

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 6
FY 2020**

Institution Code: 753

Institution Name: SAM HOUSTON STATE UNIVERSITY

Name	Position	Funding Source	Salary (09/01/19)	Percentage Salary Increase Over FY 2019	Nonsalary Benefits FY 2020					Total Compensation	Explanation/Comments		
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation	
Dana L. Hoyt	President	General Revenue	\$65,945		\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	Merit Increase	
			Other E&G Income	\$0		\$0	\$0	\$7,200	\$0	\$0	\$0		\$7,200
			Designated	\$420,297		\$0	\$0	\$17,800	\$0	\$0	\$0		\$438,097
				\$486,242	4.74%	\$0	\$0	\$25,000	\$0	\$0	\$0		\$511,242
Richard F. Eglsaer	Provost & Vice President-Academic Affairs	E&G Income	\$312,840		\$0	\$0	\$0	\$0	\$0	\$0	\$312,840	Merit Increase	
				\$312,840	3.99%	\$0	\$0	\$0	\$0	\$0	\$0		\$312,840
Carlos Hernandez	Chief Financial Officer and Senior VP for Operations	E&G Income	\$287,856								\$287,856	Merit Increase	
				\$287,856	4.35%	\$0	\$0	\$0	\$0	\$0	\$0		\$287,856
Frank R. Holmes	Vice President-University Advancement	E&G Income	\$230,040		\$0	\$0	\$0	\$0	\$0	\$0	\$230,040	Merit Increase	
				\$230,040	4.07%	\$0	\$0	\$0	\$0	\$0	\$0		\$230,040
Frank E. Parker	Vice President-Student Services	E&G Income	\$215,568		\$0	\$0	\$0	\$0	\$0	\$0	\$215,568	Market and Merit Increase	
				\$215,568	8.02%	\$0	\$0	\$0	\$0	\$0	\$0		\$215,568
Heather Thielemann	Vice President-Enrollment Management	Designated	\$225,002		\$0	\$0	\$0	\$0	\$0	\$0	\$225,002	Merit Increase	
				\$225,002	3.53%	\$0	\$0	\$0	\$0	\$0	\$0		\$225,002
Mark C. Adams	Vice President-Information Technology	Designated	\$208,536		\$0	\$0	\$0	\$0	\$0	\$0	\$208,536	Merit Increase	
				\$208,536	2.96%	\$0	\$0	\$0	\$0	\$0	\$0		\$208,536
Juan Nunez	Vice President - Facilities Management	E&G Income	\$205,000		\$0	\$0	\$0	\$0	\$0	\$0	\$205,000	Title Change and Merit Increase	
				\$205,000	20.63%	\$0	\$0	\$0	\$0	\$0	\$0		\$205,000
Christopher Maynard	Vice Provost-Academic Affairs	E&G Income	\$205,992		\$0	\$0	\$0	\$0	\$0	\$0	\$205,992	Promotion and Merit Increase	
				\$205,992	22.63%	\$0	\$0	\$0	\$0	\$0	\$0		\$205,992
Chad Hargrave	Associate VP-Research/Special Programs	Designated	\$179,208		\$0	\$0	\$0	\$0	\$0	\$0	\$179,208	Merit Increase	
				\$179,208	3.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$179,208
William Lee Angrove	Associate VP-Distance Learning	Designated	\$201,000		\$0	\$0	\$0	\$0	\$0	\$0	\$201,000	Merit and Market Increase	
				\$201,000	14.77%	\$0	\$0	\$0	\$0	\$0	\$0		\$201,000
Brian Loft	Associate VP - Faculty and Student Success	E&G	\$166,560		\$0	\$0	\$0	\$0	\$0	\$0	\$166,560	New Position	
				\$166,560	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$166,560

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Sommer Franklin	Associate VP for Academic Affairs	Designated	\$169,800		\$0	\$0	\$0	\$0	\$0	\$0	\$169,800	Merit Increase	
			\$169,800	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$169,800		
Eric Owen	Executive Director - Newton Gresham Library	E&G Income	\$145,008		\$0	\$0	\$0	\$0	\$0	\$0	\$145,008	New Hire	
			\$145,008	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,008		
Sylvia Rappe	Associate VP Finance and Operations	E&G Income	\$187,000		\$0	\$0	\$0	\$0	\$0	\$0	\$187,000	Market and Merit Increase	
			\$187,000	19.87%	\$0	\$0	\$0	\$0	\$0	\$0	\$187,000		
Lenora Chapman	Associate VP Financial Planning and Budget	Designated	\$187,008		\$0	\$0	\$0	\$0	\$0	\$0	\$187,008	New Hire	
			\$187,008	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$187,008		
David Hammonds	Associate Vice President for Human Resources and Risk Management	E&G Income	\$150,000		\$0	\$0	\$0	\$0	\$0	\$0	\$150,000	Merit Increase	
			\$150,000	4.62%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,000		
Kristina Vienne	Assistant VP Auxiliary Contracts	Auxiliaries	\$115,872		\$0	\$0	\$0	\$0	\$0	\$0	\$115,872	Merit Increase	
			\$115,872	2.66%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,872		
Kristina J. Kaskel-Ruiz	Associate VP. Marketing/Communications	Designated	\$116,256		\$0	\$0	\$0	\$0	\$0	\$0	\$116,256	Merit Increase	
			\$116,256	3.57%	\$0	\$0	\$0	\$0	\$0	\$0	\$116,256		
Charles D. Vienne	Associate VP Alumni Relations	Auxiliaries	\$105,744		\$0	\$0	\$0	\$0	\$0	\$0	\$105,744	Merit Increase	
			\$105,744	3.94%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,744		
Thelma G Mooney	Associate VP Development	E&G Income	\$116,256		\$0	\$0	\$0	\$0	\$0	\$0	\$116,256	Merit Increase	
			\$116,256	3.57%	\$0	\$0	\$0	\$0	\$0	\$0	\$116,256		
Keith Jenkins	Associate VP-Student Service Fee & Operations	Auxiliaries	\$46,505		\$0	\$0	\$0	\$0	\$0	\$0	\$46,505	Merit Increase	
			Designated	\$108,511		\$0	\$0	\$0	\$0	\$0	\$0		\$108,511
				\$155,016	3.01%	\$0	\$0	\$0	\$0	\$0	\$0		\$155,016
Andrew D Miller	Assistant VP Student Service and Executive Director of Student Health Services	E&G Income	\$113,952		\$0	\$0	\$0	\$0	\$0	\$0	\$113,952	Merit Increase	
			\$113,952	4.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$113,952		
Joellen Tipton	Executive Director of Residence Life	Auxiliaries	\$105,384		\$0	\$0	\$0	\$0	\$0	\$0	\$105,384	Merit Increase	
			\$105,384	5.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,384		

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Meredith Conrey	Director of Leadership Initiatives	Auxiliaries	\$67,992		\$0	\$0	\$0	\$0	\$0	\$0	\$67,992	Merit Increase
			\$67,992	3.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$67,992	
Brandon Cooper	Director of Student Activities	Auxiliaries	\$69,336		\$0	\$0	\$0	\$0	\$0	\$0	\$69,336	Merit Increase
			\$69,336	3.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$69,336	
Kevin Hale Morris	Executive Director - Public Safety Services	E&G Income	\$135,000		\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	Merit and Market Increase
			\$135,000	12.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	
Anne Theodori	Assistant VP-Enrollment Management	Designated	\$109,296		\$0	\$0	\$0	\$0	\$0	\$0	\$109,296	New Position
			\$109,296	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$109,296	
Donna Artho	Assistant VP Institutional Effectiveness	E&G Income	\$6,975		\$0	\$0	\$0	\$0	\$0	\$0	\$6,975	Market and Merit Increase
			\$109,281		\$0	\$0	\$0	\$0	\$0	\$0	\$109,281	
			\$116,256	8.56%	\$0	\$0	\$0	\$0	\$0	\$0	\$116,256	
Leah Mulligan	Associate VP Enrollment Management	General Revenue Designated	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	Market and Merit Increase
			\$126,552		\$0	\$0	\$0	\$0	\$0	\$0	\$126,552	
			\$126,552	10.48%	\$0	\$0	\$0	\$0	\$0	\$0	\$126,552	
Teresa Ringo	Associate VP Enrollment Management Registrar	E&G Income Designated	\$99,379		\$0	\$0	\$0	\$0	\$0	\$0	\$99,379	New Position
			\$24,845		\$0	\$0	\$0	\$0	\$0	\$0	\$24,845	
			\$124,224	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,224	
Vacant	Associate VP - Infrastructure & Support Services	Designated	\$121,632		\$0	\$0	\$0	\$0	\$0	\$0	\$121,632	No Increase
			\$121,632	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$121,632	
Terry Blaylock	Associate VP - Client Services	Designated	\$117,000		\$0	\$0	\$0	\$0	\$0	\$0	\$117,000	No Increase
			\$117,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,000	
Judith Lewis	Associate VP - Enterprise Services	Designated	\$133,392		\$0	\$0	\$0	\$0	\$0	\$0	\$133,392	Merit Increase
			\$133,392	2.60%	\$0	\$0	\$0	\$0	\$0	\$0	\$133,392	
Mitchell J. Muehsam	Dean/Professor College of Business Administration (COBA)	E&G Income	\$235,248		\$0	\$0	\$0	\$0	\$0	\$0	\$235,248	Market and Merit Increase
			\$235,248	7.57%	\$0	\$0	\$0	\$0	\$0	\$0	\$235,248	
John B. Pascarella	Dean/Professor College Sciences (COS)	Designated	\$204,984		\$0	\$0	\$0	\$0	\$0	\$0	\$204,984	Merit Increase
			\$204,984	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$204,984	

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Abbey Zink	Dean/Professor College of Humanities and Social Sciences (CHSS)	Designated	\$202,920		\$0	\$0	\$0	\$0	\$0	\$0	\$202,920	Merit Increase
			\$202,920	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$202,920	
Ronald Shields	Dean - COFAMC	E&G Income	\$200,928		\$0	\$0	\$0	\$0	\$0	\$0	\$200,928	Merit Increase
			\$200,928	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,928	
Stacey Edmonson	Dean/Professor College of Education (COE)	Designated	\$200,928		\$0	\$0	\$0	\$0	\$0	\$0	\$200,928	Merit Increase
			\$200,928	3.76%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,928	
Phillip Lyons	Dean/Director/Criminal Justice College & Center (COCJ)	Other E&G Income E&G Income Auxiliaries	\$86,976		\$0	\$0	\$0	\$0	\$0	\$0	\$86,976	Merit Increase
			\$76,104		\$0	\$0	\$0	\$0	\$0	\$0	\$76,104	
			\$54,360		\$0	\$0	\$0	\$0	\$0	\$0	\$54,360	
			\$217,440	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$217,440	
Rodney Runyan	Dean/College of Health Sciences	E&G Income	\$201,600		\$0	\$0	\$0	\$0	\$0	\$0	\$201,600	Merit Increase
			\$201,600	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$201,600	
Kenneth Hendrickson	Dean-Graduate Studies	E&G Income	\$185,664		\$0	\$0	\$0	\$0	\$0	\$0	\$185,664	Merit Increase
			\$185,664	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$185,664	
Kimberly Bell	Dean - Honors College	E&G Income	\$117,312		\$0	\$0	\$0	\$0	\$0	\$0	\$117,312	Merit Increase
			\$117,312	3.56%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,312	
Charles E. Henley	Dean of Osteopathic Medicine	Restricted	\$456,216		\$0	\$0	\$0	\$0	\$0	\$0	\$456,216	Merit Increase
			\$456,216	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$456,216	
John M. Yarabeck	Dean - Students	E&G Income	\$108,264		\$0	\$0	\$0	\$0	\$0	\$0	\$108,264	Merit Increase
			\$108,264	3.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$108,264	
Stephen McKernan	Assoc Dean for Clinical Affairs	Restricted	\$318,264		\$0	\$0	\$0	\$0	\$0	\$0	\$318,264	Merit Increase
			\$318,264	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$318,264	
Mari Hopper	Associate Dean - Biomedical Sciences	Restricted	\$200,016		\$0	\$0	\$0	\$0	\$0	\$0	\$200,016	New Position
			\$200,016	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,016	
James Crosby	Associate Dean - CHSS	E&G Income	\$104,088		\$0	\$0	\$0	\$0	\$0	\$0	\$104,088	Merit Increase
			\$104,088	5.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$104,088	

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Carroll Nardone	Associate Dean - CHSS	E&G Income	\$113,088		\$0	\$0	\$0	\$0	\$0	\$0	\$113,088	Market and Merit Increase
			\$113,088	9.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$113,088	
Glenn Sanford	Associate Dean - CHSS	E&G Income	\$143,688		\$0	\$0	\$0	\$0	\$0	\$0	\$143,688	Merit Increase
			\$143,688	4.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$143,688	
Patrick Lewis	Professor/Assoc Dean - Honors College	E&G Income	\$91,950		\$0	\$0	\$0	\$0	\$0	\$0	\$91,950	Merit Increase
		Other Designated	\$28,650		\$0	\$0	\$0	\$0	\$0	\$0	\$28,650	
			\$120,600	3.93%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,600	
Tracy Bilsing	Assoc Prof/Assoc Dean - Honors College	E&G Income	\$91,560		\$0	\$0	\$0	\$0	\$0	\$0	\$91,560	Market and Merit Increase
			\$91,560	1.87%	\$0	\$0	\$0	\$0	\$0	\$0	\$91,560	
Ryan Zapalac	Associate Dean - COHS	E&G	\$105,744		\$0	\$0	\$0	\$0	\$0	\$0	\$105,744	Merit Increase
			\$105,744	5.66%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,744	
Vacant	Associate Dean - COHS	Designated	\$111,288		\$0	\$0	\$0	\$0	\$0	\$0	\$111,288	No Increase
			\$111,288	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$111,288	
Vacant	Associate Dean - College of Business Administration	E&G Income	\$177,216		\$0	\$0	\$0	\$0	\$0	\$0	\$177,216	No Increase
			\$177,216	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$177,216	
Kurt Jesswein	Associate Dean - College of Business Administration	E&G Income	\$190,608		\$0	\$0	\$0	\$0	\$0	\$0	\$190,608	New Hire
			\$190,608	4.38%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,608	
Brian Miller	Associate Dean - COFAMC	E&G Income	\$107,376		\$0	\$0	\$0	\$0	\$0	\$0	\$107,376	Merit Increase
			\$107,376	2.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,376	
Penelope Hasekoester	Associate Dean - COFAMC	E&G Income	\$136,248		\$0	\$0	\$0	\$0	\$0	\$0	\$136,248	Merit Increase
		Designated	\$10,008		\$0	\$0	\$0	\$0	\$0	\$0	\$10,008	
			\$146,256	2.78%	\$0	\$0	\$0	\$0	\$0	\$0	\$146,256	
A. Wayne Barrett	Associate Dean/ Associate Professor - COFAMC	E&G Income	\$96,120		\$0	\$0	\$0	\$0	\$0	\$0	\$96,120	Merit Increase
			\$96,120	3.57%	\$0	\$0	\$0	\$0	\$0	\$0	\$96,120	
Ben Marcus Gillespie	Associate Dean/Professor - College of Sciences	E&G Income	\$129,204		\$0	\$0	\$0	\$0	\$0	\$0	\$129,204	Merit Increase
			\$129,204	4.49%	\$0	\$0	\$0	\$0	\$0	\$0	\$129,204	
Anne Gaillard	Associate Dean/Assoc. Professor - College of Science	E&G Income	\$115,800		\$0	\$0	\$0	\$0	\$0	\$0	\$115,800	Merit Increase
			\$115,800	4.26%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,800	

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Janet Mullings	Associate Dean/Associate Professor College of Criminal Justice	E&G Income	\$159,024		\$0	\$0	\$0	\$0	\$0	\$0	\$159,024	Merit Increase
			\$159,024	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$159,024	
Holly Miller	Associate Dean/Professor - College of Criminal Justice	E&G Income	\$163,248		\$0	\$0	\$0	\$0	\$0	\$0	\$163,248	Merit Increase
			\$163,248	2.86%	\$0	\$0	\$0	\$0	\$0	\$0	\$163,248	
Randall Garner	Associate Dean/Professor - College of Criminal Justice	E&G Income	\$166,992		\$0	\$0	\$0	\$0	\$0	\$0	\$166,992	Market and Merit Increase
			\$166,992	4.68%	\$0	\$0	\$0	\$0	\$0	\$0	\$166,992	
Kathleen Rice	Interim Associate Dean - College of Education (COE)	E&G Income	\$119,376		\$0	\$0	\$0	\$0	\$0	\$0	\$119,376	Market and Merit Increase
			\$119,376	8.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$119,376	
Sandra Stewart	Associate Dean - College of Education (COE)	E&G Income	\$179,328		\$0	\$0	\$0	\$0	\$0	\$0	\$179,328	Merit Increase
			\$179,328	3.24%	\$0	\$0	\$0	\$0	\$0	\$0	\$179,328	
Jannah Nerren	Associate Dean - College of Education (COE)	Designated E&G	\$62,892		\$0	\$0	\$0	\$0	\$0	\$0	\$62,892	Merit Increase
			\$62,892		\$0	\$0	\$0	\$0	\$0	\$0	\$62,892	
			\$125,784	3.47%	\$0	\$0	\$0	\$0	\$0	\$0	\$125,784	
Jerrell Sherman	Associate Dean - Students	Auxiliaries	\$70,368		\$0	\$0	\$0	\$0	\$0	\$0	\$70,368	Merit Increase
			\$70,368	3.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$70,368	
Chelsea Smith	Associate Dean - Students	Auxiliaries	\$77,256		\$0	\$0	\$0	\$0	\$0	\$0	\$77,256	Merit Increase
			\$77,256	3.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,256	
Vacant	Assistant Dean - College of Health Science	E&G Income	\$95,904		\$0	\$0	\$0	\$0	\$0	\$0	\$95,904	No Increase
			\$95,904	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$95,904	
Vacant	Assistant Dean/Associate Professor - College of Business Administration	Other E&G Income	\$75,946		\$0	\$0	\$0	\$0	\$0	\$0	\$75,946	No Increase
			\$75,946	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$75,946	
Courtney West	Asst Dean Educational Development	Restricted	\$160,704		\$0	\$0	\$0	\$0	\$0	\$0	\$160,704	Merit Increase
			\$160,704	4.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$160,704	