## FY2023

## Institution Code:

732 Institution Name: Texas A\&M University-Kingsville

| A | B | C |  | D | E | G $\quad$ H |  |  | I | J | K | L | M |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Name | Position | Funding Source |  | FY2023 Salary | Percentage Salary Increase | Nonsalary Benefits FY 2023 |  |  |  |  |  | Total Compensation | Explanation / Comments |
|  |  |  |  | One-time Payment (Merit) |  | Payment (NonMerit) | Housing <br> Allowance | Car <br> Allowance | $\begin{gathered} \text { Communication } \\ \text { Allowance } \end{gathered}$ | Non-Cash <br> Compensation |  |  |
| Robert Vela | President | Designated |  |  | \$390,000 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$50,000 | \$440,000 | Deferred Compensation |
|  |  |  | Total | \$390,000 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$50,000 | \$440,000 |  |  |
| Jaya Goswami | Interim Provost \& Vice President for | General Revenue |  | \$230,000 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$230,000 |  |  |
|  | Academic Affairs |  | Total | \$230,000 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$230,000 |  |  |
| Jacob Flournoy | Vice President for Finance \& Chief | General Revenue |  | \$238,050 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$238,050 |  |  |
|  | Financial Officer |  | Total | \$238,050 | 3.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$238,050 |  |  |
| Bradley Walker | Vice President for Institutional Advancement | Designated |  | \$214,936 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$214,936 |  |  |
|  |  |  | Total | \$214,936 | 3.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$214,936 |  |  |
| Rito Silva | Vice President of Enrollment Management \& | General Revenue |  | \$210,000 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$210,000 |  |  |
|  | Student Affairs |  | Total | \$210,000 | 5.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$210,000 |  |  |
| Vacant | Vice President of Enrollment Management | General Revenue |  | \$180,000 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$180,000 |  |  |
|  |  |  | Total | \$180,000 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$180,000 |  |  |
| John Dove | Assistant Vice President \& Chief | Designated |  | \$180,000 |  |  | \$15,000 |  |  |  |  | \$195,000 | one-time |  |
|  | Information Officer |  | Total | \$180,000 | 0.00\% | \$0 | \$15,000 | \$0 | \$0 | \$0 | \$0 | \$195,000 | relocation |  |
| Jose Espiritu Nolasco | Interim Associate Vice President for | General Revenue |  | \$160,000 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$160,000 |  |  |
|  | Research \& Graduate Studies |  | Total | \$160,000 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$160,000 |  |  |
| Vacant | Assistant Vice President for | General Revenue |  | \$131,159 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$131,159 |  |  |
|  | Enrollment Management |  | Total | \$131,159 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$131,159 |  |  |
| Vacant | Assistant Vice President for Campus Operations | General Revenue |  | \$166,327 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$166,327 |  |  |
|  |  |  | Total | \$166,327 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$166,327 |  |  |
| Vacant | Assistant Vice President for Financial Services | General Revenue |  | \$165,000 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$165,000 |  |  |
|  |  |  | Total | \$165,000 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$165,000 |  |  |


|  | Higher Education <br> Administrative Accountability Report Special Provisions, Sec 5.7 FY2023 |  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Kirsten Compary | Assistant Vice President for Student | Auxiliary |  | \$132,450 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$132,450 |
|  | Affairs/Dean of Students |  | Total | \$132,450 | 4.91\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$132,450 |
| Maria Martinez | Associate Vice President for | Designated |  | \$13,080 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$13,080 |
|  | Student Access | Restricted |  | \$104,441 |  |  |  |  |  |  |  | \$104,441 |
|  |  |  | Total | \$117,521 | 4.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$117,521 |
| Henry Burgos | Chief of People \& Workplace Culture | General Revenue |  | \$165,000 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$165,000 |
|  |  |  | Total | \$165,000 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$165,000 |
| Adriana Garza | Chief Marketing \& Communications Officer | General Revenue |  | \$123,030 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$123,030 |
|  |  |  | Total | \$123,030 | 6.98\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$123,030 |
| Kristina Wilson | Chief of Performance Excellence \& Strategy | General Revenue |  | \$165,000 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$165,000 |
|  |  |  | Total | \$165,000 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$165,000 |
| G. M. Brittain | Assistant Provost | General Revenue |  | \$122,206 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$122,206 |
|  |  |  | Total | \$122,206 | 4.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$122,206 |
| Darin Hoskisson | Associate Vice President | General Revenue |  | \$144,320 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$144,320 |
|  | for Academic Affairs |  | Total | \$144,320 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$144,320 |
| Shannon Baker Tuller | Associate Vice President for Student | General Revenue |  | \$127,200 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$127,200 |
|  | Success |  | Total | \$127,200 | 6.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$127,200 |
| Shad D. Nelson | Dean, Dick \& Mary Lewis Kleberg | General Revenue |  | \$216,825 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$216,825 |
|  | College of Agriculture \& Natural Resources |  | Total | \$216,825 | 3.25\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$216,825 |
| Dolores Guerrero | Dean, | General Revenue |  | \$198,012 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$198,012 |
|  | College of Arts \& Sciences |  | Total | \$198,012 | 7.03\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$198,012 |
| Natalya V Delcoure | Dean, | General Revenue |  | \$200,241 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$200,241 |
|  | College of Business Administration |  | Total | \$200,241 | 3.25\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$200,241 |
| Linda Villarreal | Interim Dean, College of Education \& | General Revenue |  | \$175,000 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$175,000 |
|  | Human Performance |  | Total | \$175,000 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$175,000 |
| Heidi Taboada | Dean, Frank H. Dotterweich | General Revenue |  | \$225,000 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$225,000 |
|  | College of Engineering |  | Total | \$225,000 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$225,000 |

# Higher Education 

## Administrative Accountability Report

Special Provisions, Sec 5.7
FY2023

| Thomas M. Spencer | Dean, | General Revenue |  | \$130,000 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$130,000 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Honors College |  | Total | \$130,000 | 4.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$130,000 |
| William P. Kuvlesky, Jr. | Assistant Dean, Dick \& Mary Lewis Kleberg | General Revenue |  | \$99,795 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$99,795 |
|  | College of Agriculture \& Natural Resources | Restricted |  | \$33,265 |  |  |  |  |  |  |  | \$33,265 |
|  |  |  | Total | \$133,060 | 5.77\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$133,060 |
| Maria Velez Hernandez | Associate Dean \& Tenured Associate Professor, | General Revenue |  | \$97,117 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$97,117 |
|  | College of Arts \& Sciences |  | Total | \$97,117 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$97,117 |
| Jennifer Sholtis | Interim Associate Dean | General Revenue |  | \$100,879 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$100,879 |
|  | College of Arts \& Sciences |  | Total | \$100,879 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$100,879 |
| Brent Kinghorn | Associate Dean, College of | General Revenue |  | \$159,886 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$159,886 |
|  | Business Administration |  | Total | \$159,886 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$159,886 |
| Nestor Sherman | Assistant Dean, College of Education \& | General Revenue |  | \$132,182 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$132,182 |
|  | Human Performance |  | Total | \$132,182 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$132,182 |
| Lucy Villarreal | Assistant Dean for Partnership Development | General Revenue |  | \$88,400 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$88,400 |
|  |  |  | Total | \$88,400 | 4.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$88,400 |
| Afzel Noore | Associate Dean | General Revenue |  | \$176,400 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$176,400 |
|  | College of Engineering |  | Total | \$176,400 | 5.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$176,400 |
| Mahesh Hosur | Associate Dean | General Revenue |  | \$175,000 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$175,000 |
|  | College of Engineering |  | Total | \$175,000 | 16.67\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$175,000 |
| Mamoudou Setamou | Executive Director, Citrus Center | General Revenue |  | \$156,750 |  | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$156,750 |
|  |  |  | Total | \$156,750 | 4.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$156,750 |

