

Higher Education  
Administrative Accountability Report  
Special Provisions, Sec. 6  
FY2024

**Institution Code: 711**

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

Name	Position	Funding Source	Salary (09/01/22)	Base Salary (09/01/23)	Percentage Salary Increase Over FY 2023	Nonsalary Benefits FY 2023					Total Comp.			
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other			Non Cash Comp	
Ahdieh, Robert	Dean	General Revenue												
		Designated	\$ 441,467.29	\$ 467,955.29					\$ 80,000.03		\$ 80,000.03		Admin Stipend	
		Total	\$ 441,467.29	\$ 467,955.29	6.00%				\$ -	\$ 97,500.04	\$ 565,455.33		Merit	
Alexander, Michael S	Assistant Dean	Designated	\$ 178,013.76	\$ 188,694.60						\$ 37,200.00		\$ 225,894.60	Teaching in excess 100%, Cont Ed, Extra pay	
		Total	\$ 178,013.76	\$ 188,694.60	6.00%					\$ 37,200.00	\$ 225,894.60		Merit	
Alexander-Packard, Gerianne	Associate Vice President for Research	General Revenue	\$ 166,452.00	\$ 174,774.05						\$ 54,750.00		\$ 229,524.05	Admin stipend, One Time Merit	
		Total	\$ 166,452.00	\$ 174,774.05	5.00%					\$ 54,750.00	\$ 229,524.05		Merit	
Anand, Nagamangala	Vice President for Faculty Affairs	General Revenue	\$ 393,607.83	\$ 413,288.26						\$ 49,045.04		\$ 462,333.30	Administrative stipend	
		Restricted	\$ -	\$ -						\$ 9,999.99		\$ 9,999.99	Distinguished Chair Stipend	
		Total	\$ 393,607.83	\$ 413,288.26	5.00%					\$ 59,045.03	\$ 472,333.29		Merit	
Angerholzer, Maxmillian	Chief Executive Officer, Bush Foundation	Designated	\$ 408,475.32	\$ 428,899.08								\$ 428,899.08		
		Total	\$ 408,475.32	\$ 428,899.08	5.00%					\$ -	\$ -	\$ -	\$ 428,899.08	Merit
Ashley, Frank	Interim Dean	General Revenue		\$ 368,791.28						\$ 15,000.00		\$ 383,791.28	Teaching in Excess of 100%	
		Designated	\$ 306,000.09							\$ 4,200.00		\$ 4,200.00	Continuing Ed, Extra pay outside job	
		Total	\$ 306,000.09	\$ 368,791.28	20.52%					\$ 19,200.00	\$ 387,991.28		Transferred into dean position 8/1/23 + Merit	
August, John	Dean	General Revenue	\$ 272,957.52	\$ 286,605.44						\$105,400.02		\$ 392,005.46	Dept Head Stipend	
		Total	\$ 272,957.52	\$ 286,605.44	5.00%					\$ -	\$ -	\$ -	\$ 392,005.46	Merit
Baldauf Jack G	Vice President for Research	General Revenue	\$ 237,499.97	\$ 262,499.93						\$161,500.02		\$ 423,999.95	Admin stipend	
		Designated	\$ 12,500.00							\$ 8,500.03		\$ 8,500.03	Admin stipend	
		Total	\$ 249,999.97	\$ 262,499.93	5.00%					\$ -	\$ -	\$ -	\$ 432,499.98	Merit
Ballabina, Susan G.	Senior Vice President	General Revenue	\$ 424,995.96	\$ 472,500.00						\$ 10,000.00		\$ 482,500.00	One-time merit payment	
		Total	\$ 424,995.96	\$ 472,500.00	11.18%					\$ -	\$ -	\$ -	\$ 482,500.00	Increased pay for additional duties + Merit
Baxter, Douglas	Associate Dean of Education	General Revenue		\$ 224,699.97								\$ 224,699.97		
		Designated								\$ 36,363.60		\$ 36,363.60	Admin stipend	
		Total	\$ -	\$ 224,699.97	N/A					\$ -	\$ -	\$ -	\$ 261,063.57	Promoted 10/2022
Bayer Barbara A	Assistant Dean	General Revenue	\$ 208,000.08	\$ 218,400.12						\$ 10,000.00		\$ 228,400.12	One time merit	
		Total	\$ 208,000.08	\$ 218,400.12	5.00%					\$ -	\$ -	\$ -	\$ 228,400.12	Merit

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						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
Baze, Lacey	Assistant Vice President	General Revenue	\$ 195,000.00	\$ 137,182.50							\$ 137,182.50		
		Designated		\$ 67,567.50							\$ 67,567.50		
		Total	\$ 195,000.00	\$ 204,750.00	5.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 204,750.00	Merit
Bazzi Hassan S	Prof & Assoc Dean	Restricted	\$ 242,575.28	\$ 247,669.40					\$ 36,000.03		\$ 283,669.43	Admin stipend	
		Total	\$ 242,575.28	\$ 247,669.40	2.10%	\$ -	\$ -	\$ -	\$ -	\$ 36,000.03	\$ -	\$ 283,669.43	Merit
Bell, Lesley	Assistant Dean	General Revenue	\$ 188,700.00	\$ 199,078.56							\$ 199,078.56		
		Total	\$ 188,700.00	\$ 199,078.56	5.50%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 199,078.56	Merit
Billinger, Kristi	Associate Vice President for Research & Excutive Director of SRS	General Revenue									\$ -		
		Designated	\$ 273,164.64	\$ 286,822.56							\$ 286,822.56		
		Total	\$ 273,164.64	\$ 286,822.56	5.00%			\$ -				\$ 286,822.56	Promoted 11/2022
Bishop, Brian	Vice President for University Advancement	General Revenue		\$ 400,000.08							\$ 400,000.08		
		Total	\$ -	\$ 400,000.08	N/A			\$ -			\$ 400,000.08	Hired 7/23	
Brannstrom, Christian	Professor & Associate Dean	General Revenue	\$ 181,948.47	\$ 158,170.95					\$ 25,000.00		\$ 183,170.95	Admin stipend	
		Restricted							\$ 9,000.00		\$ 9,000.00	Admin stipend	
		Total	\$ 181,948.47	\$ 158,170.95	-13.07%					\$ 34,000.00		\$ 192,170.95	Work period reduced
Brisco, Kristine	Assistant Dean	General Revenue	\$ 189,252.12	\$ 200,000.04					\$ 3,370.00		\$ 203,370.04	One time merit	
		Total	\$ 189,252.12	\$ 200,000.04	5.68%					\$ 3,370.00		\$ 203,370.04	Merit
Brown, Kelly	Associate Vice President	General Revenue	\$ 205,245.24	\$ 212,428.80							\$ 212,428.80		
		Total	\$ 205,245.24	\$ 212,428.80	3.50%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 212,428.80	Merit
Brown, Robert (Brad)	Chief of Administration	General Revenue	\$ 224,400.12	\$ 237,864.12							\$ 237,864.12		
		Total	\$ 224,400.12	\$ 237,864.12	6.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 237,864.12	Merit
Bryan, Casey	Chief Information Officer	General Revenue	\$ 147,000.00	\$ 154,350.00							\$ 154,350.00		
		Total	\$ 147,000.00	\$ 154,350.00	5.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 154,350.00	Merit
Bryk, Mary	Associate Dean for Academic Affairs	General Revenue	\$ 119,576.16	\$ 126,093.11					\$ 22,000.00		\$ 148,093.11	Admin stipend	
		Total	\$ 119,576.16	\$ 126,093.11	5.45%					\$ 22,000.00		\$ 148,093.11	Merit
Burton, Jeffery	Vice President for Finance and Deputy Chief Financial Officer	General Revenue	\$ 325,000.08	\$ 337,350.12							\$ 337,350.12		
		Total	\$ 325,000.08	\$ 337,350.12	3.80%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 337,350.12	Transferred in 7/2023

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						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other			Non Cash Comp
Chamberland-Tremblay, Jean	Associate Dean for Faculty Success	General Revenue	\$ 224,323.08	\$ 236,772.91						\$ 7,196.00	\$ 243,968.91	Admin stipend	
			Total	\$ 224,323.08	\$ 236,772.91	5.55%	\$ -	\$ -	\$ -	\$ -	\$ 7,196.00	\$ -	\$ 243,968.91
Cherry, Robert C	Associate Dean	General Revenue	\$ 149,254.68	\$ 163,657.80							\$ 163,657.80		
			Total	\$ 149,254.68	\$ 163,657.80	9.65%				\$ -	\$ -	\$ 163,657.80	Merit
Coates, Craig	Associate Dean for Inclusive Excellence	General Revenue	\$ 120,092.62	\$ 126,097.30						\$ 29,722.74	\$ 155,820.04	Admin stipend	
			Designated							\$ 5,777.34	\$ 5,777.34	Administrative stipend, temporary/interim increase	
			Total	\$ 120,092.62	\$ 126,097.30	5.00%	\$ -	\$ -	\$ -	\$ -	\$ 35,500.08	\$ -	\$ 161,597.38
Cook, Terence L	Assitant Dean	General Revenue	\$ 129,000.00	\$ 129,000.00							\$ 129,000.00		
			Total	\$ 129,000.00	\$ 129,000.00	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 129,000.00
Cooper, John T	Assistant Vice President	General Revenue	\$ 175,213.68	\$ 177,841.92						\$ 1,392.05	\$ 179,233.97	Admin stipend	
			Designated							\$ 8,000.00	\$ 8,000.00	Temporary/interim increase	
			Total	\$ 175,213.68	\$ 177,841.92	1.50%	\$ -	\$ -	\$ -	\$ -	\$ 9,392.05	\$ -	\$ 187,233.97
Cordray, Chris	Assistant Chief Information Officer	General Revenue	\$ 195,000.00	\$ 20,725.00							\$ 20,725.00		
			Designated		\$ 186,524.96							\$ 186,524.96	
			Total	\$ 195,000.00	\$ 207,249.96	6.28%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 207,249.96
Crawford, John W.	Vice President for Finance & Chief Financial Officer	General Revenue	\$ 435,999.96	\$ 457,800.00							\$ 457,800.00		
			Total	\$ 435,999.96	\$ 457,800.00	5.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 457,800.00
Creel, Brady	Assistant Dean for Strategic Communication and Chief of Staff	Agency Restricted	\$ 169,152.96	\$ 169,152.96							\$ 169,152.96		
											\$ -		
			Total	\$ 169,152.96	\$ 169,152.96	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 169,152.96
Criscione, Charles	Associate Dean, Graduate and Professional School	General Revenue	\$ 141,891.14	\$ 150,404.55						\$ 9,231.35	\$ 159,635.90	Admin stipend	
			Restricted							\$ 7,500.00	\$ 7,500.00	Administrative stipend, extra pay outside regular job	
			Total	\$ 141,891.14	\$ 150,404.55	6.00%	\$ -	\$ -	\$ -	\$ -	\$ 16,731.35	\$ -	\$ 167,135.90
Criscitello, Michael	Associate Dean for Research and Graduate Studies	General Revenue	\$ 177,889.91	\$ 186,784.40						\$ 29,999.97	\$ 216,784.37	Admin stipend	
			Restricted							\$ 4,000.04	\$ 4,000.04	Distinguished chair stipend	
			Total	\$ 177,889.91	\$ 186,784.40	5.00%	\$ -	\$ -	\$ -	\$ -	\$ 34,000.01	\$ -	\$ 220,784.41

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						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
Crooks, Viviene	Assistant Dean	Functional & General	\$ 143,100.12	\$ 153,600.00						\$ 2,000.00	\$ 155,600.00	One time merit	
		Total	\$ 143,100.12	\$ 153,600.00	7.34%	\$ -	\$ -	\$ -	\$ -	\$ 2,000.00	\$-	\$ 155,600.00	Merit
Crouch, Elizabeth	Associate Dean	General Revenue	\$ 166,359.96	\$ 86,507.16						\$ 1,750.00	\$ 88,257.16	Admin stipend	
		Designated		\$ 86,507.16						\$ 1,750.00	\$ 88,257.16	Admin stipend	
		Total	\$ 166,359.96	\$ 173,014.32	4.00%	\$ -	\$ -	\$ -	\$ -	\$ 3,500.00	\$-	\$ 176,514.32	Merit
Curtis, Kari	Assistant Dean	General Revenue		\$ 163,800.00							\$ 163,800.00		
		Designated									\$ -		
		Total	\$ -	\$ 163,800.00	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 163,800.00	Promoted 4/23
Datta Sumana	Assistant Provost	General Revenue	\$ 165,574.09	\$ 172,196.09							\$ 172,196.09		
		Designated								\$ 33,517.00	\$ 33,517.00	Dept head stipend	
		Total	\$ 165,574.09	\$ 172,196.09	4.00%	\$ -	\$ -	\$ -	\$ -	\$ 33,517.00	\$-	\$ 205,713.09	Merit
Davis Kevin	Chief Information Officer, Qatar	Restricted	\$ 164,111.76	\$ 168,050.40							\$ 168,050.40		
		Total	\$ 164,111.76	\$ 168,050.40	2.40%	\$ -	\$ -	\$ -	\$ -		\$-	\$ 168,050.40	Merit
Deer, Shannon	Interim Associate Dean	General Revenue	\$ 169,788.96	\$ 178,278.39						\$ 9,350.00	\$ 187,628.39	One time merit	
		Designated								\$ 76,427.19	\$ 76,427.19	Administrative stipend, teaching in excess of 100%, Cont Ed	
		Total	\$ 169,788.96	\$ 178,278.39	5.00%					\$ 85,777.19	\$	\$ 264,055.58	Merit
Deigaard, William	Associate Vice President	General Revenue	\$ 215,707.56	\$ 231,178.08							\$ 231,178.08		
		Total	\$ 215,707.56	\$ 231,178.08	7.17%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 231,178.08	Merit
De Miranda, Michael	Dean	General Revenue	\$ 274,437.02	\$ 290,903.25						\$119,000.02	\$ 409,903.27	Admin stipend, one time merit	
		Total	\$ 274,437.02	\$ 290,903.25	6.00%	\$ -	\$ -	\$ -	\$ -	\$119,000.02	\$-	\$ 409,903.27	Merit
Depoy, Darren	Professor and Associate Dean, Research Infrastructure	General Revenue		\$ 214,613.73							\$ 214,613.73		
		Total	\$ -	\$ 214,613.73	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 214,613.73	Promoted 9/23
Dillard Joseph B	Assistant Dean	General Revenue	\$ 183,602.88	\$ 205,117.08							\$ 205,117.08		
		Total	\$ 183,602.88	\$ 205,117.08	11.72%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 205,117.08	Merit
Dobiyanski, Victoria	Associate Vice President Student Affairs	General Revenue									\$ -		
		Designated	\$ 192,425.16	\$ 204,000.12							\$ 204,000.12		
		Total	\$ 192,425.16	\$ 204,000.12	6.02%	\$ -	\$ -	\$ -	\$ -		\$-	\$ 204,000.12	Merit

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						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
Dorsey Alicia M	Associate Vice President	General Revenue	\$ 234,604.08	\$ 247,541.88								\$ 247,541.88	
		Total	\$ 234,604.08	\$ 247,541.88	5.51%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 247,541.88	Merit
Dorsey, Leroy G	Associate Dean	General Revenue	\$ 141,111.00	\$ 149,930.01						\$ 35,350.50		\$ 185,280.51	Admin stipend, one time merit
		Total	\$ 141,111.00	\$ 149,930.01	6.25%	\$ -	\$ -	\$ -	\$ -	\$ 35,350.50	\$ -	\$ 185,280.51	Merit
Dudensing, Rebekka	Associate Vice President	General Revenue	\$ 194,000.16	\$ 204,670.20						\$ 2,500.00		\$ 207,170.20	One time merit
		Total	\$ 194,000.16	\$ 204,670.20	5.50%	\$ -	\$ -	\$ -	\$ -	\$ 2,500.00	\$ -	\$ 207,170.20	Merit
Dye, William	Assistant Dean of Graduate Programs	General Revenue										\$ -	
		Designated	\$ 158,226.24	\$ 158,226.24						\$ 18,500.00		\$ 176,726.24	One time merit
		Total	\$ 158,226.24	\$ 158,226.24	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 18,500.00	\$ -	\$ 176,726.24	
Eades, Erma Susan	Associate Dean for Administration, Canyon	General Revenue	\$ 203,872.57	\$ 216,104.90						\$ 22,999.50		\$ 239,104.40	Admin stipend
		Total	\$ 203,872.57	\$ 216,104.90	6.00%					\$ 22,999.50		\$ 239,104.40	Merit
Eckman, Stacy	Associate Dean of Hospital Operations & CEO	General Revenue	\$ 146,370.07	\$ 156,616.02						\$ 63,999.98		\$ 220,616.00	Admin stipend
		Total	\$ 146,370.07	\$ 156,616.02	7.00%					\$ 63,999.98		\$ 220,616.00	Merit
Economou, Ioannis	Senior Associate Dean	Agency	\$ 272,402.88	\$ 267,844.00						\$ 36,000.03		\$ 303,844.03	Admin stipend
		Total	\$ 272,402.88	\$ 267,844.00	-1.67%					\$ 36,000.03		\$ 303,844.03	Work period adjustment
Endler, Dean K	Assistant VP Finance	General Revenue	\$ 146,452.82	\$ 163,190.25								\$ 163,190.25	
		Designated/Service C	\$ 62,765.50	\$ 54,396.75						\$ 5,000.00		\$ 59,396.75	One time merit
		Total	\$ 209,218.32	\$ 217,587.00	4.00%	\$ -	\$ -	\$ -	\$ -	\$ 5,000.00	\$ -	\$ 222,587.00	Merit
Errisuriz, Arturo	Assistant Dean	Designated	\$ 129,550.92	\$ 132,050.88						\$ 4,000.00		\$ 136,050.88	Temp salary increase
		Total	\$ 129,550.92	\$ 132,050.88	1.93%					\$ 4,000.00		\$ 136,050.88	Merit
Escobar-Lemmon, Maria	Executive Associate Dean & Professor	General Revenue	\$ 133,605.09	\$ 242,000.00						\$ 25,132.20		\$ 267,132.20	Admin stipend, One time merit
		Total	\$ 133,605.09	\$ 242,000.00	81.13%					\$ 25,132.20		\$ 267,132.20	Promotion 9/23
Evans, Edward	Associate Vice President	General Revenue	\$ 220,000.08	\$ 212,400.58								\$ 212,400.58	
		Designated		\$ 23,600.06								\$ 23,600.06	
		Total	\$ 220,000.08	\$ 236,000.64	7.27%					\$ -		\$ 236,000.64	Transferred in 9/19/2022, merit

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						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp				
Fadamiro, Henry	Associate Vice President for Strategic Initiatives	General Revenue Designated	\$ 257,125.09	\$ 272,551.95							\$ 58,766.20	\$ 58,766.20	Admin Stipend		
			\$ 257,125.09	\$ 272,551.95	6.00%							\$ 58,766.20	\$ 331,318.15	Transferred in 10/2022, merit	
Falks, Delisa	Assitant Vice President	General Revenue Total	\$ 189,999.96	\$ 200,000.04							\$ 10,000.00	\$ 210,000.04	One time merit		
			\$ 189,999.96	\$ 200,000.04	5.26%							\$ 10,000.00	\$ 210,000.04	Merit	
Ficht, Allison	Interim Senior Associate Dean for Research & Professor	General Revenue Total	\$ 247,173.83	\$ 255,150.15							\$ 39,000.03	\$ 294,150.18	Admin stipend, one time merit		
			\$ 247,173.83	\$ 255,150.15	3.23%							\$ 39,000.03	\$-	\$ 294,150.18	Merit
			\$ -	\$ -								\$ -	\$ -	\$ 294,150.18	Merit
Fluckey, James	Professor & Associate Dean	General Revenue Total	\$ 132,236.10	\$ 154,759.88							\$ 50,214.12	\$ 204,974.00	Admin stipend, Temp salary		
			\$ 145,314.40	\$ 154,759.88	6.50%							\$ 50,214.12	\$-	\$ 204,974.00	Merit
Franklin, Stephen	Vice President for Facilities	General Revenue Total	\$ 256,999.92	\$ 315,000.00								\$ 315,000.00			
			\$ 256,999.92	\$ 315,000.00	22.57%								\$ 315,000.00	Equity adjustment, merit	
Fry, Richard M	Associate Vice President	General Revenue Total	\$ 165,648.12	\$ 173,930.16								\$ 173,930.16	One-time merit		
			\$ 165,648.12	\$ 173,930.16	5.00%							\$ -	\$ 173,930.16	Merit	
Gagne,, Jeffrey	Assistant Dean for Faculty Success	General Revenue Total	\$ -	\$ 102,467.97							\$ 6,000.03	\$ 108,468.00	Admin stipend		
			\$ -	\$ 102,467.97	N/A							\$ 6,000.03	\$-	\$ 108,468.00	Promoted 9/1/23
Garza, Juan E	Assistant Vice President	General Revenue Total	\$ 242,604.24	\$ 259,734.48								\$ 259,734.48			
			\$ 242,604.24	\$ 259,734.48	7.06%							\$ -	\$-	\$ 259,734.48	Merit
Garza, Norman	Vice President for Government Relations	General Revenue Designated Total	\$ 163,500.00	\$ 265,649.90								\$ 265,649.90			
			\$ 163,500.00	\$ 77,700.11									\$ 77,700.11		
			\$ 327,000.00	\$ 343,350.01	5.00%							\$ -	\$ -	\$ 343,350.01	Merit
Green, Pamela	Associate Vice President	General Revenue Total	\$ 219,300.00	\$ 226,975.56								\$ 226,975.56			
			\$ 219,300.00	\$ 226,975.56	3.50%							\$ -	\$ -	\$ 226,975.56	Merit
Guye, Kristopher	Assistant Vice President	Designated Total	\$ 202,000.08	\$ 212,100.12								\$ 212,100.12	Temporary salary increase, one-time merit		
			\$ 202,000.08	\$ 212,100.12	5.00%							\$ -	\$-	\$ 212,100.12	Transferred in 9/19/2023, merit
Hanks Cheryl L	Chief Administrative Officer	General Revenue Total	\$ 250,008.00	\$ 265,008.00								\$ 265,008.00			
			\$ 250,008.00	\$ 265,008.00	6.00%							\$ -	\$ -	\$ 265,008.00	Merit

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Hardy, Michael	Associate Vice President, Government Relations	General Revenue Designated	\$ 200,000.04									\$ -	
				\$ 210,000.00								\$ 210,000.00	
			Total	\$ 200,000.04	\$ 210,000.00	5.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 210,000.00
Harlin, Julie	Associate Dean	General Revenue Total	\$ 115,309.63	\$ 119,922.00						\$ 55,618.16		\$ 175,540.16	Admin Stipend, one time merit
			\$ 115,309.63	\$ 119,922.00	4.00%	\$ -	\$ -	\$ -	\$ -	\$ 55,618.16	\$ -	\$ 175,540.16	Merit
Harrell, Kristen A	Assistant Vice President, Student Affairs	Designated Auxiliary Total	\$ 38,625.00	\$ 166,000.08								\$ 166,000.08	
			\$ 115,875.00									\$ -	
			Total	\$ 154,500.00	\$ 166,000.08	7.44%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 166,000.08
Hartman, Gregory W	Chief Operating Officer and Senior Vice President	General Revenue Restricted Total	\$ 549,999.96	\$ 577,500.00						\$ 10,000.00		\$ 587,500.00	One time merit
												\$ -	
			Total	\$ 549,999.96	\$ 577,500.00	5.00%	\$ -	\$ -	\$ -	\$ -	\$ 10,000.00	\$ -	\$ 587,500.00
Heidick, Venesa	Assistant Vice President	General Revenue Total	\$ 179,799.84	\$ 191,999.76								\$ 191,999.76	
			\$ 179,799.84	\$ 191,999.76	6.79%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 191,999.76	Merit
Helge, Terri	Professor & Associate Dean	General Revenue Designated Total	\$ 191,404.32	\$ 191,404.40						\$ 18,000.00		\$ 209,404.40	Admin stipend, One-time merit, Extra pay outside reg job duty
											\$ 15,500.00	\$ 15,500.00	Admin stipend
			Total	\$ 191,404.32	\$ 191,404.40	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 33,500.00	\$ -	\$ 224,904.40
Herrera, Luz E	Professor & Associate Dean	General Revenue Designated Total	\$ 195,655.23	\$ 199,568.43						\$ 9,999.99		\$ 209,568.42	Admin stipend
											\$ 10,000.00	\$ 10,000.00	One time merit
			Total	\$ 195,655.23	\$ 199,568.43	2.00%	\$ -	\$ -	\$ -	\$ -	\$ 19,999.99	\$ -	\$ 219,568.42
Hillin, Madison	Chief Administrative Officer	Designated Total	\$ 150,000.00	\$ 159,000.00								\$ 159,000.00	
			\$ 150,000.00	\$ 159,000.00	6.00%							\$ 159,000.00	Promoted into position 7/1/2023, merit
Hinkley, Richard S	Vice President	General Revenue Designated Total	\$ 224,577.36	\$ 233,111.34								\$ 233,111.34	
			\$ 96,247.44	\$ 99,904.86								\$ 99,904.86	
			Total	\$ 320,824.80	\$ 333,016.20	3.80%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 333,016.20
Hobbs, Jill	Assistant Dean	General Revenue Total	\$ 128,750.04	\$ 167,823.00								\$ 167,823.00	
			\$ 128,750.04	\$ 167,823.00	30.35%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 167,823.00	Market adjustment, merit

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**Institution Code: 711**

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

Name	Position	Funding Source	Salary (09/01/22)	Base Salary (09/01/23)	Percentage Salary Increase Over FY 2023	Nonsalary Benefits FY 2023						Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
Hogan, Harry	Senior Associate Dean	General Revenue	\$ 262,224.82	\$ 274,024.96						\$ 56,650.33	\$ 330,675.29	Admin stipend	
		Total	\$ 262,224.82	\$ 274,024.96	4.50%	\$ -	\$ -	\$ -	\$ -	\$ 56,650.33	\$ -	\$ 330,675.29	Merit
Holub, Meredith	Assistant Vice President for University Advancement	General Revenue	\$ 85,000.08	\$ 92,650.08							\$ 92,650.08		
		Total	\$ 85,000.08	\$ 92,650.08	9.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 92,650.08	Promoted 8/23, merit
Hudson, Holly	Associate Vice President	General Revenue	\$ 194,000.16	\$ 203,700.12							\$ 203,700.12		
		Total	\$ 194,000.16	\$ 203,700.12	5.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 203,700.12	Merit
Irby, Beverly J	Professor & Associate Dean	General Revenue	\$ 233,304.72	\$ 250,802.53						\$ 45,209.56	\$ 296,012.09	Admin stipend	
		Total	\$ 233,304.72	\$ 250,802.53	7.50%	\$ -	\$ -	\$ -	\$ -	\$ 45,209.56	\$ -	\$ 296,012.09	Merit
Jayaraman, Arul	Executive Associate Dean	General Revenue	\$ 313,691.07	\$ 337,217.87						\$ 36,730.00	\$ 373,947.87	Admin stipend	
		Designated								\$ 56,403.89	\$ 56,403.89	Admin stipend, distinguished chair stipend, teachin in excess of 100%	
		Total	\$ 313,691.07	\$ 337,217.87	7.50%	\$ -	\$ -	\$ -	\$ -	\$ 93,133.89	\$ -	\$ 430,351.76	Merit
Jeffrey, Justin	Assistant Vice President, Student Affairs	Designated	\$ 139,204.50	\$ 166,000.08							\$ 166,000.08		
		Auxiliary	\$ 15,295.50								\$ -		
		Total	\$ 154,500.00	\$ 166,000.08	7.44%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 166,000.08	Merit
Johnson, Michael D	Interim Assoc Provost & Interim Vice President for Faculty Affairs	General Revenue	\$ 129,318.80	\$ 249,232.50						\$ 26,943.84	\$ 276,176.34	Admin stipend	
		Designated	\$ 105,806.29							\$ 32,931.25	\$ 32,931.25	Admin stipend	
		Total	\$ 235,125.09	\$ 249,232.50	6.00%	\$ -	\$ -	\$ -	\$ -	\$ 59,875.09	\$ -	\$ 309,107.59	Merit
Johnson, Violet M	Senior Associate Dean for Faculty Development	General Revenue	\$ 180,072.05	\$ 180,072.05						\$ 3,132.20	\$ 183,204.25	One time merit	
		Designated	\$ -	\$ -						\$ 46,753.25	\$ 46,753.25	Admin stipend	
		Total	\$ 180,072.05	\$ 180,072.05	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 49,885.45	\$ -	\$ 229,957.50	Transferred 10/15/22 into new position
Judah, Henry	Associate Vice President	General Revenue	\$ 175,000.08	\$ 185,000.16							\$ 185,000.16		
		Total	\$ 175,000.08	\$ 185,000.16	5.71%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 185,000.16	Merit
Kakosimos, Konstantinos	Assoicate Dean for Graduate Studies	Designated								\$ 3,000.00	\$ 3,000.00		
		Agency	\$ 161,712.49	\$ 161,712.49							\$ 161,712.49		
		Restricted								\$ 3,272.73	\$ 3,272.73		
		Total	\$ 161,712.49	\$ 161,712.49	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 6,272.73	\$ -	\$ 167,985.22	Promoted 7/2023



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

Name	Position	Funding Source	Salary (09/01/22)	Base Salary (09/01/23)	Percentage Salary Increase Over FY 2023	Nonsalary Benefits FY 2023						Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
Kalafatis, Mary	Assistant Vice President for Finance	General Revenue	\$ 150,000.00	\$ 156,799.92							\$ 156,799.92		
		Total	\$ 150,000.00	\$ 156,799.92	4.53%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 156,799.92	Transferred in 10/2022, Merit
Kilby, Jessica Ann	Assistant Vice President for Finance	General Revenue	\$ 215,000.04	\$ 225,750.00							\$ 225,750.00		
		Total	\$ 215,000.04	\$ 225,750.00	5.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 225,750.00	Hired 10/2022, Merit
Klein, Patricia	Executive Associate Dan	General Revenue	\$ 162,028.99	\$ 171,831.69					\$ 50,000.00		\$ 221,831.69	Admin stipend	
		Designated							\$ 2,257.00		\$ 2,257.00	One time merit	
		Total	\$ 162,028.99	\$ 171,831.69	6.05%	\$ -	\$ -	\$ -	\$ -	\$ 52,257.00	\$ -	\$ 224,088.69	Merit
Kosh, Brandy	Associate Vice President	General Revenue	\$ 204,004.08	\$ 219,504.12							\$ 219,504.12		
		Total	\$ 204,004.08	\$ 219,504.12	7.60%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 219,504.12	Merit
Ku, Charlotte	Professor & Associate Dean	General Revenue	\$ 201,695.67	\$ 206,695.71							\$ 206,695.71		
		Designated							\$ 4,999.95		\$ 4,999.95	Admin stipend	
		Total	\$ 201,695.67	\$ 206,695.71	2.48%	\$ -	\$ -	\$ -	\$ -	\$ 4,999.95	\$ -	\$ 211,695.66	Merit
Kurten, Jenna	Assistant Dean for Student Success	General Revenue	\$ 120,000.00	\$ 126,300.00					\$ 2,993.37		\$ 129,293.37	Interim increase	
		Designated							\$ 3,000.00		\$ 3,000.00	One time merit	
		Restricted							\$ 6,499.33		\$ 6,499.33	Interim increase	
		Total	\$ 120,000.00	\$ 126,300.00	5.25%	\$ -	\$ -	\$ -	\$ -	\$ 12,492.70	\$ -	\$ 138,792.70	Promoted 1/23, merit
Lange Peter W	Associate Vice President	Designated	\$ 121,975.80	\$ 128,074.67							\$ 128,074.67		
		Auxiliary	\$ 121,975.80	\$ 128,074.68							\$ 128,074.68		
		Total	\$ 243,951.60	\$ 256,149.35	5.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 256,149.35	Merit
Lee, Chanam	Executive Associate Dean - Faculty	General Revenue		\$ 162,000.00							\$ 162,000.00		
		Designated							\$ 4,101.00		\$ 4,101.00	One time merit	
		Total	\$ -	\$ 162,000.00	N/A	\$ -	\$ -	\$ -	\$ -	\$ 4,101.00	\$ -	\$ 166,101.00	Promoted 9/1/2023
Lench, Heather	Senior Associate Vice President for Faculty Affairs	General Revenue	\$ 196,765.25	\$ 223,811.26					\$ 53,663.83		\$ 277,475.09	Admin stipend	
		Designated									\$ -		
		Total	\$ 196,765.25	\$ 223,811.26	13.75%	\$ -	\$ -	\$ -	\$ -	\$ 53,663.83	\$ -	\$ 277,475.09	Equity adjustment, merit
Limafilho, Paulo	Assitant Provost	General Revenue	\$ 187,276.43	\$ 194,776.34					\$ 4,999.94		\$ 199,776.28	Admin stipend	
		Designated									\$ -		
		Total	\$ 187,276.43	\$ 194,776.34	4.00%	\$ -	\$ -	\$ -	\$ -	\$ 4,999.94	\$ -	\$ 199,776.28	Merit

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

Name	Position	Funding Source	Salary (09/01/22)	Base Salary (09/01/23)	Percentage Salary Increase Over FY 2023	Nonsalary Benefits FY 2023						Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
Linke, Patrick	Senior Associate Dean for Research and Graduate Studies	General Revenue	\$ 248,862.77	\$ 248,862.77								\$ 248,862.77	
		Restricted								\$ 25,090.92		\$ 25,090.92	Admin stipend
		Total	\$ 248,862.77	\$ 248,862.77	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 25,090.92	\$-	\$ 273,953.69	Promoted 7/2023
Lucas, Gary	Senior Associate Dean	General Revenue	\$ 227,333.37	\$ 244,443.87						\$ 39,999.97		\$ 284,443.84	Admin stipend, one time merit
		Designated							\$ 9,000.00		\$ 9,000.00	Extra pay outside regular job	
		Total	\$ 227,333.37	\$ 244,443.87	7.53%	\$ -	\$ -	\$ -	\$ -	\$ 48,999.97	\$-	\$ 293,443.84	Merit
Malave, Ceasar	Dean & CEO, Qatar	Restricted	\$ 363,145.11	\$ 384,933.67						\$ 27,500.00		\$ 412,433.67	Dept head stipend
		Total	\$ 363,145.11	\$ 384,933.67	6.00%	\$ -	\$ -	\$ -	\$ -	\$ 27,500.00	\$-	\$ 412,433.67	Merit
McCall, John	Associate Vice President and Controller	General Revenue	\$ 308,217.24	\$ 323,628.12								\$ 323,628.12	
		Designated							\$ 5,000.00		\$ 5,000.00	One time merit	
		Total	\$ 308,217.24	\$ 323,628.12	5.00%	\$ -	\$ -	\$ -	\$ -	\$ 5,000.00	\$-	\$ 328,628.12	Merit
McClure, Frederick	Assoc Vice President	General Revenue	\$ 214,653.84	\$ 223,239.72								\$ 223,239.72	
		Designated										\$ -	
		Total	\$ 214,653.84	\$ 223,239.72	4.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 223,239.72	Merit
McConnell Deena J	Assoc Vice President	General Revenue	\$ 325,798.92	\$ 342,088.92								\$ 342,088.92	
		Total	\$ 325,798.92	\$ 342,088.92	5.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 342,088.92	Merit
McGinnis, Kevin	Chief Compliance Officer	General Revenue	\$ 248,118.84	\$ 289,800.00								\$ 289,800.00	
		Total	\$ 248,118.84	\$ 289,800.00	16.80%	\$ -	\$ -	\$ -	\$ -		\$-	\$ 289,800.00	Equity adjustment, merit
McLaughlin, Timothy	Interim Dean	General Revenue	\$ 225,852.00	\$ 219,452.86								\$ 219,452.86	
		Designated							\$ 97,969.03		\$ 97,969.03	Admin stipend	
		Total	\$ 225,852.00	\$ 219,452.86	-2.83%	\$ -	\$ -	\$ -	\$ -	\$ 97,969.03	\$-	\$ 317,421.89	Work period modified
McLawhon, Ryan	Assistant Dean for Academic Services & Student Affairs	Agency		\$ 169,152.96								\$ 169,152.96	
		Restricted							\$ 500.00		\$ 500.00	Teaching supplement	
		Total	\$ -	\$ 169,152.96	N/A	\$ -	\$ -	\$ -	\$ -	\$ 500.00	\$-	\$ 169,652.96	Promoted 7/2023
Mendoza, Barbara	Senior Associate Vice President	General Revenue	\$ 234,999.96	\$ 245,574.00								\$ 245,574.00	
		Restricted										\$ -	
		Total	\$ 234,999.96	\$ 245,574.00	4.50%	\$ -	\$ -	\$ -	\$ -		\$-	\$ 245,574.00	Merit

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Name	Position	Funding Source	Salary (09/01/22)	Base Salary (09/01/23)	Percentage Salary Increase Over FY 2023	Nonsalary Benefits FY 2023						Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
Mikeal, Adam	Associate Vice President	General Revenue Designated	\$ 219,000.00	\$ 219,000.00								\$ 219,000.00	
			\$ -	\$ -					\$ 37,737.40	\$ 37,737.40	Temporary increase, teaching in excess of 100%		
			\$ 219,000.00	\$ 219,000.00	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 37,737.40	\$-	\$ 256,737.40	Promoted 3/2023
Mitchell, LM	Assistant Vice President	General Revenue Total	\$ 215,000.04	\$ 228,000.00								\$ 232,000.00	One time merit
			\$ 215,000.04	\$ 228,000.00	6.05%	\$ -	\$ -	\$ -	\$ -	\$ 4,000.00	\$-	\$ 232,000.00	Merit
Monroe, Joy	Assistant Dean	Designated Total	\$ 100,000.08	\$ 106,000.08								\$ 106,000.08	
			\$ 100,000.08	\$ 106,000.08	6.00%				\$ -	\$-	\$ 106,000.08	Merit	
Mosbo-Ballestro, Julie	University Librarian and Assistant Provost	General Revenue Total	\$ 265,309.08	\$ 279,901.08								\$ 284,901.08	One time merit
			\$ 265,309.08	\$ 279,901.08	5.50%				\$ 5,000.00	\$-	\$ 284,901.08	Merit	
Munoz, Isaac	Associate Vice President	General Revenue Total	\$ 204,000.00	\$ 234,498.00								\$ 234,498.00	
			\$ 204,000.00	\$ 234,498.00	14.95%						\$ 234,498.00	Merit	
Nevill, Dedra P	Assistant Dean, Alumni and Donor Relations	General Revenue Total	\$ 178,500.00	\$ 190,103.04								\$ 190,103.04	
			\$ 178,500.00	\$ 190,103.04	6.50%	\$ -	\$ -	\$ -	\$ -	\$-	\$ 190,103.04	Merit	
Nickles, Rosalie	Assistant Dean	Restricted Total	\$ 228,921.00	\$ 258,108.00								\$ 258,108.00	
			\$ 228,921.00	\$ 258,108.00	12.75%				\$ -	\$ 258,108.00	Merit		
Nounou, Hazem	Assistant Dean	Restricted Total	\$ 225,873.53	\$ 253,430.10								\$ 289,430.13	Admin stipend
			\$ 225,873.53	\$ 253,430.10	12.20%				\$ 36,000.03	\$ 289,430.13	Merit		
Novosad, Christopher	Assistant Dean	General Revenue Designated	\$ 167,754.72	\$ 175,000.68								\$ 175,000.68	
			\$ -	\$ -					\$ 5,000.00	\$ 5,000.00	One time merit		
			\$ 167,754.72	\$ 175,000.68	4.32%	\$ -	\$ -	\$ -	\$ -	\$ 5,000.00	\$-	\$ 180,000.68	Merit
Oberhelman, Steven M	Senior Associate Dean	General Revenue Total	\$ 201,960.07	\$ 212,058.00								\$ 240,558.00	Admin stipend, one time merit
			\$ 201,960.07	\$ 212,058.00	5.00%	\$ -	\$ -	\$ -	\$ -	\$ 28,500.00	\$-	\$ 240,558.00	Merit
Pantuso, Terri	Instructional Associate Professor & Associate Dean	General Revenue Total	\$ -	\$ 67,858.02								\$ 67,858.02	
			\$ -	\$ 67,858.02	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 67,858.02	Promoted 9/1/2023
Palsoe Sunay V	Assistant Vice Chancellor	General Revenue Total	\$ 195,604.20	\$ 204,406.44								\$ 204,406.44	
			\$ 195,604.20	\$ 204,406.44	4.50%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 204,406.44	Merit

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Name	Position	Funding Source	Salary (09/01/22)	Base Salary (09/01/23)	Percentage Salary Increase Over FY 2023	Nonsalary Benefits FY 2023					Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other		
Parker, Gerald W	Associate Dean	General Revenue	\$ 299,023.30	\$ 256,590.47							\$ 256,590.47	
		Designated	\$ 56,956.82	\$ 36,149.07							\$ 36,149.07	
		Other (Agency)		\$ 84,599.39							\$ 84,599.39	
		Total	\$ 355,980.12	\$ 377,338.92	6.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 377,338.92
Parish, Blake	Associate Vice President	General Revenue	\$ 200,000.04	\$ 209,000.04							\$ 209,000.04	
		Total	\$ 200,000.04	\$ 209,000.04	4.50%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 209,000.04	Promoted 11/2022, Merit
Pettibon, II Joseph P	Vice President of Planning, Assessment & Strategy	General Revenue	\$ 347,852.16	\$ 382,637.04							\$ 382,637.04	
		Designated						\$ 8,000.00		\$ 8,000.00	\$ 8,000.00	One time merit
		Total	\$ 347,852.16	\$ 382,637.04	10.00%	\$ -	\$ -	\$ -	\$ -	\$ 8,000.00	\$ -	\$ 390,637.04
Pettigrew, Roderic	Dean - Faculty	General Revenue							\$ 7,363.65		\$ 7,363.65	Extra pay outside regular job duty
		Designated	\$ 926,835.26	\$ 973,177.06					\$ 64,454.53		\$ 1,037,631.59	Admin stipend
		Total	\$ 926,835.26	\$ 973,177.06	5.00%	\$ -	\$ -	\$ -	\$ -	\$ 71,818.18	\$ -	\$ 1,044,995.24
Pierson, Edwin L	Vice President for Information Technology	General Revenue									\$ -	
		Designated	\$ 320,240.04	\$ 339,454.44							\$ 339,454.44	
		Total	\$ 320,240.04	\$ 339,454.44	6.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 339,454.44
Porter, Jay	Associate Dean - Faculty	General Revenue	\$ 238,909.33	\$ 250,138.13					\$ 45,719.08		\$ 295,857.21	Admin stipend
		Total	\$ 238,909.33	\$ 250,138.13	4.70%	\$ -	\$ -	\$ -	\$ -	\$ 45,719.08	\$ -	\$ 295,857.21
Price, Angie	Associate Dean	General Revenue	\$ 199,873.08	\$ 211,365.77					\$ 68,220.21		\$ 279,585.98	Admin stipend, one time merit
		Total	\$ 199,873.08	\$ 211,365.77	5.75%				\$ 68,220.21	\$ -	\$ 279,585.98	Merit
Ramirez, Joe E	Vice President for Student Affairs	General Revenue	\$ 390,600.00	\$ 410,130.00							\$ 410,130.00	
		Total	\$ 390,600.00	\$ 410,130.00	5.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 410,130.00
Reber Thomas W	Associate Vice President for Student Affairs	General Revenue	\$ 35,018.39	\$ 234,125.00							\$ 234,125.00	
		Designated	\$ 208,164.85	\$ 15,875.00							\$ 15,875.00	
		Total	\$ 243,183.24	\$ 250,000.00	2.80%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 250,000.00
Reed, Katherine	Assistant Dean	General Revenue	\$ 103,152.36	\$ 110,000.04							\$ 110,000.04	
		Total	\$ 103,152.36	\$ 110,000.04	6.64%				\$ -		\$ -	\$ 110,000.04

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						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other			Non Cash Comp
Roark, Erin	Assoc Vice President for Research	General Revenue	\$ 150,306.58	\$ 154,815.60						\$ 32,000.00	\$ 186,815.60	Admin stipend	
			Total	\$ 150,306.58	\$ 154,815.60	3.00%	\$ -	\$ -	\$ -	\$ -	\$ 32,000.00	\$ -	\$ 186,815.60
Robertson, Christina	Assistant Vice President	Designated		\$ 185,000.04							\$ 185,000.04		
			Total	\$ -	\$ 185,000.04	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 185,000.04
Rojo Del Busto, Katherine A	Assoc Vice President	General Revenue	\$ 277,223.83	\$ 309,322.56						\$ 2,000.00	\$ 311,322.56	One time merit	
		Designated	\$ 14,590.73								\$ -		
		Total	\$ 291,814.56	\$ 309,322.56	6.00%	\$ -	\$ -	\$ -	\$ -	\$ 2,000.00	\$ -	\$ 311,322.56	Merit
Rojo Del Busto, Mario	Associate Dean	General Revenue	\$ 265,891.44	\$ 136,654.78							\$ 136,654.78		
		Designated	\$ -	\$ 167,022.50							\$ 167,022.50		
		Total	\$ 265,891.44	\$ 303,677.28	14.21%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 303,677.28	Merit
Sams, Alan	Interim Provost	General Revenue	\$ 275,000.10	\$ 288,750.11						\$234,090.95	\$ 522,841.06	Admin stipend	
		Total	\$ 275,000.10	\$ 288,750.11	5.00%	\$ -	\$ -	\$ -	\$ -	\$234,090.95	\$ -	\$ 522,841.06	Merit
Santos, Adolfo	Assistant Provost	General Revenue	\$ 166,524.82	\$ 174,851.05						\$ 26,486.02	\$ 201,337.07	Dept head stipend	
		Total	\$ 166,524.82	\$ 174,851.05	5.00%	\$ -	\$ -	\$ -	\$ -	\$ 26,486.02	\$ -	\$ 201,337.07	Merit
Schmiedt, Daniel	Associate Vice President	Designated	\$ 219,300.00	\$ 230,265.00							\$ 230,265.00		
		Total	\$ 219,300.00	\$ 230,265.00	5.00%	\$ -	\$ -	\$ -	\$ -		\$ -	\$ 230,265.00	Merit
Schulze, Stephen	Associate Vice President	General Revenue	\$ 238,680.00	\$ 256,680.00						\$ 4,500.00	\$ 261,180.00	One time merit	
		Total	\$ 238,680.00	\$ 256,680.00	7.54%	\$ -	\$ -	\$ -	\$ -	\$ 4,500.00	\$ -	\$ 261,180.00	Merit
Schwartz, Elizabeth	Chief Human Resources Officer	General Revenue	\$ 20,136.86	\$ 22,205.30							\$ 22,205.30		
		Designated	\$ 38,565.74	\$ 42,522.55							\$ 42,522.55		
		Agrilife	\$ 139,133.48	\$ 136,772.19								\$ 136,772.19	
		Total	\$ 197,836.08	\$ 201,500.04	1.85%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 201,500.04	Merit
Scott, Timothy	Vice Provost	General Revenue	\$ 195,300.12	\$ 205,065.08						\$ 93,045.47	\$ 298,110.55	Admin stipend	
		Designated								\$111,654.52	\$ 111,654.52	Admin stipend	
		Total	\$ 195,300.12	\$ 205,065.08	5.00%	\$ -	\$ -	\$ -	\$ -	\$204,699.99	\$ -	\$ 409,765.07	Merit
Seipp, Adam	Associate Dean	General Revenue	\$ 111,168.54	\$ 117,282.60						\$ 38,500.00	\$ 155,782.60	Admin stipend	
		Total	\$ 111,168.54	\$ 117,282.60	5.50%	\$ -	\$ -	\$ -	\$ -	\$ 38,500.00	\$ -	\$ 155,782.60	Merit

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Name	Position	Funding Source	Salary (09/01/22)	Base Salary (09/01/23)	Percentage Salary Increase Over FY 2023	Nonsalary Benefits FY 2023					Total Comp.		
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other			Non Cash Comp
Shafer, CS	Professor & Associate Vice President	General Revenue	\$ 158,654.60	\$ 166,586.42						\$ 23,548.79	\$ 190,135.21	Admin stipend	
			Total	\$ 158,654.60	\$ 166,586.42	5.00%	\$ -	\$ -	\$ -	\$ -	\$ 23,548.79	\$ -	\$ 190,135.21
Shandley, Robert	Associate Dean & Professor	General Revenue	\$ 181,318.70	\$ 190,384.48						\$ 22,000.00	\$ 212,384.48	Admin stipend	
			Total	\$ 181,318.70	\$ 190,384.48	5.00%	\$ -	\$ -	\$ -	\$ -	\$ 22,000.00	\$ -	\$ 212,384.48
Sharp, Nate	Dean - Faculty	General Revenue	\$ 480,569.27	\$ 504,597.61						\$104,003.02	\$ 608,600.63	Admin stipend, dept head stipend	
			Total	\$ 480,569.27	\$ 504,597.61	5.00%	\$ -	\$ -	\$ -	\$ -	\$104,003.02	\$ -	\$ 608,600.63
Shenkir Annette L	Associate Vice President for Research	General Revenue	\$ 230,000.04	\$ 144,000.00						\$ 2,000.00	\$ 146,000.00	One time merit	
			HSC		\$ 96,000.00							\$ 96,000.00	
			Total	\$ 230,000.04	\$ 240,000.00	4.35%	\$ -	\$ -	\$ -	\$ -	\$ 2,000.00	\$ -	\$ 242,000.00
Shive, Holly	Associate Vice President	General Revenue	\$ 198,900.00	\$ 218,243.00							\$ 218,243.00		
			Total	\$ 198,900.00	\$ 218,243.00	9.72%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 218,243.00
Sridhar, Shrihari	Professor and Senior Associate Dean	General Revenue	\$ 352,215.00	\$ 373,347.90						\$ 96,559.96	\$ 469,907.86	Admin stipend, one time merit payment	
			Designated							\$ 56,718.50	\$ 56,718.50	Teaching in excess of 100%	
			Restricted							\$ 10,555.90	\$ 10,555.90	Extra pay outside regular job duty	
			Total	\$ 352,215.00	\$ 373,347.90	6.00%	\$ -	\$ -	\$ -	\$ -	\$163,834.36	\$ -	\$ 537,182.26
Silveria, Jay	Assistant Vice President & Chief Operating Officer	Restricted	\$ 405,009.15	\$ 405,009.15							\$ 405,009.15		
			Total	\$ 405,009.15	\$ 405,009.15	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 405,009.15
Skaggs, Chris L	Associate Vice Chancellor & Associate Dean	General Revenue	\$ 123,040.16	\$ 130,759.93						\$ 47,850.00	\$ 178,609.93	Admin stipend	
			Restricted	\$ 35,109.15	\$ 38,096.12							\$ 38,096.12	
			Total	\$ 158,149.31	\$ 168,856.05	6.77%	\$ -	\$ -	\$ -	\$ -	\$ 47,850.00	\$ -	\$ 216,706.05
Slaydon, Damon	Vice President for Human Resources & Organizational Effectiveness	General Revenue	\$ 308,000.16	\$ 323,400.00							\$ 323,400.00		
			Total	\$ 308,000.16	\$ 323,400.00	5.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 323,400.00
Smith, Jennifer	Assistant Vice President	General Revenue	\$ 169,751.04	\$ 190,000.00							\$ 190,000.00		
			Total	\$ 169,751.04	\$ 190,000.00	11.93%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 190,000.00
St. Martin, Timothy	Assistant Vice President of Web & Digital Experience	General Revenue	\$ 135,900.00	\$ 157,500.00							\$ 157,500.00		
			Designated	\$ -	\$ -								
			Total	\$ 135,900.00	\$ 157,500.00	15.89%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 157,500.00

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

Name	Position	Funding Source	Salary (09/01/22)	Base Salary (09/01/23)	Percentage Salary Increase Over FY 2023	Nonsalary Benefits FY 2023					Total Comp.		
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other			Non Cash Comp
Strawser, Jerry	Professor & Associate Dean	General Revenue Designated	\$ 346,005.63	\$ 366,765.93						\$ 86,882.41	\$ 453,648.34	Admin stipend, one time merit	
			\$ -	\$ -					\$ 4,800.00	\$ 4,800.00	Teaching in excess of 100%		
			\$ 346,005.63	\$ 366,765.93	6.00%	\$ -	\$ -	\$ -	\$ -	\$ 91,682.41	\$ -	\$ 458,448.34	Merit
Suermann, Patrick	Interim Associate Provost & Dean	General Revenue Total	\$ 191,426.96	\$ 221,098.00						\$114,923.06	\$ 336,021.06	Admin stipend, one time merit	
			\$ 191,426.96	\$ 221,098.00	15.50%	\$ -	\$ -	\$ -	\$ -	\$114,923.06	\$ -	\$ 336,021.06	Interim effective 1/1/22
			\$ 191,426.96	\$ 221,098.00	15.50%	\$ -	\$ -	\$ -	\$ -	\$114,923.06	\$ -	\$ 336,021.06	Interim effective 1/1/22
Tawney, Cari	Assistant Vice President for Finance	General Revenue Total	\$ 150,000.00	\$ 162,000.00							\$ 162,000.00		
			\$ 150,000.00	\$ 162,000.00	8.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 162,000.00	Merit
			\$ 150,000.00	\$ 162,000.00	8.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 162,000.00	Merit
Tong, Fuhui	Interim Associate Provost & Dean	General Revenue Restricted Total	\$ 176,000.06	\$ 185,680.00						\$123,260.67	\$ 308,940.67	Admin stipend	
			\$ -	\$ -					\$ 739.36	\$ 739.36	Admin stipend		
			\$ 176,000.06	\$ 185,680.00	5.50%	\$ -	\$ -	\$ -	\$ -	\$124,000.03	\$ -	\$ 309,680.03	Merit
Upton, Matthew G	Assistant Dean	General Revenue Designated Total	\$ 119,449.68	\$ 126,617.00							\$ -		
			\$ 119,449.68	\$ 126,617.00	6.00%	\$ -	\$ -	\$ -	\$ -	\$ 3,500.00	\$ -	\$ 130,117.00	Extra pay outside regular job duty
			\$ 119,449.68	\$ 126,617.00	6.00%	\$ -	\$ -	\$ -	\$ -	\$ 3,500.00	\$ -	\$ 130,117.00	Merit
Veals, Yolanda	Assitant Dean	General Revenue Total	\$ 192,500.04	\$ 200,000.00							\$ 200,000.00		
			\$ 192,500.04	\$ 200,000.00	3.90%							\$ 200,000.00	Merit
			\$ 192,500.04	\$ 200,000.00	3.90%							\$ 200,000.00	Merit
Versaw, Wayne	Associate Dean, Academic Opearations	General Revenue Designated Total		\$ 118,995.93						\$ 6,500.00	\$ 125,495.93	Admin stipend, extra pay outside regular job duty	
									\$ 3,000.00	\$ 3,000.00	One time merit		
			\$ -	\$ 118,995.93	N/A				\$ 3,000.00	\$ 3,000.00	\$ 121,995.93	Promoted 9/2023	
Vemulapali, Ramesh	Executive Associate Dean	General Revenue Total	\$ 211,176.10	\$ 225,958.37						\$ 46,818.14	\$ 272,776.51	Admin stipend	
			\$ 211,176.10	\$ 225,958.37	7.00%						\$ 46,818.14	\$ 272,776.51	Merit
			\$ 211,176.10	\$ 225,958.37	7.00%							\$ 46,818.14	\$ 272,776.51
Walker, Duncan	Associate Dean	General Revenue Designated Total	\$ 193,751.02	\$ 254,624.00						\$ 36,836.25	\$ 291,460.25	Admin stipend	
			\$ 48,437.76						\$ 4,472.27	\$ 4,472.27	Admin stipend		
			\$ 242,188.78	\$ 254,624.00	5.13%					\$ 41,308.52	\$ 295,932.52	Merit	
Walton, Shannon	Assistant Dean	General Revenue Total	\$ 123,212.16	\$ 129,988.80						\$ 7,392.73	\$ 137,381.53	One time merit	
			\$ 123,212.16	\$ 129,988.80	5.50%						\$ 7,392.73	\$ 137,381.53	Merit
			\$ 123,212.16	\$ 129,988.80	5.50%							\$ 7,392.73	\$ 137,381.53

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

Name	Position	Funding Source	Salary (09/01/22)	Base Salary (09/01/23)	Percentage Salary Increase Over FY 2023	Nonsalary Benefits FY 2023						Total Comp.		
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp			
Welch, Ben	Associate Dean for Executive Education	General Revenue Designated	\$ 117,738.00	\$ 124,802.28								\$ 124,802.28		
												\$ 315,811.38	\$ 315,811.38	Admin stipend, teaching in excess of 100%, continuing ed
			Total	\$ 117,738.00	\$ 124,802.28	6.00%							\$ 315,811.38	\$ 440,613.66
Wellman, Paul	Associate Dean & Professor	General Revenue Total	\$ 164,682.00	\$ 167,976.00						\$ 23,001.00		\$ 190,977.00	Admin stipend	
			Total	\$ 164,682.00	\$ 167,976.00	2.00%					\$ 23,001.00		\$ 190,977.00	Merit
Welsh, Christabel Jane	Senior Associate Dean for Faculty Affairs	General Revenue Total	\$ 165,444.13	\$ 165,444.13								\$ 165,444.13		
			Total	\$ 165,444.13	\$ 165,444.13	0.00%					\$ -		\$ 165,444.13	
Welsh, Mark A	Interim President	Designated Restricted Total	\$ 850,820.04	\$ 850,820.04								\$ 850,820.04		
			\$ 99,180.00	\$ 99,180.00									\$ 99,180.00	
			Total	\$ 850,820.04	\$ 950,000.04	11.66%					\$ -		\$ 950,000.04	Assigned interim 7/2023
Werner, Cynthia	Acting Exec Associate Dean	General Revenue Total	\$ 125,943.39	\$ 133,947.00						\$ 32,000.00		\$ 165,947.00	Admin stipend	
			Total	\$ 125,943.39	\$ 133,947.00	6.35%					\$ 32,000.00		\$ 165,947.00	Merit
Whitfield, Jennifer	Associate Dean for Faculty Success & Development	General Revenue Designated Total	\$ 102,294.00	\$ 109,710.00								\$ 109,710.00		
			Designated								\$ 2,100.00		\$ 2,100.00	One time merit
			Total	\$ 102,294.00	\$ 109,710.00	7.25%	\$ -	\$ -	\$ -	\$ -	\$ 2,100.00	\$ -	\$ 111,810.00	Merit
Wicker, Harold Keith	Chief Information Security Officer	General Revenue Designated Total	\$ 84,701.15	\$ 84,701.15								\$ 84,701.15		
			Designated	\$ 18,416.88	\$ 18,416.88								\$ 18,416.88	
			Total	\$ 103,118.03	\$ 103,118.03	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 103,118.03	
Widmer, Jocelyn	Assistant Provost	General Revenue Designated Total	\$ 209,676.24	\$ 220,160.28						\$ 21,370.00		\$ 241,530.28	Admin stipend, one time merit	
			Designated								\$ 9,622.00		\$ 9,622.00	Extra pay outside regular job duty
			Total	\$ 209,676.24	\$ 220,160.28	5.00%	\$ -	\$ -	\$ -	\$ -	\$ 30,992.00	\$ -	\$ 251,152.28	Promotion 9/2022, Merit
Wilkinson, Heather	Associate Vice President	General Revenue Designated Total	\$ 129,604.12							\$ 6,561.64		\$ 6,561.64	Admin stipend	
			Designated	\$ 69,786.83	\$ 210,140.92						\$ 29,527.38		\$ 239,668.30	Admin stipend
			Total	\$ 199,390.95	\$ 210,140.92	5.39%	\$ -	\$ -	\$ -	\$ -	\$ 36,089.02	\$ -	\$ 246,229.94	Merit
Withers, Michael	Associate Dean for Research and Scholarship	General Revenue Total		\$ 275,926.41								\$ 275,926.41		
			Total	\$ -	\$ 275,926.41	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 275,926.41	Promoted 9/1/23



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						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other			Non Cash Comp	
Wittneben, Mitchell	Assistant Vice President	General Revenue	\$ 204,000.00	\$ 197,280.04							\$ 197,280.04			
			Designated		\$ 21,920.00							\$ 21,920.00		
			Total	\$ 204,000.00	\$ 219,200.04	7.45%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 219,200.04	Merit
Woods, Connie J. Jr.	Senior Associate Vice President	General Revenue	\$ 306,000.00	\$ 319,770.00					\$ 2,500.00		\$ 322,270.00	One time merit		
			Total	\$ 306,000.00	\$ 319,770.00	4.50%	\$ -	\$ -	\$ -	\$ -	\$ 2,500.00	\$ -	\$ 322,270.00	Merit
Wright Deborah G	Associate Vice President for Finance	General Revenue	\$ 243,972.48	\$ 258,610.80							\$ 258,610.80			
			Designated					\$ 8,775.00		\$ 8,775.00		\$ 8,775.00	One time merit	
			Total	\$ 243,972.48	\$ 258,610.80	6.00%	\$ -	\$ -	\$ -	\$ -	\$ 8,775.00	\$ -	\$ 267,385.80	Merit
Yang, Ping	Professor & Senior Assoc Dean	General Revenue	\$ 249,257.25	\$ 214,134.93					\$ 36,250.00		\$ 250,384.93	Admin stipend, department head stipend		
			Total	\$ 249,257.25	\$ 214,134.93	-14.09%	\$ -	\$ -	\$ -	\$ -	\$ 36,250.00	\$ -	\$ 250,384.93	Adjustment to remove allowance from base, merit
Young, Michael K.	President Emeritus	General Revenue	\$ 247,860.00	\$ 64,753.40					\$ 74,997.00		\$ 139,750.40	Admin stipend		
			Designated		\$ 194,260.00							\$ 194,260.00		
			Total	\$ 247,860.00	\$ 259,013.40	4.50%	\$ -	\$ -	\$ -	\$ -	\$ 74,997.00	\$ -	\$ 334,010.40	Merit
Zhang, Dan	Associate Dean for Faculty Affairs	General Revenue	\$ 221,334.71	\$ 235,721.51					\$ 56,732.16		\$ 292,453.67	Admin stipend, interim salary increase		
			Designated					\$ 2,556.16		\$ 2,556.16		\$ 2,556.16	Admin stipend	
			Total	\$ 221,334.71	\$ 235,721.51	6.50%	\$ -	\$ -	\$ -	\$ -	\$ 59,288.32	\$ -	\$ 295,009.83	Promoted 1/23; Merit
Zoran Mark J	Interim Dean	General Revenue	\$ 129,133.89	\$ 249,202.80					\$ 59,272.72		\$ 308,475.52	Admin stipend		
			Total	\$ 129,133.89	\$ 249,202.80	92.98%	\$ -	\$ -	\$ -	\$ -	\$ 59,272.72	\$ -	\$ 308,475.52	Promoted to Interim Dean 8/1/23
Vacant	Interim, Vice Chancellor and Dean of Engineering													
Savell, Jeffrey	Vice Chancellor and Dean of Agriculture													