Special Provisions, Sec. 5 - Fiscal Year 2023

The University of Texas Rio Grande Valley

| А                         | В   | с               | D                      | E                  | F               | G                | н                    | I.               | J     | к                        | L                      | Μ                      |
|---------------------------|---|-----------------|------------------------|--------------------|-----------------|------------------|----------------------|------------------|-------|--------------------------|------------------------|------------------------|
|                           |   |                 |                        | Percentage         |                 |                  |                      | Benefits FY 202  | 23    |                          |                        |                        |
|                           |   |                 |                        | Salary Increase    |                 | Practice         |                      |                  |       |                          |                        |                        |
| Name                      | Position  | Funding Source  | Salary<br>(9.1.2022)   | Over<br>Prior Year | Cash<br>Bonuses | Plan<br>Benefits | Housing<br>Allowance | Car<br>Allowance | Other | Non-Cash<br>Compensation | Total<br>Compensation  | Explanation / Comments |
| Hume                      |   |                 | (31112022)             |                    |                 |                  |                      |                  |       |                          | compensation           |                        |
| Bailey, Dr Guy Hubert III | President   | General Revenue | \$65,945               | 0.00%              |                 |                  |                      |                  |       |                          | \$65,945               |                        |
|                           |   | Designated      | \$676,479<br>\$742,424 | 6.62%<br>6.00%     | \$0             | \$0              | \$0                  | \$0              | \$0   | \$0                      | \$676,479<br>\$742,424 |                        |
|                           |   |                 |                        |                    |                 |                  |                      |                  |       |                          |                        |                        |
| Hocker, Michael           | Dean SOM & Sr VP for UT Health RGV                  | General Revenue | \$849,660<br>\$849,660 | 2.00%              | \$0             | \$0              | \$0                  | \$0              | \$0   | \$0                      | \$849,660<br>\$849,660 |                        |
|                           |   |                 | <i>\$</i> 045,000      | 2.00%              |                 | Ψ                | γu                   | Ψ                | ΨŪ    |                          |                        |                        |
| Arney, Dr Janna Lynn      | Executive VP and Provost                            | Designated      | \$494,700              | 2.00%              | \$0             | \$0              | \$0                  | \$0              | \$0   | ćo                       | \$494,700              |                        |
|                           |   |                 | \$494,700              | 2.00%              | ŞU              | ŞU               | ŞU                   | ŞU               | ŞU    | \$0                      | \$494,700              |                        |
| Patriarca, Michael A.     | EVD SOM & VP UT Health RGV                          | General Revenue | \$402,073              | 8.35%              |                 |                  |                      |                  |       |                          | \$402,073              |                        |
|                           |   |                 | \$402,073              | 8.35%              | \$0             | \$0              | \$0                  | \$0              | \$0   | \$0                      | \$402,073              |                        |
| Saygin, Dr Can            | Sr VP for Research and Dean, Graduate College       | Designated      | \$400,000              | 0.00%              |                 |                  |                      |                  |       |                          | \$400,000              | Hired 8/1/2022.        |
|                           |   |                 | \$400,000              | 0.00%              | \$0             | \$0              | \$0                  | \$0              | \$0   | \$0                      | \$400,000              |                        |
| Nelson, Robert M.         | Sr Assoc Dean Faculty Affairs                       | General Revenue | \$397,747              | 0.51%              |                 |                  |                      |                  |       |                          | \$397,747              |                        |
|                           |   |                 | \$397,747              | 0.51%              | \$0             | \$0              | \$0                  | \$0              | \$0   | \$0                      | \$397,747              |                        |
| La Fontaine, Dr Javier    | Dean, School of Podiatric Medicine                  | Conoral Povonuo | \$380,000              | 0.00%              |                 |                  |                      |                  |       |                          | ¢280.000.1             | Hired 7/1/2022.        |
|                           | Deall, School of Poulatile Medicine                 | General Revenue | \$380,000              | 0.00%              | \$0             | \$0              | \$0                  | \$0              | \$0   | \$0                      | \$380,000              | niieu 7/1/2022.        |
| Nassour, Dr Kelly Anne    | Executive VP for Institutional                      | Designated      | \$378,420              | 2.00%              |                 |                  |                      |                  |       |                          | \$378,420              |                        |
|                           | Advancement   |                 | \$378,420              | 2.00%              | \$0             | \$0              | \$0                  | \$0              | \$0   | \$0                      | \$378,420              |                        |
| Vela, Leonel              | Senior Associate Dean Educational                   | General Revenue | \$378,400              | 1.34%              |                 |                  |                      |                  | •     |                          | \$378,400              |                        |
|                           | Resources   |                 | 4070.400               |                    |                 | 40               | 40                   | 40               | 40    | 40                       |                        |                        |
|                           |   |                 | \$378,400              | 1.34%              | \$0             | \$0              | \$0                  | \$0              | \$0   | \$0                      | \$378,400              |                        |
| Gibson, Dr Jeremy Lewis   | Vice Dean Educational Affairs                       | General Revenue | \$333,000              | 0.00%              |                 |                  |                      |                  |       |                          |                        | Hired 4/1/2022.        |
|                           |   | Designated      | \$37,000<br>\$370,000  | 0.00%              | \$0             | \$0              | \$0                  | \$0              | \$0   | \$0                      | \$37,000<br>\$370,000  |                        |
|                           |   |                 | <i></i>                | 010070             |                 | φΰ               | ψŪ                   | ψŪ               | ψŪ    | ψũ                       | <i>\$676,666</i>       |                        |
| Nail, Lance Aaron         | Dean, RCV College of Business &<br>Entrepreneurship | Designated      | \$362,000              | 1.69%              |                 |                  |                      |                  |       |                          | \$362,000              |                        |
|                           |   |                 | \$362,000              | 1.69%              | \$0             | \$0              | \$0                  | \$0              | \$0   | \$0                      | \$362,000              |                        |
| Mueller, Michael B.       | Sr VP of Finance and Planning                       | Designated      | \$341,600              | 24.22%             |                 |                  |                      |                  |       |                          | \$341,600              |                        |
|                           | 2   | -               | \$341,600              | 24.22%             | \$0             | \$0              | \$0                  | \$0              | \$0   | \$0                      | \$341,600              |                        |
| Arney, Mr Douglas J.      | Sr VP Administration Support Services               | Designated      | \$336,600              | 28.47%             |                 |                  |                      |                  |       |                          | \$336,600              |                        |
| ······, ···· boxBab v.    |   | Buarea          | \$336,600              | 28.47%             | \$0             | \$0              | \$0                  | \$0              | \$0   | \$0                      | \$336,600              |                        |

Special Provisions, Sec. 5 - Fiscal Year 2023

The University of Texas Rio Grande Valley

| ٨  | В   | с               | D                                    |                         | F              |                  | н         | I                   |         | к            |                        | М                      |
|--|---|-----------------|--------------------------------------|-------------------------|----------------|------------------|-----------|---------------------|---------|--------------|------------------------|------------------------|
| A  | D   |                 |                                      | E                       | r              | G                |           | I<br>Benefits FY 20 | J<br>23 | N            | L                      | 141                    |
|  |   |                 |                                      | Percentage              |                |                  | Nonsalary | Denenits i i 20     | 23      | 1            |                        |                        |
|  |   |                 | Salary                               | Salary Increase<br>Over | Cash           | Practice<br>Plan | Housing   | Car                 |         | Non-Cash     | Total                  |                        |
| Name   | Position                                  | Funding Source  | (9.1.2022)                           | Prior Year              | Bonuses        | Benefits         | Allowance | Allowance           | Other   | Compensation | Compensation           | Explanation / Comments |
| Gonzales, Ms Veronica  | Sr VP for Governmental & Community        | Designated      | \$312,120                            | 2.00%                   | -              | -                | -         |                     |         |              | \$312,120              |                        |
| Relations  |   | \$312,120       | 2.00%                                | \$0                     | \$0            | \$0              | \$0       | \$0                 | \$0     | \$312,120    |                        |                        |
|  |   |                 | <i><i><i><i>Q</i>SIL,IL0</i></i></i> | 2.0070                  | <del>,</del> , | ΨŪ               | ΨŪ        | ΨŪ                  | ΨŪ      | <u> </u>     | <i>\$312,120</i>       |                        |
| Valdez, Adela S. Associate Dean Special Program                        | Associate Dean Special Program            | General Revenue | \$308,168                            | 1.08%                   | ćo             | ćo               | \$0       | ćo                  | ćo      | ćo           | \$308,168              |                        |
|  |   |                 | \$308,168                            | 1.08%                   | \$0            | \$0              | ŞU        | \$0                 | \$0     | \$0          | \$308,168              |                        |
| Hinojosa, Dr Magdalena   | Sr VP for Strategic Enrollment and Studen | t Designated    | \$306,000                            | 8.90%                   |                |                  |           |                     |         |              | \$306,000              |                        |
|  | Affairs                                   |                 | \$306,000                            | 8.90%                   | \$0            | \$0              | \$0       | \$0                 | \$0     | \$0          | \$306,000              |                        |
|  |   |                 | 2300,000                             | 0.5076                  | <u></u>        | 70               | 70        | 70                  | 70      |              | 2300,000               |                        |
| James, Mr Michael S.   | Chief HR Officer                          | Designated      | \$288,877                            | 12.84%                  |                | ćo               | \$0       | éo                  | ćo      | <u>é a</u>   | \$288,877              |                        |
|  |   |                 | \$288,877                            | 12.84%                  | \$0            | \$0              | <u>Ş0</u> | \$0                 | \$0     | \$0          | \$288,877              |                        |
| Incera, Vivian F.  | Dean, College of Sciences                 | Designated      | \$279,225                            | 2.00%                   |                |                  |           |                     |         |              | \$279,225              |                        |
|  |   | \$279,225       | 2.00%                                | \$0                     | \$0            | \$0              | \$0       | \$0                 | \$0     | \$279,225    |                        |                        |
| Qubbaj, Dr Ala Rafat Dean, College of Engineering & Compute<br>Science | Designated                                | \$273,509       | 3.90%                                |                         |                |                  |           |                     |         | \$273,509    |                        |                        |
|  |   |                 | \$273,509                            | 3.90%                   | \$0            | \$0              | \$0       | \$0                 | \$0     | \$0          | \$273,509              |                        |
| Conque, Clint Stephen II VP and Director of Athletics                  | Auxiliaries                               | \$271,200       | 9.71%                                |                         |                |                  |           |                     |         | \$271,200    |                        |                        |
|  | Auxiliaries                               | \$271,200       | 9.71%                                | \$0                     | \$0            | \$0              | \$0       | \$0                 | \$0     | \$271,200    |                        |                        |
| Hernandez, Mrs Sofia Maricela  | Chief of Staff and Strategic Initiatives, | General Revenue | \$260,000                            | 1.96%                   |                |                  |           |                     |         |              | \$260,000              |                        |
|  | School of Medicine                        |                 | \$260,000                            | 1.96%                   | \$0            | \$0              | \$0       | \$0                 | \$0     | \$0          | \$260,000              |                        |
|  |   |                 |                                      |                         |                |                  |           |                     |         |              |                        |                        |
| Spencer, Dr Thomas   | Assoc VP for Research Operations          | Designated      | \$255,000<br>\$255,000               | 2.00%                   | \$0            | \$0              | \$0       | \$0                 | \$0     | \$0          | \$255,000<br>\$255,000 |                        |
|  |   |                 | <i>7233,000</i>                      | 2.0078                  | <del>2</del> 0 | 70               | 70        | 70                  | 70      | γu           | <i>\235,000</i>        |                        |
| Graham, Dr Jeffrey Alan  | Chief Information Officer                 | Designated      | \$247,093                            | 2.53%                   |                | ćo               | ćo        | ćo                  | ćo      | 60           | \$247,093              |                        |
|  |   |                 | \$247,093                            | 2.53%                   | \$0            | \$0              | \$0       | \$0                 | \$0     | \$0          | \$247,093              |                        |
| Adams, Ms Karen E.   | Chief Legal Officer                       | Designated      | \$244,633                            | 13.06%                  |                |                  |           |                     |         |              | \$244,633              |                        |
|  |   |                 | \$244,633                            | 13.06%                  | \$0            | \$0              | \$0       | \$0                 | \$0     | \$0          | \$244,633              |                        |
| Lehker, Michael W.   | Dean, College of Health Professions       | Designated      | \$242,000                            | 2.54%                   |                |                  |           |                     |         |              | \$242,000              |                        |
|  | , ,                                       | 2               | \$242,000                            | 2.54%                   | \$0            | \$0              | \$0       | \$0                 | \$0     | \$0          | \$242,000              |                        |
| Torres-Hostos, Dr Luis Raul  | Dean, School of Social Work               | Designated      | \$236,300                            | 2.29%                   |                |                  |           |                     |         |              | \$236,300              |                        |
| TOTICS-HOSLOS, DI LUIS NOUI  |   | Designated      | \$236,300<br>\$236,300               | 2.29%                   | \$0            | \$0              | \$0       | \$0                 | \$0     | \$0          | \$236,300              |                        |
| Gonzales, Mr Patrick Martin  | VP University Marketing and               | Designated      | \$227,958                            | 18.73%                  |                |                  |           |                     |         |              | \$227,958              |                        |
|  | Communications                            |                 | \$227,958                            | 18.73%                  | \$0            | \$0              | \$0       | \$0                 | \$0     | \$0          | \$227,958              |                        |
|  |   |                 | ۶۲۲۱٬۹۵۶                             | 10./370                 | Şυ             | ŞU               | ŞU        | υç                  | ŞU      | ŞU           | \$227,958              |                        |

Special Provisions, Sec. 5 - Fiscal Year 2023

The University of Texas Rio Grande Valley

| A B C D E F G H I J K L M<br>Percentage<br>Salary Increase<br>Over Cash Plan Housing Car Non-Cash Non-Cash Total  |          |
|---|----------|
| Percentage Practice   Salary Over   Cash Plan   Housing Car   Non-Cash Total  |          |
| Salary Over Cash Plan Housing Car Non-Cash Total  |          |
|   |          |
| Name Position Funding Source (9.1.2022) Prior Year Bonuses Benefits Allowance Allowance Other Compensation Compensation Explanation / C   | Comments |
| Diaz Rodriguez, Dr Walter R. Dean, College of Liberal Arts Designated \$225,300 1.82% \$225,300   |          |
| Diaz Rodriguez, Dr Walter R.     Dean, College of Liberal Arts     Designated     \$225,300     1.82%     \$225,300     \$225,300     \$225,300       \$225,300     1.82%     \$0     \$0     \$0     \$0     \$225,300 |          |
| Ronnau, Dr John Patrick Sr Assoc Dean Community Health General Revenue \$225,090 2.00%<br>Partnerships  |          |
| \$225,090 2.00% \$0 \$0 \$0 \$0 \$0 \$225,090   |          |
| Rodriguez, Alma Dolores Dean, College of Education & P16 Designated \$224,570 3.97% \$224,570 \$2.97%   |          |
| \$224,570 3.97% \$0 \$0 \$0 \$0 \$0 \$0 \$224,570   |          |
| Scarpelli, Geoffrey Assoc VP Financial Services Designated \$223,570 2.37% \$223,570  |          |
| \$223,570 2.37% \$0 \$0 \$0 \$0 \$0 \$0 \$223,570   |          |
| Brown, Mrs Susan Elaine     Asst VP Strategic Analysis     Designated     \$220,400     2.04%     \$20,400     \$220,400     \$220,400       \$220,400     2.04%     \$0     \$0     \$0     \$0     \$220,400          |          |
| <u>\$220,400 2.04%</u> \$0 \$0 \$0 \$0 \$0 \$0 \$220,400  |          |
| Cook, Dr Angela R. Assoc VP Clinical and Translational Designated \$217,137 3.40%<br>Research   |          |
| \$217,137 3.40% \$0 \$0 \$0 \$0 \$0 \$0 \$217,137   |          |
| Ward, Dr Jeffrey Dean, College of Fine Arts Designated \$215,000 0.00% \$215,000 Hired 7/1/2022.  |          |
| \$215,000 0.00% \$0 \$0 \$0 \$0 \$0 \$0 \$215,000   |          |
| Fisch, Stanley Irving Assoc Dean for Student Affairs General Revenue \$213,801 1.52%  |          |
| \$213,801 1.52% \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$213,801   |          |
| Allen, Samantha Sue Chief Compliance Officer Designated \$211,832 5.92% \$211,832   |          |
| \$211,832 5.92% \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$211,832   |          |
| Sanchez, Melba Assist VP for Finance and Administration General Revenue \$206,098 0.00% \$206,098 \$206,098   |          |
| \$206,098 0.00% \$0 \$0 \$0 \$0 \$0 \$206,098   |          |
| Monfort, Ms Delia B. Sr Asst Dean for Admissions and Student General Revenue \$200,446 1.01% \$200,446 \$200,446  |          |
| Services SOM  |          |
| Garza, Mr Manuel Rolando Assoc VP of Workforce and Economic Designated \$200,000 0.00%<br>Development   |          |
| \$200,000 0.00% \$0 \$0 \$0 \$0 \$0 \$0 \$200,000   |          |
| Crouse, Kevin Taylor Chief Information Security Officer Designated \$196,161 5.46%  |          |
| Crouse, Kevin Taylor     Chief Information Security Officer     Designated     \$196,161     5.46%     \$0     \$0     \$0     \$0     \$196,161  |          |

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The University of Texas Rio Grande Valley

| •                           | В  | C               | D                      |                  | F             |          | ц         |                |       | V            |                        | М                      |
|-----------------------------|--|-----------------|------------------------|------------------|---------------|----------|-----------|----------------|-------|--------------|------------------------|------------------------|
| Α                           | 6  | c               | D                      | E                | F             | G        | H         | Ponofito FV 20 | J     | К            | L                      | 141                    |
|                             |  |                 |                        | Percentage       |               | 1        | Nonsalary | Benefits FY 20 | 23    | 1            |                        |                        |
|                             |  |                 |                        | Salary Increase  |               | Practice |           |                |       |              |                        |                        |
|                             | <b>A</b> 111                               |                 | Salary                 | Over             | Cash          | Plan     | Housing   | Car            |       | Non-Cash     | Total                  |                        |
| Name                        | Position                                   | Funding Source  | (9.1.2022)             | Prior Year       | Bonuses       | Benefits | Allowance | Allowance      | Other | Compensation | Compensation           | Explanation / Comments |
| Shupala, Dr Christine Marie | Assoc VP for Institutional Accreditation & | Designated      | \$184,207              | 2.08%            |               |          |           |                |       |              | \$184,207              |                        |
|                             | Program Development and Analysis           |                 | \$184,207              | 2.08%            | \$0           | \$0      | \$0       | \$0            | \$0   | \$0          | \$184,207              |                        |
|                             |  |                 |                        |                  |               |          |           | ·              |       |              |                        |                        |
| Benfield, Ramey A.          | Assist VP SOM & HA Administrative          | General Revenue | \$183,983              | 5.13%            |               |          |           |                |       |              | \$183,983              |                        |
|                             | Services                                   |                 | \$183,983              | 5.13%            | \$0           | \$0      | \$0       | \$0            | \$0   | \$0          | \$183,983              |                        |
|                             |  |                 | \$165,965              | 5.15%            | ŞΟ            | ŞΟ       | Şυ        | ŞU             | ŞΟ    | ŞU           | \$103,303              |                        |
| Charlton, Dr Jonikka Page   | Assoc Provost for Student Success/Dean     | Designated      | \$178,901              | 14.68%           |               |          |           |                |       |              | \$178,901              |                        |
|                             | of University College                      |                 | ·                      |                  |               |          |           |                |       |              |                        |                        |
|                             |  |                 | \$178,901              | 14.68%           | \$0           | \$0      | \$0       | \$0            | \$0   | \$0          | \$178,901              |                        |
| Stone, Mr Kirk Edward       | Asst VP Revenue Cycle Operations           | Designated      | \$178,720              | 2.13%            |               |          |           |                |       |              | \$178 720              | Hired 5/16/2022.       |
|                             | Ast in Revenue cycle operations            | Designated      | \$178,720              | 2.13%            | \$0           | \$0      | \$0       | \$0            | \$0   | \$0          | \$178,720              | The 3, 10, 2022.       |
|                             |  |                 |                        |                  |               |          |           |                |       |              |                        |                        |
| Lopez, Ms Elia Elizondo     | Asst VP for Financial Services             | Designated      | \$176,460              | 10.18%           | 40            | 40       | 4.0       | 40             | 40    | 40           | \$176,460              |                        |
|                             |  |                 | \$176,460              | 10.18%           | \$0           | \$0      | \$0       | \$0            | \$0   | \$0          | \$176,460              |                        |
| Owen, Sandra                | Asst VP Clinical Affairs                   | General Revenue | \$175,000              | 0.00%            |               |          |           |                |       |              | \$175,000              |                        |
|                             |  |                 | \$175,000              | 0.00%            | \$0           | \$0      | \$0       | \$0            | \$0   | \$0          | \$175,000              |                        |
|                             |  |                 |                        |                  |               |          |           |                |       |              |                        |                        |
| Wilson, Mr Richard E.       | Assoc VP for Planning & Analysis           | Designated      | \$175,000<br>\$175,000 | 20.57%<br>20.57% | \$0           | \$0      | \$0       | \$0            | \$0   | \$0          | \$175,000<br>\$175,000 |                        |
|                             |  |                 | \$175,000              | 20.5776          | <u> </u>      | ŲÇ       | ŲÇ        | ΨŪ             | ΟÇ    | ψŲ           | \$175,000              |                        |
| Newton, Mrs Dara M.         | Assoc VP Strategic Enrollment              | Designated      | \$173,400              | 2.00%            |               |          |           |                |       |              | \$173,400              |                        |
|                             |  |                 | \$173,400              | 2.00%            | \$0           | \$0      | \$0       | \$0            | \$0   | \$0          | \$173,400              |                        |
| Castilla, Ms Griselda C.    | Assoc VP Strategic Enrollment              | Designated      | \$172,271              | 3.50%            |               |          |           |                |       |              | \$172,271              |                        |
| Castilla, IVIS Griselida C. | Assoc VP Strategic Enrollment              | Designated      | \$172,271              | 3.50%            | \$0           | \$0      | \$0       | \$0            | \$0   | \$0          | \$172,271              |                        |
|                             |  |                 | · · ·                  |                  |               |          |           | ·              | •     | ·            | · /                    |                        |
| Salinas-Hovar, Mrs Marta    | Assoc VP Facilities Planning               | Designated      | \$171,141              | 0.00%            | ·             |          |           |                |       |              | \$171,141              |                        |
|                             |  |                 | \$171,141              | 0.00%            | \$0           | \$0      | \$0       | \$0            | \$0   | \$0          | \$171,141              |                        |
| Alaniz, Mr Eloy R.          | Chief Audit Officer                        | Designated      | \$169,703              | 8.12%            |               |          |           |                |       |              | \$169,703              |                        |
|                             |  | Designated      | \$169,703              | 8.12%            | \$0           | \$0      | \$0       | \$0            | \$0   | \$0          | \$169,703              |                        |
|                             |  |                 |                        |                  |               |          |           |                |       |              |                        |                        |
| Guerra, Ms Dahlia Ann       | Special Asst to the Dean for Outreach and  | Designated      | \$168,719              | 1.81%            |               |          |           |                |       |              | \$168,719              |                        |
|                             | Partnerships                               |                 | \$168,719              | 1.81%            | \$0           | \$0      | \$0       | \$0            | \$0   | \$0          | \$168,719              |                        |
|                             |  |                 | ÷130,713               | 2.51/0           | <del>70</del> | γv       | 70        | 4V             | 70    |              | <i></i> 100,713        |                        |
| Hirst, Dr Stephen           | Assoc VP for Student Affairs               | Designated      | \$165,000              | 0.00%            |               |          |           |                |       |              |                        | Hired 4/18/2022.       |
|                             |  |                 | \$165,000              | 0.00%            | \$0           | \$0      | \$0       | \$0            | \$0   | \$0          | \$165,000              |                        |
| Benavides, Ms Leticia Y.    | Assoc VP Auxiliary Services                | Designated      | \$160,239              | 2.82%            |               |          |           |                |       |              | \$160,239              |                        |
|                             | ASSOCIT Auxiliary Scivices                 | Designated      | \$160,239              | 2.82%            | \$0           | \$0      | \$0       | \$0            | \$0   | \$0          | \$160,239              |                        |
|                             |  |                 |                        |                  |               |          |           |                |       |              |                        |                        |

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The University of Texas Rio Grande Valley

| ٨                               | В  | c               | D                      |                       | E            |                  | н                    |                     | J     | V            | L                      | Μ                      |
|---------------------------------|--|-----------------|------------------------|-----------------------|--------------|------------------|----------------------|---------------------|-------|--------------|------------------------|------------------------|
| A                               |  | c               |                        | E                     | F            | G                |                      | I<br>Benefits FY 20 | -     | К            | L                      | •••                    |
|                                 |  |                 |                        | Percentage            |              |                  | Nonsaiary            | Denents FT 20       | 2.3   |              |                        |                        |
|                                 |  |                 | Calami                 | Salary Increase       | Cash         | Practice<br>Plan | Housing              | Car                 |       | Non-Cash     | Tatal                  |                        |
| Name                            | Position   | Funding Source  | Salary<br>(9.1.2022)   | Over<br>Prior Year    | Bonuses      | Benefits         | Housing<br>Allowance | Allowance           | Other | Compensation | Total<br>Compensation  | Explanation / Comments |
| Sharpe, Mr Paul A.              | Dean of Libraries                                | Designated      | \$157,711              | 12.21%                |              |                  |                      |                     |       |              | \$157,711              |                        |
|                                 |  |                 | \$157,711              | 12.21%                | \$0          | \$0              | \$0                  | \$0                 | \$0   | \$0          | \$157,711              |                        |
| Directory French Desciencia     | Chief Marylantin - Officer                       | Designated      | ¢152.000               | 0.02%                 |              |                  |                      |                     |       |              | ¢152.000               |                        |
| Plantan, Frank Benjamin         | Chief Marketing Officer                          | Designated      | \$153,000<br>\$153,000 | 8.93%<br>8.93%        | \$0          | \$0              | \$0                  | \$0                 | \$0   | \$0          | \$153,000<br>\$153,000 |                        |
|                                 |  |                 |                        |                       | ·            |                  |                      | ·                   | ·     | ·            |                        |                        |
| Saenz, Ms Laura M.              | Assoc VP Academic & Institutional                | Designated      | \$152,956              | 2.34%                 |              |                  |                      |                     |       |              | \$152,956              |                        |
|                                 | Excellence                                       |                 | \$152,956              | 2.34%                 | \$0          | \$0              | \$0                  | \$0                 | \$0   | \$0          | \$152,956              |                        |
|                                 |  |                 | <u> </u>               | 2.0170                | <u></u>      | ψŪ               |                      | <u> </u>            |       | ŶŸ           | <i>\</i>               |                        |
| Alvarado, Mrs Michelle Suzette  | Asst VP Strategic Enrollment                     | Designated      | \$149,716              | 2.50%                 |              | 40               | 4.0                  | 40                  | **    | 40           | \$149,716              |                        |
|                                 |  |                 | \$149,716              | 2.50%                 | \$0          | \$0              | \$0                  | \$0                 | \$0   | \$0          | \$149,716              |                        |
| Ramos, Reymundo                 | Assoc VP for Student Success                     | Designated      | \$147,515              | 3.30%                 |              |                  |                      |                     |       |              | \$147,515              |                        |
|                                 |  |                 | \$147,515              | 3.30%                 | \$0          | \$0              | \$0                  | \$0                 | \$0   | \$0          | \$147,515              |                        |
| Tapia, Beatriz                  | Asst Dean Faculty Development                    | General Revenue | \$145,651              | 0.64%                 |              |                  |                      |                     |       |              | \$145,651              |                        |
| Tapia, Beatriz                  | Assi Dean Faculty Development                    | General Revenue | \$145,651              | 0.64%                 | \$0          | \$0              | \$0                  | \$0                 | \$0   | \$0          | \$145,651              |                        |
|                                 |  |                 |                        |                       |              |                  |                      |                     |       |              |                        |                        |
| Andersen, Dr Mark Christian     | Dean of Honors College                           | Designated      | \$142,240<br>\$142,240 | 1.79%<br>1.79%        | \$0          | \$0              | \$0                  | \$0                 | \$0   | \$0          | \$142,240<br>\$142,240 |                        |
|                                 |  |                 | \$142,240              | 1.79%                 |              | ŞU               | ŞU                   | ŞU                  | ŞU    | ŞU           | \$142,240              |                        |
| Warren, Muriel Renae            | Assist Dean Accreditation SOM                    | General Revenue | \$137,700              | 2.00%                 |              |                  |                      |                     |       |              | \$137,700              |                        |
|                                 |  |                 | \$137,700              | 2.00%                 | \$0          | \$0              | \$0                  | \$0                 | \$0   | \$0          | \$137,700              |                        |
| Leal Sanchez, Mr Luis B.        | Assoc VP for Development                         | Designated      | \$130,000              | 0.00%                 |              |                  |                      |                     |       |              | \$130,000              | Hired 9/1/2022.        |
|                                 |  | Designated      | \$130,000              | 0.00%                 | \$0          | \$0              | \$0                  | \$0                 | \$0   | \$0          | \$130,000              |                        |
|                                 |  |                 |                        |                       |              |                  |                      |                     |       |              |                        |                        |
| Valdez, Miss Cynthia            | Assoc VP College Access and K-12<br>Partnerships | Designated      | \$129,445              | 3.18%                 |              |                  |                      |                     |       |              | \$129,445              |                        |
|                                 |  |                 | \$129,445              | 3.18%                 | \$0          | \$0              | \$0                  | \$0                 | \$0   | \$0          | \$129,445              |                        |
|                                 |  |                 |                        |                       |              |                  |                      |                     |       |              |                        |                        |
| Sanchez, Mr Richard P.          | Assoc VP of Governmental Relations               | Designated      | \$128,915<br>\$128,915 | <u>6.92%</u><br>6.92% | \$0          | \$0              | \$0                  | \$0                 | \$0   | \$0          | \$128,915<br>\$128,915 |                        |
|                                 |  |                 | \$126,915              | 0.9276                | <del>.</del> | ŲÇ               | ŞU                   | ψÇ                  | Ψ     | ŞU           | \$128,915              |                        |
| Gadson, Mrs Rebecca Kim         | Dean of Students                                 | Designated      | \$125,305              | 2.37%                 |              |                  |                      |                     |       |              | \$125,305              |                        |
|                                 |  |                 | \$125,305              | 2.37%                 | \$0          | \$0              | \$0                  | \$0                 | \$0   | \$0          | \$125,305              |                        |
| Rodriguez, Mr Gerardo M.        | Asst VP Strategic Space Planning                 | Designated      | \$120,500              | 0.42%                 |              |                  |                      |                     |       |              | \$120,500              | Effective 4/12/2022.   |
| <u> </u>                        |  | 5               | \$120,500              | 0.42%                 | \$0          | \$0              | \$0                  | \$0                 | \$0   | \$0          | \$120,500              |                        |
| Alapia Macingia Da Masias Issa  | Asst Deen Assessment COM                         | Conoral Dourses | 6110 745               | F F 20/               |              |                  |                      |                     |       |              | 644C 745               |                        |
| Alaniz-McGinnis, Dr Monica Jean | Asst Dean Assessment SOM                         | General Revenue | \$116,745<br>\$116,745 | 5.52%<br>5.52%        | \$0          | \$0              | \$0                  | \$0                 | \$0   | \$0          | \$116,745<br>\$116,745 |                        |
|                                 |  |                 |                        |                       |              |                  |                      |                     |       | T-           | <i>+,. 13</i>          |                        |
| Corrales, Christian             | Assist VP of Community Engagement                | Designated      | \$114,300              | 1.87%                 |              | 40               | ćo                   | ćo                  | 60    | <u>éa</u>    | \$114,300              |                        |
|                                 |  |                 | \$114,300              | 1.87%                 | \$0          | \$0              | \$0                  | \$0                 | \$0   | \$0          | \$114,300              |                        |

Special Provisions, Sec. 5 - Fiscal Year 2023

The University of Texas Rio Grande Valley

| А                                  | В   | с               | D                    | E                                     | F               | G G                          | н                    | I                | J     | к                        | L                     | М  |
|------------------------------------|---|-----------------|----------------------|---------------------------------------|-----------------|------------------------------|----------------------|------------------|-------|--------------------------|-----------------------|--|
|                                    |   |                 |                      | Percentage                            |                 |                              | Nonsalary            | Benefits FY 20   | 23    |                          |                       |  |
| Name                               | Position  | Funding Source  | Salary<br>(9.1.2022) | Salary Increase<br>Over<br>Prior Year | Cash<br>Bonuses | Practice<br>Plan<br>Benefits | Housing<br>Allowance | Car<br>Allowance | Other | Non-Cash<br>Compensation | Total<br>Compensation | Explanation / Comments   |
| Alvarado, Mrs LanLan               | Assoc VP for Advancement Services                                   | Designated      | \$110,000            | 0.00%                                 |                 |                              |                      |                  |       |                          | \$110,000             | Hired 9/1/2022.  |
| Alvarado, IVIIS Laillai            | Assoc VF for Auvaluement services                                   | Designated      | \$110,000            | 0.00%                                 | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$110,000             | nneu 9/1/2022.   |
| Bhat, Ms Jayshree Narayan          | Asst VP Professional Education & Workforce Development              | Designated      | \$104,221            | 6.07%                                 |                 |                              |                      |                  |       |                          | \$104,221             |  |
|                                    |   |                 | \$104,221            | 6.07%                                 | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$104,221             |  |
| Stoves, Douglas                    | Assoc Dean of Student Rights and<br>Responsibilities                | Designated      | \$92,796             | 6.28%                                 |                 |                              |                      |                  |       |                          | \$92,796              |  |
|                                    |   |                 | \$92,796             | 6.28%                                 | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$92,796              |  |
| Cortez, Mr Pedro                   | Assoc Dean of Libraries for Resource<br>Management                  | Designated      | \$88,044             | 5.67%                                 |                 |                              |                      |                  |       |                          | \$88,044              |  |
|                                    | 2   |                 | \$88,044             | 5.67%                                 | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$88,044              |  |
| Atkins Sharpe, Mrs Stephanie Starr | Assoc Dean of SOM Library   | General Revenue | \$77,908             | 9.35%                                 |                 |                              |                      |                  |       |                          | \$77,908              |  |
|                                    |   |                 | \$77,908             | 9.35%                                 | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$77,908              |  |
| Abebe, Dr Michael Alemayehu        | Associate Dean, RCV College of Business &<br>Entrepreneurship       | & Designated    | \$36,249             | 0.00%                                 |                 |                              |                      |                  |       |                          | \$36,249              | Effective 9/1/2022. Administrative stipend - 100% Faculty.                     |
|                                    |   |                 | \$36,249             | 0.00%                                 | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$36,249              |  |
| Tarawneh, Dr Constantine Mohammad  | Senior Associate Dean, College of<br>Engineering & Computer Science | Designated      | \$35,127             | 192.73%                               |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                                    |   |                 | \$35,127             | 192.73%                               | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$35,127              |  |
| Hansmann, Dr Sandra Elisabeth      | Associate Dean, Graduate College                                    | Designated      | \$33,916             | 0.00%                                 |                 |                              |                      |                  |       |                          | \$33,916              | Effective 9/1/2022. Administrative stipend - 100% Faculty.                     |
|                                    |   |                 | \$33,916             | 0.00%                                 | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$33,916              |  |
| Villalobos, Dr Cristina            | Associate Dean, College of Sciences                                 | Designated      | \$32,242             | 168.68%                               |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                                    |   |                 | \$32,242             | 168.68%                               | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$32,242              |  |
| Islam, Nazmul                      | Associate Dean, College of Engineering & Computer Science           | Designated      | \$31,924             | 166.03%                               |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                                    |   |                 | \$31,924             | 166.03%                               | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$31,924              |  |
| Hughes, Dr J. Kirk                 | Associate Dean, RCV College of Business &<br>Entrepreneurship       | & Designated    | \$31,714             | 0.00%                                 |                 |                              |                      |                  |       |                          |                       | Effective 9/1/2022. Administrative stipend - 100% Faculty.                     |
|                                    |   |                 | \$31,714             | 0.00%                                 | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$31,714              |  |
| Contreras, Dr Salvador             | Associate Dean, RCV College of Business &<br>Entrepreneurship       | & Designated    | \$31,101             | 0.00%                                 |                 |                              |                      |                  |       |                          | \$31,101              | Effective 9/1/2022. Administrative stipend - 100% Faculty.                     |
|                                    |   |                 | \$31,101             | 0.00%                                 | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$31,101              |  |

Special Provisions, Sec. 5 - Fiscal Year 2023

The University of Texas Rio Grande Valley

Institution Code: 746

| Α                                | В  | c              | D                    | E                                     | F               | G                            | н                    | 1                | J     | К                        | L                     | M  |
|----------------------------------|--|----------------|----------------------|---------------------------------------|-----------------|------------------------------|----------------------|------------------|-------|--------------------------|-----------------------|--|
|                                  |  |                |                      | Percentage                            |                 |                              | Nonsalary            | Benefits FY 20   | 23    |                          |                       |  |
| Name                             | Position   | Funding Source | Salary<br>(9.1.2022) | Salary Increase<br>Over<br>Prior Year | Cash<br>Bonuses | Practice<br>Plan<br>Benefits | Housing<br>Allowance | Car<br>Allowance | Other | Non-Cash<br>Compensation | Total<br>Compensation | Explanation / Comments   |
| Zaidan, Dr Frederic III          | Senior Associate Dean, College of Sciences             | s Designated   | \$30,659             | 104.39%                               |                 | -                            | -                    | -                | -     | -                        |                       | Administrative stipend - 100% Faculty. Assignment changed                      |
|                                  |  |                | \$30,659             | 104.39%                               | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$30,659              | from 9 to 12 months.   |
| Quetschke, Volker M.             | Associate Dean, College of Sciences                    | Designated     | \$28,942             | 141.18%                               |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                                  |  |                | \$28,942             | 141.18%                               | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$28,942              |  |
| Saavedra, Dr Cinthya M.          | Associate Dean, College of Liberal Arts                | Designated     | \$28,698             | 139.15%                               |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                                  |  |                | \$28,698             | 139.15%                               | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$28,698              |  |
| Skowronek, Mr Russell K.         | Associate Dean, College of Liberal Arts                | Designated     | \$28,568             | 138.07%                               |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                                  |  |                | \$28,568             | 138.07%                               | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$28,568              |  |
| Gonzalez, Dr John Michael        | Associate Dean, School of Social Work                  | Designated     | \$28,542             | 137.85%                               |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                                  |  |                | \$28,542             | 137.85%                               | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$28,542              |  |
| Feria Arroyo, Dr Teresa Patricia | Associate Dean, College of Sciences                    | Designated     | \$28,096             | 134.13%                               |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                                  |  |                | \$28,096             | 134.13%                               | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$28,096              |  |
| Dabrowski, Dr Peter Paul         | Associate Dean, College of Fine Arts                   | Designated     | \$28,041             | 133.68%                               |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                                  |  |                | \$28,041             | 133.68%                               | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$28,041              |  |
| Estrada, Dr Veronica L.          | Associate Dean, College of Education & P16 Integration | Designated     | \$27,671             | 130.59%                               |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                                  |  |                | \$27,671             | 130.59%                               | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$27,671              |  |
| Anderson-Mejias, Dr Pamela L.    | Senior Associate Dean, College of Liberal<br>Arts      | Designated     | \$27,525             | 129.38%                               |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                                  |  |                | \$27,525             | 129.38%                               | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$27,525              |  |
| Aguilera, Dr Lydia               | Associate Dean, College of Health<br>Professions       | Designated     | \$27,251             | 127.09%                               |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                                  |  |                | \$27,251             | 127.09%                               | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$27,251              |  |
| Ledingham, Christopher M.        | Associate Dean, College of Health<br>Professions       | Designated     | \$26,770             | 123.08%                               |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                                  |  |                | \$26,770             | 123.08%                               | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$26,770              |  |
| Karabulut, Murat                 | Associate Dean, College of Health<br>Professions       | Designated     | \$26,653             | 0.00%                                 |                 |                              |                      |                  |       |                          | \$26,653              | Effective 9/1/2022. Administrative stipend - 100% Faculty.                     |

Professions

Special Provisions, Sec. 5 - Fiscal Year 2023

## The University of Texas Rio Grande Valley

| А                          | В  | с              | D                    | E   | F               | G G                          | н                    | I.               | J     | к                        | L                     | Μ  |
|----------------------------|--|----------------|----------------------|---|-----------------|------------------------------|----------------------|------------------|-------|--------------------------|-----------------------|--|
|                            |  |                | [                    | Demonstrate   |                 |                              | Nonsalary            | Benefits FY 20   | 023   |                          |                       |  |
| Name                       | Position   | Funding Source | Salary<br>(9.1.2022) | Percentage<br>Salary Increase<br>Over<br>Prior Year | Cash<br>Bonuses | Practice<br>Plan<br>Benefits | Housing<br>Allowance | Car<br>Allowance | Other | Non-Cash<br>Compensation | Total<br>Compensation | Explanation / Comments   |
|                            |  | •              | \$26,653             | 0.00%   | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$26,653              | · · · · · · · · · · · · · · · · · · ·  |
| Garcia, Mrs Criselda       | Associate Dean, College of Education & P16 Integration           | Designated     | \$26,382             | 119.85%   |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
| · ···                      |  | \$26,382       | 119.85%              | \$0   | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$26,382                 |                       |  |
| Mata, Zelma Diana          | Associate Dean, College of Health<br>Professions                 | Designated     | \$26,314             | 119.28%   |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                            |  |                | \$26,314             | 119.28%   | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$26,314              |  |
| Cavazos, Mr Lionel Javier  | Associate Dean, College of Education & P16 Integration           | Designated     | \$26,214             | 118.45%   |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                            |  |                | \$26,214             | 118.45%   | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$26,214              |  |
| Davila-Montes, Jose        | Associate Dean, College of Liberal Arts                          | Designated     | \$26,198             | 118.32%   |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                            |  |                | \$26,198             | 118.32%   | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$26,198              |  |
| Bradley, Dr Robert Charles | Associate Dean, Honors College                                   | Designated     | \$25,321             | 111.01%   |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                            |  |                | \$25,321             | 111.01%   | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$25,321              |  |
| Macias, Ms Elena           | Associate Dean, College of Fine Arts                             | Designated     | \$25,257             | 110.48%   |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                            |  |                | \$25,257             | 110.48%   | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$25,257              |  |
| Hunter-Holly, Daniel       | Associate Dean, College of Fine Arts                             | Designated     | \$25,152             | 109.60%   |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                            |  |                | \$25,152             | 109.60%   | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$25,152              |  |
| Wang, Dr Lin               | Associate Dean, College of Health<br>Professions                 | Designated     | \$24,682             | 105.68%   |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                            |  |                | \$24,682             | 105.68%   | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$24,682              |  |
| Benitez, Dr Laura Elena    | Interim Assoc Dean, College of<br>Engineering & Computer Science | Designated     | \$24,088             | 100.73%   |                 |                              |                      |                  |       |                          |                       | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                            |  |                | \$24,088             | 100.73%   | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$24,088              |  |
| Dooley, Sheila A.          | Associate Dean, College of Liberal Arts                          | Designated     | \$23,841             | 98.68%  |                 |                              |                      |                  |       |                          | \$23,841              | Administrative stipend - 100% Faculty. Assignment changed from 9 to 12 months. |
|                            |  |                | \$23,841             | 98.68%  | \$0             | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$23,841              |  |
|                            |  |                |                      |   |                 |                              |                      |                  |       |                          |                       |  |