

Higher Education  
Administrative Accountability Report  
Special Provisions, Sec. 6  
FY2023

**Institution Code: 711**

**Institution Name: Texas A&M University**

Name	Position	Funding Source	Salary (09/01/21)	Base Salary (09/01/22)	Percentage Salary Increase Over FY 2022	Nonsalary Benefits FY 2022					Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other		
Acker, Andrew	Vice President for University Advancement	General Revenue Designated	\$ 435,000.00	\$448,050.00							\$448,050.00	
		Total	\$ 435,000.00	\$448,050.00	3.00%				\$ -		\$448,050.00	
Ahdieh, Robert	Dean	General Revenue Designated	\$ 430,699.83	\$441,467.29					\$ 54,090.92		\$ 54,090.92	
		Total	\$ 430,699.83	\$441,467.29	2.50%				\$ -	\$ 73,840.93	\$515,308.22	One-time merit, Admin Stipend, Dept Head Stipend
Alexander, Michael S	Assistant Dean	Designated	\$ 173,502.72	\$178,013.76					\$ 19,550.00		\$197,563.76	One-time merit, Teaching in excess 100%, Cont Ed, Extra pay
		Total	\$ 173,502.72	\$178,013.76	2.60%				\$ 19,550.00		\$197,563.76	
Alexander-Packard, Gerianne	Associate Vice President for Research	Designated	\$ 163,185.06	\$166,452.00					\$ 16,850.00		\$183,302.00	Admin stipend
		Total	\$ 163,185.06	\$166,452.00	2.00%				\$ 16,850.00		\$183,302.00	Reclassification 7/22
Anand, Nagamangala	Vice President for Faculty Affairs	General Revenue Designated Restricted	\$ 328,280.37 \$ - \$ -	\$393,607.83 \$ - \$ -					\$ 44,585.92 \$ 800.00 \$ 9,090.90		\$438,193.75 \$ 800.00 \$ 9,090.90	Administrative stipend Teaching in excess of 100% Distinguished Chair Stipend
		Total	\$ 328,280.37	\$393,607.83	19.90%				\$ 54,476.82		\$448,084.65	Promoted 2/22 to Vice President
Angerholzer, Maxmillian	Chief Executive Officer, Bush Foundation	General Revenue Total	\$ 400,465.92 \$ 400,465.92	\$408,475.32 \$408,475.32							\$408,475.32 \$408,475.32	
Ashley, Frank	Senior Professor & Executive Associate Dean	General Revenue Designated	\$ 274,249.46	\$306,000.09					\$ 49,799.99 \$ 6,700.00		\$ 49,799.99 \$312,700.09	Admin stipend, Teachin in Excess of 100% One-time merit, Continuing Ed, Extra pay outside job
		Total	\$ 274,249.46	\$306,000.09	11.58%				\$ 56,499.99		\$362,500.08	Reclassification 9/22
August, John	Dean	General Revenue Total	\$ 266,299.99 \$ 266,299.99	\$272,957.52 \$272,957.52					\$107,650.02 \$107,650.02		\$380,607.54 \$380,607.54	Dept Head Stipend + One-time Merit
Baldauf Jack G	Vice President for Research	General Revenue Restricted Designated	\$ 350,999.95 \$ 39,000.00	\$237,499.97 \$ 12,500.00					\$ 27,818.18 \$ 3,090.92		\$265,318.15 \$ 15,590.92	Admin stipend change Admin stipend
		Total	\$ 389,999.95	\$249,999.97	-35.90%				\$ 30,909.10		\$280,909.07	Moved from interim to active VP 6/2/22

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						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other		
Ballabina, Susan G.	Senior Vice President	General Revenue	\$ 380,000.04	\$424,995.96							\$424,995.96	
			\$ 380,000.04	\$424,995.96	11.84%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$424,995.96
Balester, Valerie M	Assistant Provost	General Revenue Designated	\$ 169,577.66	\$172,177.62					\$ 29,679.03		\$ 201,856.65	Admin stipend
			\$ 169,577.66	\$172,177.62	1.53%	\$ -	\$ -	\$ -	\$ -	\$ 29,679.03	\$ -	\$201,856.65
Banks, Margaret	President	Designated	\$ 828,429.96	\$828,429.96							\$828,429.96	
		Restricted	\$ 96,570.00	\$ 96,570.00							\$ 96,570.00	
		Total	\$ 924,999.96	\$924,999.96	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$924,999.96
Bayer Barbara A	Assistant Dean	General Revenue	\$ 178,995.96	\$208,000.08					\$ 1,000.00		\$209,000.08	One-time merit
		Designated							\$ 1,000.00		\$ 1,000.00	One-time merit
		Total	\$ 178,995.96	\$208,000.08	16.20%	\$ -	\$ -	\$ -	\$ -	\$ 2,000.00	\$ -	\$210,000.08
Baze, Lacey	Assistant Vice President	General Revenue	\$ 128,792.52	\$195,000.00							\$195,000.00	
		Designated									\$ -	
		Total	\$ 128,792.52	\$195,000.00	51.41%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$195,000.00
Bazzi Hassan S	Prof & Assoc Dean	Agency	\$ 256,522.92	\$242,575.28							\$242,575.28	
		Total	\$ 256,522.92	\$242,575.28	-5.44%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$242,575.28
Bell, Lesley	Assistant Dean	General Revenue		\$188,700.00					\$ 1,500.00		\$190,200.00	One-time merit
		Total	\$ -	\$188,700.00	N/A	\$ -	\$ -	\$ -	\$ -	\$ 1,500.00	\$ -	\$190,200.00
Bennett, Suprena D	Assistant Dean	General Revenue	\$ 191,058.00	\$196,789.80					\$ 2,500.00		\$199,289.80	One-time merit
		Total	\$ 191,058.00	\$196,789.80	3.00%	\$ -	\$ -	\$ -	\$ -	\$ 2,500.00	\$ -	\$199,289.80
Bermudez, Jose	Interim Dean	General Revenue	\$ 280,139.52	\$285,742.49					\$ 49,575.73		\$335,318.22	Admin stipend + One-time merit
		Designated							\$ 1,988.40		\$ 1,988.40	Admin stipend
		Total	\$ 280,139.52	\$285,742.49	2.00%	\$ -	\$ -	\$ -	\$ -	\$ 51,564.13	\$ -	\$337,306.62
Booth, Gary	Chief Financial Officer, Bush Foundation	Designated	\$ 155,884.92	\$173,669.28							\$173,669.28	
		Restricted									\$ -	
			\$ 155,884.92	\$173,669.28	11.41%						\$173,669.28	Equity adjustment

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						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp			
Bowersox, Rodney	Associate Dean - Faculty	General Revenue	\$ 155,464.87	\$158,574.19								\$158,574.19		
		Designated	\$ 155,464.87	\$158,574.19									\$158,574.19	
			\$ 310,929.74	\$317,148.38	2.00%								\$317,148.38	
Brannstrom, Christian	Professor & Associate Dean	General Revenue	\$ 177,510.80	\$181,948.47					\$ 30,021.46			\$211,969.93	Admin stipend, Dept Head stipend, One-time merit	
		Designated							\$ 1,000.00			\$ 1,000.00	One-time merit	
		Restricted							\$ 300.00			\$ 300.00	Extra pay outside regular job duty	
			\$ 177,510.80	\$181,948.47	2.50%				\$ 31,321.46			\$213,269.93		
Brisco, Kristine	Assistant Dean	General Revenue	\$ 170,028.00	\$189,252.12					\$ 1,000.00			\$190,252.12	One-time merit	
		Designated	\$ -	\$ -								\$ -		
		Total	\$ 170,028.00	\$189,252.12	11.31%				\$ 1,000.00			\$190,252.12	Equity adjustment	
Brown, Kelly	Associate Vice President	General Revenue	\$ 201,220.80	\$205,245.24					\$ 3,920.00			\$209,165.24	One-time merit	
		Total	\$ 201,220.80	\$205,245.24	2.00%				\$ 3,920.00	\$ -	\$ -	\$209,165.24		
Brown, Robert (Brad)	Chief of Administration	General Revenue		\$224,400.12								\$224,400.12		
		Total	\$ -	\$224,400.12	N/A				\$ -	\$ -	\$ -	\$224,400.12	Transferred in 1/22	
Bryan, Casey	Chief Information Officer	General Revenue		\$147,000.00								\$147,000.00		
		Total	\$ -	\$147,000.00	N/A				\$ -	\$ -	\$ -	\$147,000.00	Transferred in 7/22	
Bryk, Mary	Associate Dean for Academic Affairs	General Revenue	\$ 117,231.51	\$119,576.16					\$ 22,000.00			\$141,576.16	Interim increase	
		Designated							\$ 1,200.00			\$ 1,200.00	One-time merit	
			\$ 117,231.51	\$119,576.16	2.00%				\$ 23,200.00			\$142,776.16		
Chamberland-Tremblay, Jear	Associate Dean for Faculty Success	General Revenue		\$224,323.08								\$224,323.08		
		Total	\$ -	\$224,323.08	N/A				\$ -	\$ -	\$ -	\$224,323.08	Transferred in 9/22	
Cherry, Robert C	Associate Dean	General Revenue	\$ 112,560.48	\$149,254.68					\$ 6,700.00			\$155,954.68	Distance ed/remote education	
		Designated							\$ 15,900.00			\$ 15,900.00	Extra pay outside regular job + One-time merit	
		Total	\$ 112,560.48	\$149,254.68	32.60%				\$ 22,600.00	\$ -	\$ -	\$171,854.68	Promotion	

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						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other			Non Cash Comp
Coates, Craig	Associate Dean for Inclusive Excellence	General Revenue Designated	\$ 117,737.84	\$120,092.62						\$ 22,000.00	\$142,092.62	Temp salary increase	
									\$ 16,199.99	\$ 16,199.99	Temp salary increase, One-time merit, Extra pay outside job		
			<b>Total</b>	<b>\$ 117,737.84</b>	<b>\$120,092.62</b>	<b>2.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 38,199.99</b>	<b>\$ -</b>	<b>\$158,292.61</b>
Cook, Terence L	Assitant Dean	General Revenue Designated	\$ 121,550.88	\$129,000.00						\$ 2,650.00	\$131,650.00	Temp salary increase, One-time merit	
									\$ 3,750.00	\$ 3,750.00	Temp salary increase		
			<b>Total</b>	<b>\$ 121,550.88</b>	<b>\$129,000.00</b>	<b>6.13%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 6,400.00</b>	<b>\$ -</b>	<b>\$135,400.00</b>
Cooper, John T	Assistant Vice President	General Revenue Designated	\$ 172,113.72	\$175,213.68						\$ 6,278.00	\$181,491.68	Temporary salary increase, One-time merit	
									\$ 713.00	\$ 713.00	Temporary salary increase		
			<b>Total</b>	<b>\$ 172,113.72</b>	<b>\$175,213.68</b>	<b>1.80%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 6,991.00</b>	<b>\$ -</b>	<b>\$182,204.68</b>
Cordray, Chris	Assistant Chief Information Officer	Designated		\$195,000.00							\$195,000.00		
			<b>Total</b>	<b>\$ -</b>	<b>\$195,000.00</b>	<b>N/A</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$195,000.00</b>	Transferred in 4/22
Crawford, John W.	Vice President for Finance & Chief Financial Officer	General Revenue Designated	\$ 399,999.96	\$435,999.96							\$435,999.96		
											\$ -		
			<b>Total</b>	<b>\$ 399,999.96</b>	<b>\$435,999.96</b>	<b>9.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$435,999.96</b>
Criscione, John	Vice Dean of Engineering Medicine	General Revenue Designated	\$ 142,291.51								\$ -		
				\$ 37,824.33	\$220,890.01						\$ 65,620.50	\$286,510.51	
			<b>Total</b>	<b>\$ 180,115.84</b>	<b>\$220,890.01</b>	<b>22.64%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 65,620.50</b>	<b>\$ -</b>	<b>\$286,510.51</b>
Criscitiello, Michael	Associate Dean for Research and Graduate Studies	General Revenue Restricted	\$ 173,551.13	\$177,889.91						\$ 29,999.97	\$207,889.88	Admin stipend	
											\$ 4,000.04	\$ 4,000.04	Distinguished chair stipend
			<b>Total</b>	<b>\$ 173,551.13</b>	<b>\$177,889.91</b>	<b>2.50%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 34,000.01</b>	<b>\$ -</b>	<b>\$211,889.92</b>
Crooks, Viviene	Assistant Dean	Functional & Genera Designated	\$ 132,600.12	\$143,100.12						\$ 7,900.00	\$151,000.12	Temp salary increase, One-time merit	
											\$ 1,000.00	\$ 1,000.00	Temp salary increase, One-time merit
			<b>Total</b>	<b>\$ 132,600.12</b>	<b>\$143,100.12</b>	<b>7.92%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 8,900.00</b>	<b>\$ -</b>	<b>\$152,000.12</b>
Crouch, Elizabeth	Associate Dean	General Revenue Designated	\$ 163,098.00	\$166,359.96						\$ 1,599.00	\$167,958.96	One-time merit	
											\$ -		
			<b>Total</b>	<b>\$ 163,098.00</b>	<b>\$166,359.96</b>	<b>2.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,599.00</b>	<b>\$ -</b>	<b>\$167,958.96</b>
Datta Sumana	Assistant Provost	General Revenue	\$ 162,974.13	\$165,574.09							\$165,574.09		

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						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
		Designated									\$ 35,017.00	\$ 35,017.00	Admin stipend, one-time merit
		Total	\$ 162,974.13	\$ 165,574.09	1.60%	\$ -	\$ -	\$ -	\$ -	\$ 35,017.00	\$ -	\$ 200,591.09	
Davis Kevin	Chief Information Officer, Qatar	Restricted	\$ 157,044.72	\$ 164,111.76								\$ 164,111.76	
		Total	\$ 157,044.72	\$ 164,111.76	4.50%	\$ -	\$ -	\$ -	\$ -		\$ -	\$ 164,111.76	
Deer, Shannon	Interim Associate Dean	General Revenue	\$ 156,235.59	\$ 169,788.96								\$ 169,788.96	
		Designated								\$ 75,919.03		\$ 75,919.03	Admin stipend, One-time merit, Teaching in excess 100%
		Total	\$ 156,235.59	\$ 169,788.96	8.67%					\$ 75,919.03		\$ 245,707.99	Promotion
Deigaard, William	Associate Vice President	General Revenue	\$ 211,478.04	\$ 215,707.56								\$ 215,707.56	
		Designated										\$ -	
		Total	\$ 211,478.04	\$ 215,707.56	2.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 215,707.56	
De Miranda, Michael	Dean	General Revenue	\$ 246,840.09	\$ 274,437.02						\$ 2,000.00		\$ 276,437.02	Extra pay outside regular job
		Designated								\$ 106,053.69		\$ 106,053.69	Admin stipend, One-time merit
		Total	\$ 246,840.09	\$ 274,437.02	11.18%	\$ -	\$ -	\$ -	\$ -	\$ 108,053.69	\$ -	\$ 382,490.71	
Dillard Joseph B	Assistant Dean	General Revenue	\$ 179,124.72	\$ 183,602.88								\$ 183,602.88	
		Designated										\$ -	
		Total	\$ 179,124.72	\$ 183,602.88	2.50%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 183,602.88	
Dobiyanski, Victoria	Associate Vice President Student Affairs	General Revenue										\$ -	
		Designated	\$ 187,425.00	\$ 192,425.16								\$ 192,425.16	
		Auxiliary	\$ -	\$ -								\$ -	
		Total	\$ 187,425.00	\$ 192,425.16	2.67%	\$ -	\$ -	\$ -	\$ -		\$ -	\$ 192,425.16	
Dorsey Alicia M	Associate Vice President	General Revenue	\$ 143,754.28	\$ 234,604.08						\$ 10,000.00		\$ 244,604.08	One-time merit
		Designated	\$ 61,638.32							\$ 1,500.00		\$ 1,500.00	One-time merit
		Total	\$ 205,392.60	\$ 234,604.08	14.22%	\$ -	\$ -	\$ -	\$ -	\$ 11,500.00	\$ -	\$ 246,104.08	Promotion
Dorsey, Leroy G	Associate Dean	General Revenue	\$ 133,083.00	\$ 141,111.00						\$ 34,501.40		\$ 175,612.40	Admin stipend, Temp salary, One-time merit
		Total	\$ 133,083.00	\$ 141,111.00	6.03%	\$ -	\$ -	\$ -	\$ -	\$ 34,501.40	\$ -	\$ 175,612.40	

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Dudensing, Rebekka	Associate Vice President	General Revenue		\$194,000.16							\$194,000.16		
		Total	\$ -	\$194,000.16	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$194,000.16	Transferred in 1/22	
Dudley Deanie D	Assistant Dean	General Revenue	\$ 177,509.52	\$181,476.56					\$ 184.40		\$181,660.96	One-time merit	
		Designated							\$ 3,815.60		\$ 3,815.60	One-time merit	
		Agrilife	\$ 6,381.00	\$ 6,523.61							\$ 6,523.61		
		Total	\$ 183,890.52	\$188,000.17	2.23%	\$ -	\$ -	\$ -	\$ -	\$ 4,000.00	\$ -	\$192,000.17	
Dye, William	Assistant Dean of Graduate Programs	General Revenue							\$ 14,500.00		\$ 14,500.00	One-time merit	
		Designated	\$ 140,726.16	\$158,226.24							\$158,226.24		
		Total	\$ 140,726.16	\$158,226.24	12.44%	\$ -	\$ -	\$ -	\$ -	\$ 14,500.00	\$ -	\$172,726.24	Equity adjustment
Eades, Erma Susan	Associate Dean for Administration, Canyon	General Revenue		\$203,872.57					\$ 24,948.90		\$228,821.47	Admin stipend	
		Total	\$ -	\$203,872.57	N/A				\$ 24,948.90		\$228,821.47		
Eckman, Stacy	Associate Dean of Hospital Operations & CEO	General Revenue		\$146,370.07					\$ 63,999.98		\$210,370.05	Admin stipend	
		Total	\$ -	\$146,370.07	N/A				\$ 63,999.98		\$210,370.05		
Economou, Ioannis	Senior Associate Dean	Agency	\$ 241,567.68	\$272,402.88							\$272,402.88		
		Total	\$ 241,567.68	\$272,402.88	12.76%						\$272,402.88	Merit	
Endler, Dean K	Assistant VP Finance	General Revenue	\$ 143,581.20	\$146,452.82					\$ 3,600.00		\$150,052.82	One-time merit	
		Designated/Service I	\$ 61,534.80	\$ 62,765.50							\$ 62,765.50		
		Total	\$ 205,116.00	\$209,218.32	2.00%	\$ -	\$ -	\$ -	\$ -	\$ 3,600.00	\$ -	\$212,818.32	
Errisuriz, Arturo	Assistant Dean	Designated	\$ 121,550.88	\$129,550.92					\$ 6,500.00		\$136,050.92	Temp salary, One-time merit	
		Total	\$ 121,550.88	\$129,550.92	6.58%				\$ 6,500.00		\$136,050.92	Equity adjustment	
Escobar-Lemmon, Maria	Associate Dean & Professor	General Revenue	\$ 130,338.00	\$133,605.09					\$ 22,750.80		\$156,355.89	Admin stipend, One-time merit	
		Total	\$ 130,338.00	\$133,605.09	2.51%				\$ 22,750.80		\$156,355.89	Promotion	

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Falks, Delisa	Assitant Vice President	General Revenue Designated	\$ 185,199.96	\$189,999.96							\$189,999.96	
		Total	\$ 185,199.96	\$189,999.96	2.59%				\$ 12,000.00		\$ 12,000.00	One-time merit
Ficht Allison	Senior Associate Vice President for Research	General Revenue Restricted	\$ 243,520.86	\$247,173.83					\$ 39,000.03		\$286,173.86	Dept head stipend, One-time merit
		Total	\$ 243,520.86	\$247,173.83	1.50%				\$ 39,000.03		\$286,173.86	
Fluckey, James	Professor & Associate Dean	General Revenue Designated		\$132,236.10 \$ 13,078.30					\$ 4,541.05 \$ 2,000.00		\$136,777.15 \$ 15,078.30	Admin stipend, Temp salary One-time merit
		Total	\$ -	\$145,314.40	N/A	\$ -	\$ -	\$ -	\$ 6,541.05	\$ -	\$151,855.45	Position reclassification 9/1/22
Franklin, Stephen	Vice President for Facilities	General Revenue Total	\$ 256,200.00 \$ 256,200.00	\$256,999.92 \$256,999.92	 0.31%						\$256,999.92 \$256,999.92	
Fry, Richard M	Associate Vice President	General Revenue Total	\$ 163,200.12 \$ 163,200.12	\$165,648.12 \$165,648.12	 1.50%				\$ 1,500.00 \$ 1,500.00		\$167,148.12 \$167,148.12	One-time merit
Garza Juan E	Assistant Vice President	General Revenue Designated		\$242,604.24 \$ 236,004.12							\$242,604.24 \$ 7,500.00	One-time merit
		Total	\$ 236,004.12	\$242,604.24	2.80%	\$ -	\$ -	\$ -	\$ 7,500.00	\$ -	\$250,104.24	
Garza, Norman	Vice President for Government Relations	General Revenue Designated	\$ 165,000.00 \$ 135,000.00	\$163,500.00 \$163,500.00							\$163,500.00 \$163,500.00	
		Total	\$ 300,000.00	\$327,000.00	9.00%	\$ -	\$ -	\$ -		\$ -	\$327,000.00	Merit
Green, Pamela	Associate Vice President	General Revenue Designated Restricted	\$ 215,000.04	\$219,300.00							\$219,300.00 \$ - \$ -	
		Total	\$ 215,000.04	\$219,300.00	2.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$219,300.00	Transferred in 9/21
Griffin, Ricky	Inerim Dean	General Revenue Designated		\$421,260.00							\$421,260.00 \$ 65,500.00	Continuing education, Teaching in excess of 100%
		Total	\$ -	\$421,260.00	N/A	\$ -	\$ -	\$ -	\$ 65,500.00	\$ -	\$486,760.00	Transferred in 8/22

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**Institution Name: Texas A&M University**

Name	Position	Funding Source	Salary (09/01/21)	Base Salary (09/01/22)	Percentage Salary Increase Over FY 2022	Nonsalary Benefits FY 2022						Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
Hanks Cheryl L	Chief Administrative Officer	General Revenue	\$ 241,049.88	\$250,008.00						\$ 31,365.50	\$281,373.50	Temporary salary increase, one-time merit	
		Designated								\$ 18,832.50	\$ 18,832.50	Temporary salary increase	
		Restricted									\$ -		
		Total	\$ 241,049.88	\$250,008.00	3.72%	\$ -	\$ -	\$ -	\$ -	\$ 50,198.00	\$ -	\$300,206.00	
Hardy, Michael	Associate Vice President, Government Relations	General Revenue	\$ 146,419.80	\$200,000.04							\$200,000.04		
		Designated								\$ 5,000.00	\$ 5,000.00	One-time merit	
		Total	\$ 146,419.80	\$200,000.04	36.59%	\$ -	\$ -	\$ -	\$ -	\$ 5,000.00	\$ -	\$205,000.04	Promotion
Harlin, Julie	Associate Dean	General Revenue		\$115,309.63							\$115,309.63		
		Total	\$ -	\$115,309.63	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$115,309.63	Transferred in 9/22
Harrell, Kristen A	Assistant Vice President, Student Affairs	Designated	\$ 140,000.04	\$ 38,625.00							\$ 38,625.00		
		Auxiliary		\$115,875.00							\$115,875.00		
		Total	\$ 140,000.04	\$154,500.00	10.36%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$154,500.00	Hiring salary adjustment
Harris Danielle A	Assistant Dean	General Revenue	\$ 101,718.84	\$103,753.20							\$103,753.20		
		Designated								\$ 1,200.00	\$ 1,200.00	One-time merit	
		Total	\$ 101,718.84	\$103,753.20	2.00%	\$ -	\$ -	\$ -	\$ -	\$ 1,200.00	\$ -	\$104,953.20	
Hartman, Gregory W	Chief Operating Officer and Senior Vice President	General Revenue	\$ 549,999.96	\$549,999.96							\$549,999.96		
		Restricted									\$ -		
		Total	\$ 549,999.96	\$549,999.96	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$549,999.96	
Heidick, Venesa	Assistant Vice President	General Revenue	\$ 173,799.96	\$179,799.84							\$179,799.84		
		Designated								\$ 7,500.00	\$ 7,500.00	One-time merit	
		Total	\$ 173,799.96	\$179,799.84	3.45%	\$ -	\$ -	\$ -	\$ -	\$ 7,500.00	\$ -	\$187,299.84	Title change 8/22
Helge, Terri	Professor & Associate Dean	General Revenue	\$ 182,060.20	\$191,404.32						\$ 33,000.00	\$224,404.32	Admin stipend, One-time merit, Extra pay outside reg job duty	
		Designated								\$ 2,000.00	\$ 2,000.00	Admin stipend	
		Total	\$ 182,060.20	\$191,404.32	5.13%	\$ -	\$ -	\$ -	\$ -	\$ 35,000.00	\$ -	\$226,404.32	Equity adjustment
Herrera, Luz E	Professor & Associate Dean	General Revenue	\$ 195,655.23	\$195,655.23						\$ 1,500.00	\$197,155.23	One-time merit	
		Designated								\$ 15,000.00	\$ 15,000.00	Extra pay outside regular job duty	
		Total	\$ 195,655.23	\$195,655.23	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 16,500.00	\$ -	\$212,155.23	
Hinkley, Richard S	Vice President	General Revenue	\$ 220,173.91	\$224,577.36					\$ 6,140.00	\$230,717.36	One-time merit		



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**Institution Name: Texas A&M University**

Name	Position	Funding Source	Salary (09/01/21)	Base Salary (09/01/22)	Percentage Salary Increase Over FY 2022	Nonsalary Benefits FY 2022					Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other		
		Designated	\$ 94,360.25	\$ 96,247.44							\$ 96,247.44	
		Other Sources									\$ -	
		<b>Total</b>	<b>\$ 314,534.16</b>	<b>\$320,824.80</b>	<b>2.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 6,140.00</b>	<b>\$ -</b>	<b>\$326,964.80</b>
Hinojosa, Felipe	Assistant Provost	General Revenue		\$122,254.04							\$122,254.04	
		Designated									\$ -	
		<b>Total</b>	<b>\$ -</b>	<b>\$122,254.04</b>	<b>N/A</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$122,254.04 Promoted 9/22</b>
Hobbs, Jill	Assistant Dean	General Revenue	\$ 125,000.04	\$128,750.04					\$ 4,098.84		\$132,848.88	Temporary increase
		Designated							\$ 2,000.00		\$ 2,000.00	One-time merit
		<b>Total</b>	<b>\$ 125,000.04</b>	<b>\$128,750.04</b>	<b>3.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 6,098.84</b>	<b>\$ -</b>	<b>\$134,848.88</b>	<b>Promoted 3/22</b>
Hogan, Harry	Senior Associate Dean	General Revenue	\$ 215,277.26	\$262,224.82					\$ 56,650.33		\$318,875.15	Admin stipend
		Designated							\$ 4,000.00		\$ 4,000.00	One-time merit
		<b>Total</b>	<b>\$ 215,277.26</b>	<b>\$262,224.82</b>	<b>21.81%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 60,650.33</b>	<b>\$ -</b>	<b>\$322,875.15</b>	<b>Equity adjustment</b>
Hudson, Holly	Associate Vice President	General Revenue		\$194,000.16							\$194,000.16	
		Designated							\$ 1,000.00		\$ 1,000.00	One-time merit
		<b>Total</b>	<b>\$ -</b>	<b>\$194,000.16</b>	<b>N/A</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,000.00</b>	<b>\$ -</b>	<b>\$195,000.16</b>	<b>Transfer 2/22</b>
Irby, Beverly J	Professor & Associate Dean	General Revenue	\$ 226,509.36	\$233,304.72					\$ 44,591.80		\$277,896.52	Admin stipend
		Designated							\$ 2,500.00		\$ 2,500.00	One-time merit
		<b>Total</b>	<b>\$ 226,509.36</b>	<b>\$233,304.72</b>	<b>3.00%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 47,091.80</b>	<b>\$ -</b>	<b>\$280,396.52</b>	
Jayaraman, Arul	Executive Associate Dean	General Revenue		\$313,691.07					\$ 45,681.44		\$359,372.51	Admin stipend
		Designated							\$ 4,000.00		\$ 4,000.00	One-time merit
		<b>Total</b>	<b>\$ -</b>	<b>\$313,691.07</b>	<b>N/A</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 49,681.44</b>	<b>\$ -</b>	<b>\$363,372.51</b>	<b>Transferred in 3/14/22</b>
Jeffrey, Justin	Assistant Vice President, Student Affairs	Designated	\$ 86,184.00	\$139,204.50					\$ 1,212.96		\$140,417.46	One-time merit
		Auxiliary	\$ 48,816.00	\$ 15,295.50					\$ 687.04		\$ 15,982.54	One-time merit
		<b>Total</b>	<b>\$ 135,000.00</b>	<b>\$154,500.00</b>	<b>14.44%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$154,500.00</b>	<b>Skill enhancement, hiring salary adjustment</b>

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Name	Position	Funding Source	Salary (09/01/21)	Base Salary (09/01/22)	Percentage Salary Increase Over FY 2022	Nonsalary Benefits FY 2022					Total Comp.		
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other			Non Cash Comp
Johnson, Michael D	Interim Assoc Provost & Interim Vice President for Faculty Affairs	General Revenue	\$ 223,575.08	\$129,318.80						\$ 49,568.97	\$178,887.77	Admin stipend	
		Designated		\$105,806.29						\$ 4,000.00	\$109,806.29	One-time merit	
		Restricted									\$ -		
		Total	\$ 223,575.08	\$235,125.09	5.17%	\$ -	\$ -	\$ -	\$ -	\$ 53,568.97	\$ -	\$288,694.06	Transferred to new position 9/1/22
Johnson, Violet M	Senior Associate Dean	General Revenue	\$ 131,760.00	\$135,054.00						\$ 22,500.80	\$157,554.80	Admin stipend, One-time merit	
		Designated	\$ -	\$ -							\$ -		
		Total	\$ 131,760.00	\$135,054.00	2.50%	\$ -	\$ -	\$ -	\$ -	\$ 22,500.80	\$ -	\$157,554.80	
Judah, Henry	Associate Vice President	General Revenue		\$175,000.08							\$175,000.08		
		Total	\$ -	\$175,000.08	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$175,000.08	Transferred in 2/22	
Kissee, Joshua	Assistant Vice President	General Revenue									\$ -		
		Designated		\$195,000.00							\$195,000.00		
		Total	\$ -	\$195,000.00	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$195,000.00	Transferred in 7/22	
Klein, Patricia	Executive Associate Dan	General Revenue		\$162,028.99						\$ 18,822.70	\$180,851.69	Temporary salary adjustment	
		Total	\$ -	\$162,028.99	N/A	\$ -	\$ -	\$ -	\$ -	\$ 18,822.70	\$ -	\$180,851.69	Transferred 6/22
Kosh, Brandy	Associate Vice President	General Revenue		\$204,004.08							\$204,004.08		
		Total	\$ -	\$204,004.08	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$204,004.08	Transferred in 12/21	
Ku, Charlotte	Professor & Associate Dean	General Revenue	\$ 197,740.69	\$201,695.67							\$201,695.67		
		Designated								\$ 4,999.95	\$ 4,999.95	Admin stipend	
		Total	\$ 197,740.69	\$201,695.67	2.00%	\$ -	\$ -	\$ -	\$ -	\$ 4,999.95	\$ -	\$206,695.62	
Lange Peter W	Associate Vice President	Designated		\$121,975.80							\$121,975.80		
		Auxiliary	\$ 237,207.60	\$121,975.80							\$121,975.80		
		Total	\$ 237,207.60	\$243,951.60	2.84%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$243,951.60	
Lench, Heather	Senior Associate Vice President for Faculty Affairs	General Revenue		\$196,765.25							\$196,765.25		
		Designated									\$ -		
		Total	\$ -	\$196,765.25	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$196,765.25	Reclassification 3/1/22

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**Institution Name: Texas A&M University**

Name	Position	Funding Source	Salary (09/01/21)	Base Salary (09/01/22)	Percentage Salary Increase Over FY 2022	Nonsalary Benefits FY 2022					Total Comp.		
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other			Non Cash Comp
Limafilho, Paulo	Assitant Provost	General Revenue Designated	\$ 184,676.25	\$187,276.43						\$ 6,499.94	\$193,776.37	Admin stipend, One-time merit	
											\$ -		
			Total	\$ 184,676.25	\$187,276.43	1.41%	\$ -	\$ -	\$ -	\$ -	\$ 6,499.94	\$ -	\$193,776.37
Lucas, Gary	Senior Associate Dean	General Revenue Designated	\$ 212,632.64	\$227,333.37							\$227,333.37		
											\$ 69,999.96	\$ 69,999.96	Admin stipend, One-time merit, Extra pay outside regular job
			Total	\$ 212,632.64	\$227,333.37	6.91%	\$ -	\$ -	\$ -	\$ -	\$ 69,999.96	\$ -	\$297,333.33
Macri, Lucas M	Professor & Associate Dean	General Revenue Designated	\$ 1,432.54	\$ 1,475.51						\$ 24.48	\$ 1,499.99		
											\$ 20,743.00	\$168,309.11	Admin Stipend, One-time merit
			Total	\$ 144,700.56	\$149,041.62	3.00%	\$ -	\$ -	\$ -	\$ -	\$ 20,767.48	\$ -	\$169,809.10
Malave, Ceasar	Dean & CEO, Qatar	Restricted	\$ 356,548.83	\$363,145.11						\$ 29,750.00	\$392,895.11	Dept head stipend, One-time merit	
			Total	\$ 356,548.83	\$363,145.11	1.85%	\$ -	\$ -	\$ -	\$ -	\$ 29,750.00	\$ -	\$392,895.11
McCall, John	Associate Vice President and Controller	General Revenue Designated	\$ 302,173.80	\$308,217.24						\$ 3,600.00	\$311,817.24	One-time merit	
												\$ -	
			Total	\$ 302,173.80	\$308,217.24	2.00%	\$ -	\$ -	\$ -	\$ -	\$ 3,600.00	\$ -	\$311,817.24
McClure, Frederick	Assoc Vice President	General Revenue Designated	\$ 210,654.00	\$214,653.84							\$214,653.84		
												\$ -	
			Total	\$ 210,654.00	\$214,653.84	1.90%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$214,653.84
McConnell Deena J	Assoc Vice President	General Revenue Designated	\$ 317,449.92	\$325,798.92							\$325,798.92		
												\$ -	
			Total	\$ 317,449.92	\$325,798.92	2.63%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$325,798.92
McGinnis, Kevin	Chief Compliance Officer	General Revenue	\$ 238,575.72	\$248,118.84							\$248,118.84		
												\$ -	
			Total	\$ 238,575.72	\$248,118.84	4.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$248,118.84
McGowan, Annie L.	Vice President and Associate Provost for Diversity	General Revenue Designated	\$ 240,441.00	\$264,484.99						\$ 89,242.53	\$353,727.52	Admin stipend, One-time merit	
												\$ -	
			Total	\$ 240,441.00	\$264,484.99	10.00%	\$ -	\$ -	\$ -	\$ -	\$ 89,242.53	\$ -	\$353,727.52

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Name	Position	Funding Source	Salary (09/01/21)	Base Salary (09/01/22)	Percentage Salary Increase Over FY 2022	Nonsalary Benefits FY 2022					Total Comp.			
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other			Non Cash Comp	
McLaughlin, Timothy	Dean	General Revenue Designated		\$225,852.00							\$ 25,355.19	\$251,207.19	Admin stipend	
											\$ 1,661.00	\$ 1,661.00	One-time merit	
			Total	\$ -	\$225,852.00	N/A	\$ -	\$ -	\$ -	\$ -	\$ 27,016.19	\$ -	\$252,868.19	Transferred in 5/22
Mendoza, Barbara	Senior Associate Vice President	General Revenue Restricted		\$ 195,999.96	\$234,999.96							\$234,999.96		
												\$ -		
			Total	\$ 195,999.96	\$234,999.96	19.90%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$234,999.96	Promoted 8/22
Miller, Kim	Assistant Vice President	General Revenue		\$ 152,173.20	\$155,216.64						\$ 2,970.00	\$158,186.64	One-time merit	
			Total	\$ 152,173.20	\$155,216.64	2.00%	\$ -	\$ -	\$ -	\$ -	\$ 2,970.00	\$ -	\$158,186.64	
Mitchell, LM	Assistant Vice President	General Revenue Designated		\$ 178,638.60	\$215,000.04							\$215,000.04		
				\$ -	\$ -							\$ 1,500.00	\$ 1,500.00	One-time merit
			Total	\$ 178,638.60	\$215,000.04	20.35%	\$ -	\$ -	\$ -	\$ -	\$ 1,500.00	\$ -	\$216,500.04	Transferred into new position 2/22; hiring salary adjustment
Mosbo-Ballestro, Julie	University Librarian and Assistant Provost	General Revenue		\$ 113,062.66	\$265,309.08						\$ 88,636.40	\$353,945.48	Admin stipend	
			Total	\$ 113,062.66	\$265,309.08	134.66%					\$ 88,636.40	\$ -	\$353,945.48	Promotion 7/1/22
Munoz, Isaac	Associate Vice President	General Revenue		\$ 200,000.04	\$204,000.00							\$204,000.00		
			Total	\$ 200,000.04	\$204,000.00	2.00%							\$204,000.00	
Nafukho, Frederick M	Professor and Associate Dean	General Revenue Designated		\$ 205,502.44	\$231,034.98						\$ 43,897.36	\$ 43,897.36	Admin stipend	
												\$ 2,000.00	\$233,034.98	One-time merit
			Total	\$ 205,502.44	\$231,034.98	12.42%	\$ -	\$ -	\$ -	\$ -	\$ 45,897.36	\$ -	\$276,932.34	Equity adjustment
Nevill, Dedra P	Assistant Vice President	General Revenue		\$ 174,999.96	\$178,500.00							\$178,500.00		
													\$ -	
			Total	\$ 174,999.96	\$178,500.00	2.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$178,500.00	
Nickles, Rosalie	Assistant Dean	Restricted		\$ 213,944.88	\$228,921.00							\$228,921.00		
			Total	\$ 213,944.88	\$228,921.00	7.00%					\$ -		\$228,921.00	
Nounou, Hazem	Assistant Dean	Restricted		\$ 229,339.56	\$225,873.53							\$225,873.53		
			Total	\$ 229,339.56	\$225,873.53	-1.51%							\$225,873.53	Work period adjustment

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Name	Position	Funding Source	Salary (09/01/21)	Base Salary (09/01/22)	Percentage Salary Increase Over FY 2022	Nonsalary Benefits FY 2022						Total Comp.		
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp			
Novosad, Christopher	Assistant Dean	General Revenue Designated	\$ 160,530.84	\$167,754.72								\$167,754.72		
												\$ 10,000.00	\$ 10,000.00	One-time merit
			\$ 160,530.84	\$167,754.72	4.50%	\$ -	\$ -	\$ -	\$ -	\$ 10,000.00	\$ -	\$177,754.72		
Oberhelman, Steven M	Senior Associate Dean	General Revenue Designated	\$ 169,349.51	\$201,960.07								\$299,149.82		
												\$ 7,246.69	\$ 7,246.69	
			\$ 169,349.51	\$201,960.07	19.26%	\$ -	\$ -	\$ -	\$ -	\$104,436.44	\$ -	\$306,396.51	Reclassification	
Palsole Sunay V	Assistant Vice Chancellor	General Revenue Designated	\$ 187,272.00	\$195,604.20								\$195,604.20		
												\$ -	\$ -	
			\$ 187,272.00	\$195,604.20	4.45%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$195,604.20	Equity adjustment	
Parker, Gerald W	Associate Dean	General Revenue Designated	\$ 293,160.06	\$299,023.30								\$299,023.30		
			\$ 55,840.01	\$ 56,956.82								\$ 56,956.82		
													\$ -	
			\$ 349,000.07	\$355,980.12	2.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$355,980.12		
Penry, Jason	Associate Vice President	General Revenue Designated		\$252,459.12								\$252,459.12		
												\$ -	\$ -	
			\$ -	\$252,459.12	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$252,459.12	Hired 10/21	
Pettibon, II Joseph P	Vice President	General Revenue Designated	\$ 339,367.92	\$347,852.16								\$352,602.16	One-time merit	
												\$ -	\$ -	
			\$ 339,367.92	\$347,852.16	2.50%	\$ -	\$ -	\$ -	\$ -	\$ 4,750.00	\$ -	\$352,602.16		
Pierson, Edwin L	Vice President for Information Technology	General Revenue Designated	\$ 318,400.08	\$320,240.04								\$ -		
												\$320,240.04		
			\$ 318,400.08	\$320,240.04	0.58%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$320,240.04		
Porter, Jay	Associate Dean - Faculty	General Revenue Designated	\$ 235,378.77	\$238,909.33								\$284,307.43	Admin stipend	
												\$ -	\$ -	
			\$ 235,378.77	\$238,909.33	1.50%	\$ -	\$ -	\$ -	\$ -	\$ 45,398.10	\$ -	\$284,307.43		

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Name	Position	Funding Source	Salary (09/01/21)	Base Salary (09/01/22)	Percentage Salary Increase Over FY 2022	Nonsalary Benefits FY 2022					Total Comp.		
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other			Non Cash Comp
Price, Angie	Associate Dean	General Revenue Designated	\$ 177,148.18	\$199,873.08						\$ 64,864.03	\$264,737.11	Admin stipend	
									\$ 4,000.00	\$ 4,000.00		One-time merit	
			\$ 177,148.18	\$199,873.08	12.83%					\$ 68,864.03	\$ -	\$268,737.11	Equity adjustment
Ragusa, Steven	Interim Assistant Vice President	Designated	\$ 132,925.08	\$135,325.08						\$ 14,580.00	\$149,905.08	Admin stipend, One-time merit	
									\$ 14,580.00	\$149,905.08		Interim effective 11/21	
			\$ 132,925.08	\$135,325.08	1.81%								
Ramirez, Joe E	Vice President for Student Affairs	General Revenue Total	\$ 320,000.04	\$390,600.00							\$390,600.00		
			\$ 320,000.04	\$390,600.00	22.06%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$390,600.00	Promoted 1/22
Reber, Anne M	Dean of Students and Associate Vice President	General Revenue Total	\$ 198,151.05	\$198,151.08							\$198,151.08		
			\$ 198,151.05	\$198,151.08	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$198,151.08	
Reber Thomas W	Associate Vice President for Student Affairs	General Revenue Designated Total	\$ 180,900.23	\$ 35,018.39							\$ 35,018.39		
			\$ 57,283.09	\$208,164.85								\$208,164.85	
			\$ 238,183.32	\$243,183.24	2.10%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$243,183.24	
Reed, Katherine	Assistant Dean	General Revenue Designated	\$ 99,184.92	\$103,152.36							\$103,152.36		
											\$ 1,500.00	\$ 1,500.00	One-time merit
			\$ 99,184.92	\$103,152.36	4.00%						\$ 1,500.00	\$104,652.36	
Reyes, Jennifer	Assistant Vice President	General Revenue	\$ 135,900.00	\$139,200.00						\$ 2,500.00	\$141,700.00	One-time merit	
											\$ 2,500.00	\$141,700.00	
			\$ 135,900.00	\$139,200.00	2.43%								
Rivera, Omar	Assistant Vice President	General Revenue		\$ 98,137.97							\$ 98,137.97		
			\$ -	\$ 98,137.97	N/A						\$ -	\$ 98,137.97	Reclassification 6/22
Rojo Del Busto, Katherine A	Assoc Vice President	General Revenue Designated Total	\$ 246,475.87	\$277,223.83					\$ 1,500.00	\$278,723.83	\$278,723.83	One-time merit	
			\$ 12,972.41	\$ 14,590.73						\$ 54,050.00	\$ 68,640.73	\$ 68,640.73	Temporary salary increase
			\$ 259,448.28	\$291,814.56	12.48%	\$ -	\$ -	\$ -	\$ -	\$ 55,550.00	\$ -	\$347,364.56	Equity adjustment
Rojo Del Busto, Mario	Associate Dean	General Revenue HSC Total	\$ 260,677.91	\$265,891.44							\$265,891.44		
			\$ -	\$ -							\$ -	\$ -	
			\$ 260,677.91	\$265,891.44	2.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$265,891.44	
Sams, Alan	Interim Provost	General Revenue	\$ 275,000.10	\$275,000.10					\$ 7,114.63	\$282,114.73	\$282,114.73	Admin stipend	

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**Institution Code: 711**

**Institution Name: Texas A&M University**

Name	Position	Funding Source	Salary (09/01/21)	Base Salary (09/01/22)	Percentage Salary Increase Over FY 2022	Nonsalary Benefits FY 2022					Total Comp.		
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other			Non Cash Comp
		Designated									\$ -		
		Total	\$ 275,000.10	\$275,000.10	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 7,114.63	\$ -	\$282,114.73	Hired 3/22
Santos, Adolfo	Assistant Provost	General Revenue	\$ 161,674.70	\$166,524.82						\$ 26,486.02		\$193,010.84	Admin stipend
		Designated								\$ 1,500.00		\$ 1,500.00	One-time merit
		Total	\$ 161,674.70	\$166,524.82	3.00%	\$ -	\$ -	\$ -	\$ -	\$ 27,986.02	\$ -	\$194,510.84	
Sardaryzadeh, Michael	Associate Vice President	Designated	\$ 229,292.15	\$233,877.96								\$233,877.96	
		Other Sources	\$ -	\$ -								\$ -	
		Total	\$ 229,292.15	\$233,877.96	2.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$233,877.96	
Schmiedt, Daniel	Associate Vice President	Designated	\$ 215,000.00	\$219,300.00								\$219,300.00	
		Total	\$ 215,000.00	\$219,300.00	2.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$219,300.00	
Schulze, Stephen	Associate Vice President	General Revenue		\$238,680.00								\$238,680.00	
		Total	\$ -	\$238,680.00	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$238,680.00	Transferred in 10/21
Schwartz, Elizabeth	Chief Human Resources Officer	General Revenue		\$139,087.22						\$ 500.00		\$139,587.22	One-time merit
		Designated		\$ 43,662.83								\$ 43,662.83	
		Total	\$ -	\$182,750.05	N/A	\$ -	\$ -	\$ -	\$ -	\$ 500.00	\$ -	\$183,250.05	Transferred in 11/21
Scott, Timothy	Vice Provost	General Revenue	\$ 186,200.04	\$195,300.12						\$213,555.76		\$408,855.88	Amin stipend, One-time merit
		Total	\$ 186,200.04	\$195,300.12	4.89%	\$ -	\$ -	\$ -	\$ -	\$213,555.76	\$ -	\$408,855.88	
Seipp, Adam	Associate Dean	General Revenue	\$ 108,882.00	\$111,168.54						\$ 47,924.32		\$159,092.86	
		Total	\$ 108,882.00	\$111,168.54	2.10%	\$ -	\$ -	\$ -	\$ -	\$ 47,924.32	\$ -	\$159,092.86	Reclassification 9/22
Shandley, Robert	Associate Dean & Professor	General Revenue		\$181,318.70								\$181,318.70	
		Other Sources	\$ -	\$ -								\$ -	
		Total	\$ -	\$181,318.70	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$181,318.70	Reclassification 9/22
Sharer, Michael	Associate Vice President	General Revenue	\$ 259,000.08	\$264,180.12								\$264,180.12	
		Total	\$ 259,000.08	\$264,180.12	2.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$264,180.12	

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**Institution Code: 711**

**Institution Name: Texas A&M University**

Name	Position	Funding Source	Salary (09/01/21)	Base Salary (09/01/22)	Percentage Salary Increase Over FY 2022	Nonsalary Benefits FY 2022					Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other		
Shenkir Annette L	Associate Vice President for Research	General Revenue	\$ 203,840.16	\$230,000.04						\$ 3,000.00	\$233,000.04	One-time merit
			Total	\$ 203,840.16	\$230,000.04	12.83%	\$ -	\$ -	\$ -	\$ -	\$ 3,000.00	\$ -
Shive, Holly	Associate Vice President	General Revenue		\$198,900.00							\$198,900.00	
			Total	\$ -	\$198,900.00	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Skaggs, Chris L	Associate Vice Chancellor & Associate Dean	General Revenue	\$ 120,627.58	\$123,040.16						\$ 34,471.03	\$157,511.19	Temp salary increase
			Designated							\$ 2,000.00	\$ 2,000.00	One-time merit
		Restricted	\$ 34,420.72	\$ 35,109.15						\$ 3,330.25	\$ 38,439.40	Temp salary increase
		Total	\$ 155,048.30	\$158,149.31	2.00%	\$ -	\$ -	\$ -	\$ -	\$ 39,801.28	\$ -	\$197,950.59
Slaydon, Damon	Vice President for Human Resources & Organizational Effectiveness	General Revenue	\$ 285,000.00	\$308,000.16							\$308,000.16	
			Total	\$ 285,000.00	\$308,000.16	8.07%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Smith, Jennifer	Assistant Vice President	General Revenue	\$ 152,563.08	\$169,751.04							\$169,751.04	
			Total	\$ 152,563.08	\$169,751.04	11.27%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sorescu, Sorin	Executive Associate Dean	General Revenue	\$ 335,907.00	\$347,664.15						\$ 74,646.09	\$422,310.24	Admin stipend
			Designated	\$ -	\$ -					\$ 2,500.00	\$ 2,500.00	One-time merit
		Total	\$ 335,907.00	\$347,664.15	3.50%	\$ -	\$ -	\$ -	\$ -	\$ 77,146.09	\$ -	\$424,810.24
Sparks, David	Interim Associate Dean for Diversity and Climate	General Revenue	\$ 135,492.00	\$141,656.90						\$ 26,041.86	\$167,698.76	Admin stipend, One-time merit
			Designated	\$ -	\$ -					\$ 1,000.00	\$ 1,000.00	One-time merit
		Total	\$ 135,492.00	\$141,656.90	4.55%	\$ -	\$ -	\$ -	\$ -	\$ 27,041.86	\$ -	\$168,698.76
St. Martin, Timothy	Assistant Vice President of Web & Digital Experience	General Revenue	\$ 135,900.00	\$135,900.00							\$135,900.00	
			Designated	\$ -	\$ -							
		Total	\$ 135,900.00	\$135,900.00	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$135,900.00
Strawser, Jerry	Professor & Associate Dean	General Revenue	\$ 332,697.60	\$346,005.63						\$ 45,712.31	\$391,717.94	Admin stipend
			Designated	\$ -	\$ -					\$ 7,050.00	\$ 7,050.00	One-time merit, Teaching in excess of 100%
		Total	\$ 332,697.60	\$346,005.63	4.00%	\$ -	\$ -	\$ -	\$ -	\$ 52,762.31	\$ -	\$398,767.94
Suermann, Patrick	Interim Associate Provost & Dean	General Revenue	\$ 186,758.07	\$191,426.96					\$ 78,769.22	\$270,196.18	Admin stipend	



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**Institution Code: 711**

**Institution Name: Texas A&M University**

Name	Position	Funding Source	Salary (09/01/21)	Base Salary (09/01/22)	Percentage Salary Increase Over FY 2022	Nonsalary Benefits FY 2022					Total Comp.		
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other			Non Cash Comp
		Designated	\$ -	\$ -						\$ 1,250.00	\$ 1,250.00	One-time merit	
		Total	\$ 186,758.07	\$ 191,426.96	2.50%	\$ -	\$ -	\$ -	\$ -	\$ 80,019.22	\$ -	\$ 271,446.18	Interim effective 1/1/22
Tawney, Cari	Assistant Vice President for Finance	General Revenue	\$ 150,000.00	\$ 150,000.00							\$ 150,000.00		
		Designated	\$ -	\$ -									
		Total	\$ 150,000.00	\$ 150,000.00	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 150,000.00	Promoted 5/1/22
Tong, Fuhui	Interim Associate Provost & Dean	General Revenue		\$ 176,000.06						\$ 29,999.97	\$ 206,000.03	Admin stipend	
		Designated	\$ -	\$ -						\$ 2,000.00	\$ 2,000.00	One-time merit	
		Total	\$ -	\$ 176,000.06	N/A	\$ -	\$ -	\$ -	\$ -	\$ 31,999.97	\$ -	\$ 208,000.03	Transfer 8/22
Upton, Matthew G	Assistant Dean	General Revenue									\$ -		
		Designated	\$ 116,536.32	\$ 119,449.68							\$ 119,449.68		
		Total	\$ 116,536.32	\$ 119,449.68	2.50%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 119,449.68	
Van Zandt, Shannon	Executive Associate Dean	General Revenue	\$ 172,710.00	\$ 177,891.40						\$ 24,000.00	\$ 201,891.40	Admin stipend	
		Designated								\$ 1,250.00	\$ 1,250.00	One-time merit	
		Total	\$ 172,710.00	\$ 177,891.40	3.00%					\$ 25,250.00	\$ 203,141.40	Promoted 9/21	
Veals, Yolanda	Assitant Dean	General Revenue		\$ 192,500.04							\$ 192,500.04		
		Designated								\$ 5,000.00	\$ 5,000.00	One-time merit	
		Total	\$ -	\$ 192,500.04	N/A					\$ 5,000.00	\$ 197,500.04	Transferred in 1/22; hiring salary adjustment	
Vemulapali, Ramesh	Executive Associate Dean	General Revenue	\$ 207,035.37	\$ 211,176.10						\$ 15,000.04	\$ 226,176.14	Temp salary increase	
		Designated									\$ -		
		Total	\$ 207,035.37	\$ 211,176.10	2.00%					\$ 15,000.04	\$ 226,176.14	Promoted 3/22	
Walker, Duncan	Associate Dean	General Revenue	\$ 238,893.69	\$ 193,751.02						\$ 12,524.19	\$ 206,275.21	Admin stipend	
		Designated		\$ 48,437.76						\$ 27,673.71	\$ 76,111.47	Admin stipend, One-time merit	
		Total	\$ 238,893.69	\$ 242,188.78	1.38%					\$ 40,197.90	\$ 282,386.68	Promoted 10/21	
Walton, Shannon	Assistant Dean	General Revenue	\$ 119,798.16	\$ 123,212.16						\$ 1,500.00	\$ 124,712.16	One-time merit	
		Designated									\$ -		
		Total	\$ 119,798.16	\$ 123,212.16	2.85%					\$ 1,500.00	\$ 124,712.16		
Wellman, Paul	Associate Dean & Professor	General Revenue	\$ 162,243.00	\$ 164,682.00						\$ 22,500.80	\$ 187,182.80	Admin stipend, One-time merit	
		Designated									\$ -		

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**Institution Code: 711**

**Institution Name: Texas A&M University**

Name	Position	Funding Source	Salary (09/01/21)	Base Salary (09/01/22)	Percentage Salary Increase Over FY 2022	Nonsalary Benefits FY 2022					Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other		
Total			\$ 162,243.00	\$164,682.00	1.50%					\$ 22,500.80	\$187,182.80	
Welsh, Christabel Jane	Senior Associate Dean for Faculty Affairs	General Revenue Designated	\$ 165,444.13	\$165,444.13					\$ 2,545.44	\$167,989.57	Admin stipend	
Total			\$ 165,444.13	\$165,444.13	0.00%				\$ 2,545.44	\$167,989.57	Promoted 1/22	
Welsh, Mark A	Dean	General Revenue Designated	\$ 357,024.20	\$365,949.65					\$ 22,250.00	\$388,199.65	Admin stipend, One-time merit	
Total			\$ 357,024.20	\$365,949.65	2.50%				\$ 22,250.00	\$388,199.65		
Werner, Cynthia	Associate Dean	General Revenue Designated	\$ 140,656.94	\$144,876.65					\$ 5,000.00	\$149,876.65	Admin stipend	
Total			\$ 140,656.94	\$144,876.65	3.00%				\$ 23,170.00	\$ 23,170.00	Admin stipend	
Total			\$ 140,656.94	\$144,876.65	3.00%				\$ 300.00	\$ 300.00	Admin stipend	
Total			\$ 140,656.94	\$144,876.65	3.00%				\$ 28,470.00	\$173,346.65	Promoted 6/22	
Wicker, Harold Keith	Chief Information Security Officer	General Revenue Designated		\$ 84,701.15						\$ 84,701.15		
Total			\$ -	\$103,118.03	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$103,118.03	
Widmer, Jocelyn	Assistant Provost	General Revenue Designated	\$ 202,476.24	\$209,676.24					\$ 9,920.85	\$219,597.09	Extra pay outside regular job duty	
Total			\$ 202,476.24	\$209,676.24	3.56%	\$ -	\$ -	\$ -	\$ 9,920.85	\$ -	\$219,597.09	
Wilkinson, Heather	Associate Vice President	General Revenue Designated	\$ 157,123.18	\$129,604.12					\$ 23,436.38	\$153,040.50	Admin stipend, One-time merit	
Total			\$ 157,123.18	\$199,390.95	26.90%	\$ -	\$ -	\$ -	\$ 23,436.38	\$ -	\$222,827.33	Reclassification 3/22; Equity Adjustment
Wittneben, Mitchell	Assistant Vice President	Designated		\$204,000.00						\$204,000.00		
Total			\$ -	\$204,000.00	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$204,000.00	Transferred in 5/22
Woods, Connie J. Jr.	Senior Associate Vice President	General Revenue	\$ 266,646.60	\$306,000.00						\$306,000.00		
Total			\$ 266,646.60	\$306,000.00	14.76%	\$ -	\$ -	\$ -	\$ -	\$ -	\$306,000.00	Reclassification 9/21

Higher Education  
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Institution Code: **711**

Institution Name: **Texas A&M University**

Name	Position	Funding Source	Salary (09/01/21)	Base Salary (09/01/22)	Percentage Salary Increase Over FY 2022	Nonsalary Benefits FY 2022					Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other		
Wright Deborah G	Associate Vice President for Finance	General Revenue Designated	\$ 236,866.44	\$243,972.48						\$ 3,600.00	\$247,572.48	One-time merit
		Total	\$ 236,866.44	\$243,972.48	3.00%	\$ -	\$ -	\$ -	\$ -	\$ 3,600.00	\$ -	\$247,572.48
Wu, Xinyuan Ben	Associate Dean	General Revenue Designated	\$ 177,436.38	\$182,315.89						\$ 22,000.00	\$204,315.89	Admin stipend
		Total	\$ 177,436.38	\$182,315.89	2.75%	\$ -	\$ -	\$ -	\$ -	\$ 28,200.00	\$ -	\$210,515.89
Yang, Ping	Professor & Senior Assoc Dean	General Revenue Designated	\$ 243,891.76	\$249,257.25						\$ 20,836.35	\$270,093.60	Admin stipend, One-time merit
		Restricted								\$ 5,499.99	\$ 5,499.99	Admin stipend, One-time merit
		Total	\$ 243,891.76	\$249,257.25	2.20%	\$ -	\$ -	\$ -	\$ -	\$ 29,122.48	\$ -	\$304,716.07
										\$ 55,458.82	\$ -	\$304,716.07
												Promoted 9/1/22
Young, Jemimah	Assistant Vice President	General Revenue Designated		\$ 93,408.57							\$ 93,408.57	
		Total	\$ -	\$123,282.57	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$123,282.57
												Promoted 9/1/22
Young, Michael K.	President Emeritus	General Revenue Designated	\$ 1,000,000.00	\$247,860.00						\$ 41,665.00	\$289,525.00	Admin stipend
		Total	\$ 1,000,000.00	\$247,860.00	-75.21%	\$ -	\$ -	\$ -	\$ -	\$ 41,665.00	\$ -	\$289,525.00
												Contract pay change
Zoran Mark J	Professor and Associate Dean	General Revenue Designated	\$ 117,875.25	\$129,133.89						\$ 8,100.00	\$137,233.89	Admin stipend
		Total	\$ 39,291.75							\$ 37,300.00	\$ 37,300.00	Admin stipend, One-time merit
			\$ 157,167.00	\$129,133.89	-17.84%	\$ -	\$ -	\$ -	\$ -	\$ 45,400.00	\$ -	\$174,533.89
												Allowance adjustment (removed from base)
Hurtado, John	Interim, Vice Chancellor and Dean of Engineering											
Savell, Jeffrey	Vice Chancellor and Dean of Agriculture											