Higher Education
Administrative Accountability Report
Special Provisions, Art. III, Sec. 5.7
FY 2025

Institution Code:	751	**Institution Name:**	**East Texas A&M University** *(formerly Texas A&M University - Commerce*)*									
			Columns/column headers can be added/edited									
A	**B**	**C**	**D**	**E**	**F**	**G**	**H**	**I**	**J**	**K**	**L**	***M***
			FY2025 Salary	**Percentage Salary Increase**								
Employee Name	**Position (Title Description)**	**Funding Source**		**Percentage Salary Increase**	**One-time Payment (Merit)**	**Deferred Compensation**	**Housing Allowance**	**Car Allowance**	**Communication Allowance**	**Non-Cash Compensation**	**Total Compensation**	***Explanation / Comments***
Dr. Mark Rudin	President & CEO	General Revenue	$53,556								$53,556	
		Other E&G Income	$12,363								$12,363	
		Designated	$369,831			$50,000	$60,000				$479,831	
		Total	**$435,750**	**5.00%**	**$0**	**$50,000**	**$60,000**	**$0**	**$0**	**$0**	**$545,750**	
Nicole Askew	Chief of Staff	General Revenue	$81,245								$81,245	*New Appointment 09/01/2024*
		Other E&G Income	$18,755								$18,755	
		Designated									$0	
		Total	**$100,000**	**82.08%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$100,000**	
Dr. Mahmut Atinc	Professor & Interim Associate Dean	General Revenue	$123,406								$123,406	*New Interim Appointment 12/11/2023*
	College of Business	Other E&G Income	$28,488								$28,488	
		Designated									$0	
		Total	**$151,894**	**3.40%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$151,894**	
Sarah Baker	Associate Vice President	General Revenue	$139,741								$139,741	
	Finance & Administration	Other E&G Income	$32,259								$32,259	
		Designated									$0	
		Total	**$172,000**	**4.24%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$172,000**	
Nechell Bonds	Vice President Enrollment Management	General Revenue	$174,979								$174,979	
		Other E&G Income	$40,394								$40,394	
		Designated									$0	
		Total	**$215,373**	**2.50%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$215,373**	
Dr. Kathryn Dixon	Associate Professor & Assistant Dean	General Revenue	$75,860								$75,860	*Promotion 01/15/2024*
	College of Education & Human Services	Other E&G Income	$17,512								$17,512	
		Designated									$0	
		Grant									$0	
		Total	**$93,372**	**2.53%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$93,372**	
Dr. Ricky Dobbs	Sr. Vice Provost & Associate VP of Student Success	General Revenue	$176,431								$176,431	
	Academic Affairs	Other E&G Income	$40,729								$40,729	
		Designated									$0	
		Grant									$0	
		Total	**$217,160**	**2.36%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$217,160**	

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Employee Name	**Position (Title Description)**	**Funding Source**		**Percentage Salary Increase**	**One-time Payment (Merit)**	**Deferred Compensation**	**Housing Allowance**	**Car Allowance**	**Communication Allowance**	**Non-Cash Compensation**	**Total Compensation**	***Explanation / Comments***
Dr. Brent Donham	Vice President for Research and	General Revenue	$175,837								$175,837	
	Economic Development	Other E&G Income	$40,592								$40,592	
	Interim Dean	Designated									$0	
	College of Agriculture Science and Natural Resources	**Total**	**$216,429**	**2.50%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$216,429**	
Mattie Dunlap	Assistant Vice Provost &	General Revenue	$109,680								$109,680	*Promotion & Merit 09/01/2024*
	Dean of Library	Other E&G Income	$25,320								$25,320	
		Designated									$0	
		Total	**$135,000**	**15.64%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$135,000**	
Jennifer Dyer	Associate Dean	General Revenue	$108,076								$108,076	
	Graduate Studies	Other E&G Income	$24,949								$24,949	
		Designated									$0	
		Total	**$133,025**	**2.50%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$133,025**	
Devin Girod	Vice President Philanthropy & Engagement	General Revenue									$0	
		Other E&G Income									$0	
		Designated	$211,150								$211,150	
		Total	**$211,150**	**2.50%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$211,150**	
Dr. Andrea Graham	Dean	General Revenue	$161,677								$161,677	
	College of Science & Engineering	Other E&G Income	$37,323								$37,323	
		Designated									$0	
		Total	**$199,000**	**3.11%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$199,000**	
Dr. Raymond Green	Dean	General Revenue	$151,684								$151,684	
	College of Education & Human Services	Other E&G Income	$35,016								$35,016	
		Designated									$0	
		Total	**$186,700**	**6.69%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$186,700**	
Dr. Demarquis Hayes	Associate Dean, Co-Interim DH and	General Revenue	$70,658								$70,658	
	Professor	Other E&G Income	$16,311								$16,311	
	College of Education & Human Services	Designated	$9,000								$9,000	*Not receiving Dept Head stipend fall 2024; will resume stipend beginning 01/16/2025.*
		Total	**$95,969**	**-10.13%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$95,969**	

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Dr. Hunter Hayes	Interim Assistant Dean	General Revenue	$89,874								$89,874	*New Interim Appointment 09/01/2024*
	College of Humanities, Social Sciences & Arts	Other E&G Income	$20,747								$20,747	
		Designated									$0	
		Total	**$110,621**	**5.73%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$110,621**	
Sandra Hayes	Associate Dean	General Revenue									$0	
	Library	Other E&G Income									$0	
		Designated	$78,524								$78,524	
		Total	**$78,524**	**2.05%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$78,524**	
Dr. Tracy Henley	Interim Assistant Dean, Interim Dept Head	General Revenue	$92,692								$92,692	*Interim Associate Dean stipend fall 2024 only.*
	College of Education & Human Services	Other E&G Income	$21,398								$21,398	*Interim Dept Head stipend fall 2024 only.*
		Designated									$0	
		Total	**$114,090**	**11.53%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$114,090**	
Byron Housewright	Interim Associate Dean & Interim Dept Head	General Revenue	$79,077								$79,077	*New Interim Appointment 09/01/2024*
	College of Agricultural Sciences & Natural Resources	Other E&G Income	$18,255								$18,255	
		Designated									$0	
		Total	**$97,332**	**56.61%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$97,332**	
Jennifer Hudson	Interim Assistant Dean	General Revenue	$64,996								$64,996	*New Interim Appointment 07/09/2024*
	College of Innovation & Design	Other E&G Income	$15,004								$15,004	
		Designated									$0	
		Total	**$80,000**	**0.00%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$80,000**	
Tina Livingston	Vice President Finance & Administration	General Revenue	$223,013								$223,013	
		Other E&G Income	$51,482								$51,482	
		Designated									$0	
		Total	**$274,495**	**2.50%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$274,495**	
Gina Lowe	Associate Vice President	General Revenue									$0	
	Philanthropy & Engagement	Other E&G Income									$0	
		Designated	$128,000								$128,000	
		Total	**$128,000**	**2.40%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$128,000**	

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Dr. Kent Montgomery	Associate Dean	General Revenue	$124,305								$124,305	
	College of Science & Engineering	Other E&G Income	$28,695								$28,695	
		Designated									$0	
		Total	**$153,000**	**2.00%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$153,000**	
Dr. Asli Ogunc	Professor & Interim Associate Dean	General Revenue	$116,659								$116,659	*New Interim Appointment 01/08/2024*
	College of Business	Other E&G Income	$26,931								$26,931	
		Designated									$0	
		Total	**$143,590**	**3.61%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$143,590**	
Dr. Joseph Romero	Dean	General Revenue	$146,241								$146,241	*New Appointment 06/01/2024*
	College of Humanities, Social Sciences & Arts	Other E&G Income	$33,759								$33,759	
		Designated									$0	
		Total	**$180,000**	**0.00%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$180,000**	
Judy Sackfield	Vice President Student Affairs &	General Revenue	$174,979								$174,979	
	Dean of Students	Other E&G Income	$40,394								$40,394	
		Designated									$0	
		Total	**$215,373**	**2.50%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$215,373**	
Dr. April Sanders	Interim Dean	General Revenue	$21,936								$21,936	*New Interim Appointment 07/01/2024*
	College of Innovation & Design	Other E&G Income	$5,064								$5,064	
		Designated	$103,000								$103,000	
		Total	**$130,000**	**26.21%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$130,000**	
Dr. Jennifer Schroeder	Dean	General Revenue	$145,909								$145,909	
	Graduate Studies	Other E&G Income	$33,683								$33,683	
		Designated									$0	
		Total	**$179,592**	**2.10%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$179,592**	
Katelyn Severance	Chief Ethics & Compliance Officer	General Revenue	$99,119								$99,119	*Equity Adjustment*
		Other E&G Income	$22,881								$22,881	
		Designated									$0	
		Total	**$122,000**	**12.16%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$122,000**	

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Jordan Stevenson	Assistant VP Enrollment Management	General Revenue	$124,305								$124,305	
		Other E&G Income	$28,695								$28,695	
		Designated									$0	
		Total	**$153,000**	**2.00%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$153,000**	
Dr. Tammi Vacha-Haase	Vice President & Provost	General Revenue	$243,998								$243,998	
		Other E&G Income	$56,327								$56,327	
		Designated									$0	
		Total	**$300,325**	**10.03%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$300,325**	
Dr. Erin Webster-Garrett	Dean	General Revenue	$129,992								$129,992	*New Appointment 07/01/2024*
	Honors College	Other E&G Income	$30,008								$30,008	
		Designated									$0	
		Total	**$160,000**	**0.00%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$160,000**	
Scott Wheeler	Interim Dean	General Revenue	$162,490								$162,490	
	College of Business	Other E&G Income	$37,510								$37,510	
		Designated									$0	
		Total	**$200,000**	**0.00%**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$200,000**	

**Effective November 7, 2024, as approved by the Texas A&M University System Board of Regents, Texas A&M University-Commerce is now East Texas A&M University.*