480.00	\$591.48	\$9,864.60	(6)Telecommunication
									\$573.12			(4) ORP/TRS Match
<b>Total</b>			<b>\$87,012.00</b>	<b>NA</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$14,337.72</b>	<b>\$0.00</b>	<b>\$101,349.72</b>	(5) Insurance Match	
Livingston, Robert	Associate Vice President - Workforce Development (New in Position)	General Revenue	\$65,004.00	NA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$75,028.68	(1) Longevity
									\$4,420.20			(4) ORP/TRS Match
									\$5,124.48			(5) Insurance Match
		Designated	\$9,996.00	NA	\$0.00	\$0.00	\$0.00	\$0.00	\$480.00	\$679.80	\$11,441.64	(6)Telecommunication
									\$765.84			(4) ORP/TRS Match
		<b>Total</b>			<b>\$75,000.00</b>	<b>NA</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$11,470.32</b>	<b>\$0.00</b>	<b>\$86,470.32</b>
Patterson, Sarah	Associate Vice President - Student Development	General Revenue	\$18,420.00	0.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$1,215.84	\$0.00	\$21,549.36	(4) ORP/TRS Match
									\$1,913.52			(5) Insurance Match
			Designated	\$9,744.00	0.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$643.12		\$11,399.44
									\$1,012.32			(5) Insurance Match
		Auxiliary	\$58,848.00	0.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$1,900.00		\$71,558.56	(1) Longevity
									\$3,994.56			(4) ORP/TRS Match
<b>Total</b>			<b>\$87,012.00</b>	<b>0.00%</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$17,495.36</b>	<b>\$0.00</b>	<b>\$104,507.36</b>	(5) Insurance Match	
Reily, Cynthia M	Associate Vice President - Institutional Advancement	General Revenue	\$33,192.00	NA	\$0.00	\$0.00	\$0.00	\$0.00	\$480.00	\$0.00	\$40,326.12	(1) Longevity
									\$2,229.24			(4) ORP/TRS Match
									\$4,424.88			(5) Insurance Match
		Designated	\$4,585.00	NA	\$0.00	\$0.00	\$0.00	\$0.00	\$311.88		\$5,580.88	(4) ORP/TRS Match
									\$684.00			(5) Insurance Match
									\$480.00			(6)Telecommunication
Restricted	\$24,024.00	NA	\$0.00	\$0.00	\$0.00	\$0.00	\$1,796.76		\$29,063.88	(4) ORP/TRS Match		
							\$3,243.12			(5) Insurance Match		

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Name	Position	Funding Source	Salary (09/01/13)	Percentage Salary Increase Over FY 2013	Non-salary Benefits FY 2014						Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other (Notes 1-7)	Non-Cash Compensation			
<b>Total</b>					\$61,801.00	0.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$13,649.88	\$0.00	\$74,970.88

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<b>Sanders, Ronald D.</b>	Vice President - Student Learning	General Revenue	\$103,764.00	3.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$2,640.00	\$0.00	\$123,381.36	(1) Longevity
			\$7,235.52							(4) ORP/TRS Match		
			\$9,261.84							(5) Insurance Match		
			\$480.00							(6) Telecommunication		
<b>Total</b>			<u>\$103,764.00</u>	<u>3.00%</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$19,617.36</u>	<u>\$0.00</u>	<u>\$123,381.36</u>	
<b>Stuckly, Elton E.</b>	President & Vice Chancellor - Instructional Services	General Revenue	\$63,648.00	0.00%	\$0.00	\$0.00	\$7,200.00	\$0.00	\$3,080.00	\$0.00	\$83,053.40	(1) Longevity
			\$5,425.20							(4) ORP/TRS Match		
			\$3,700.20							(5) Insurance Match		
			\$89,592.00	3.00%	\$0.00	\$0.00	\$0.00	\$7,200.00	\$14,400.00	\$0.00	\$124,619.04	(3) Business Expense
			\$7,865.40								(4) ORP/TRS Match	
<b>Total</b>			<u>\$153,240.00</u>	<u>3.00%</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$7,200.00</u>	<u>\$7,200.00</u>	<u>\$40,032.44</u>	<u>\$0.00</u>	<u>\$207,672.44</u>	(5) Insurance Match
<b>Wolaver, Robert T.</b>	Executive Vice President	General Revenue	\$76,872.00	3.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$3,120.00	\$0.00	\$115,000.56	(1) Longevity
			\$5,279.28							(4) ORP/TRS Match		
			\$7,468.80							(5) Insurance Match		
			\$19,200.00	3.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$1,267.44	\$0.00	\$22,260.48	(4) ORP/TRS Match
			\$1,793.04								(5) Insurance Match	
<b>Total</b>			<u>\$96,072.00</u>	<u>3.00%</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$18,928.56</u>	<u>\$0.00</u>	<u>\$137,261.04</u>	