

**Higher Education  
Administrative Accountability Report  
Special Provisions, Sec. 5.7  
FY 2024**

**Institution Code: 753**

**Institution Name: SAM HOUSTON STATE UNIVERSITY**

A	B	C	D	E	F	G	H	I	J	
Name	Position	Funding Source	Salary (09/01/23)	Percentage Salary Increase Over FY 2023	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Total Compensation	Explanation/Comments
Alisa R. White	President	E&G Income Designated	\$65,945		\$0	\$0	\$0	\$0	\$65,945	Merit Increase
			\$495,805		\$0	\$0	\$9,000	\$900	\$505,705	
			\$561,750	8.89%	\$0	\$0	\$9,000	\$900	\$571,650	
Michael T Stephenson	Provost and Senior Vice President of Academic Affairs	E&G Income	\$347,016		\$0	\$0	\$0	\$0	\$347,016	Merit Increase
			\$347,016	5.16%	\$0	\$0	\$0	\$0	\$347,016	
Amanda Withers	Chief Financial Officer and Senior Vice President for Operations	Designated	\$318,312		\$0	\$0	\$0	\$0	\$318,312	Merit Increase
			\$318,312	6.10%	\$0	\$0	\$0	\$0	\$318,312	
Heather Thielemann	Senior Vice President-Strat Enroll & Innov	E&G Income	\$289,200		\$0	\$0	\$0	\$0	\$289,200	Merit Increase
			\$289,200	5.16%	\$0	\$0	\$0	\$0	\$289,200	
Bobby Williams	Athletic Director	Auxiliaries	\$246,704		\$0	\$0	\$0	\$0	\$246,704	Merit Increase
			\$246,704	5.65%	\$0	\$0	\$0	\$0	\$246,704	
Drew Miller	Interim Vice President-Student Affairs	E&G Income Designated	\$145,752		\$0	\$0	\$0	\$0	\$145,752	Merit Increase
			\$45,600		\$0	\$0	\$0	\$0	\$45,600	
			\$191,352	3.63%	\$0	\$0	\$0	\$0	\$191,352	
Matt Bethea	Vice President University Advancement	Designated	\$270,375		\$0	\$0	\$0	\$0	\$270,375	New Hire 3/1/23
			\$270,375	N/A	\$0	\$0	\$0	\$0	\$270,375	
Jeffrey Harris	Chief Marketing Officer & PIO	Designated - Other	\$171,624		\$0	\$0	\$0	\$0	\$171,624	New Hire 11/7/22
			\$171,624	N/A	\$0	\$0	\$0	\$0	\$171,624	
Anne Gaillard	Vice Provost-Academic Affairs	Designated E&G Income	\$0		\$0	\$0	\$0	\$0	\$0	Merit Increase
			\$218,424		\$0	\$0	\$0	\$0	\$218,424	
			\$218,424	4.01%	\$0	\$0	\$0	\$0	\$218,424	
Chad Hargrave	Associate Provost Research - Chief Research Officer	Designated	\$215,000		\$0	\$0	\$0	\$0	\$215,000	Promotion
			\$215,000	N/A	\$0	\$0	\$0	\$0	\$215,000	

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Name	Position	Funding Source	Salary (09/01/23)	Percentage Salary Increase Over FY 2023					Total Compensation	Explanation/Comments
					Practice Plan Benefits	Housing Allowance	Car Allowance	Other		
Brian Loft	Asst Provost Sponsor Research	Designated - Other	\$175,750		\$0	\$0	\$0	\$0	\$175,750	Promotion
		Designated	\$0		\$0	\$0	\$0	\$0	\$0	
		Grant	\$9,250		\$0	\$0	\$0	\$0	\$9,250	
			<b>\$185,000</b>	<b>N/A</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$185,000</b>	
William Lee Angrove	Associate VP-& Chief Online Ed Officer	Designated - Other	\$215,328		\$0	\$0	\$0	\$0	\$215,328	Merit Increase
			\$215,328	4.01%	\$0	\$0	\$0	\$0	\$215,328	
Fanny Chisum	Assistant VP-Distance Learning	Designated - Other	\$151,608		\$0	\$0	\$0	\$0	\$151,608	Merit Increase
			\$151,608	4.41%	\$0	\$0	\$0	\$0	\$151,608	
Somer Franklin	Associate VP for Academic Affairs	Designated	\$181,896		\$0	\$0	\$0	\$0	\$181,896	Merit Increase
			\$181,896	4.01%	\$0	\$0	\$0	\$0	\$181,896	
Juan Nunez	Vice President - Facilities Management	E&G Income	\$229,920		\$0	\$0	\$0	\$0	\$229,920	Merit Increase
			\$229,920	6.81%	\$0	\$0	\$0	\$0	\$229,920	
Rhonda Beassie	Associate VP for People and Procurement Operations	E&G Income	\$207,936		\$0	\$0	\$0	\$0	\$207,936	Merit Increase
			\$207,936	15.52%	\$0	\$0	\$0	\$0	\$207,936	
Kevin Hale Morris	Assistant VP - Public Safety and Compliance	E&G Income	\$166,704		\$0	\$0	\$0	\$0	\$166,704	Promotion
			\$166,704	N/A	\$0	\$0	\$0	\$0	\$166,704	
Fawzi Noman	Assistant VP Academic & Research Technologies	E&G Income	\$115,146		\$0	\$0	\$0	\$0	\$115,146	Merit Increase
		Designated - Other	\$38,382		\$0	\$0	\$0	\$0	\$38,382	
		\$153,528	5.01%	\$0	\$0	\$0	\$0	\$153,528		
Megan St. Vigne	Associate VP - Enrollment Success	Designated - Other	\$140,088		\$0	\$0	\$0	\$0	\$140,088	Merit Increase
			\$140,088	16.74%	\$0	\$0	\$0	\$0	\$140,088	
John Jordan	Associate VP - Enrollment Services	Designated - Other	\$156,024		\$0	\$0	\$0	\$0	\$156,024	Merit Increase
			\$156,024	4.02%	\$0	\$0	\$0	\$0	\$156,024	
Emmett Rumfield	Assistant VP - Chief Relationship Officer	Designated - Other	\$151,224		\$0	\$0	\$0	\$0	\$151,224	Merit Increase
			\$151,224	8.02%	\$0	\$0	\$0	\$0	\$151,224	

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Name	Position	Funding Source	Salary (09/01/23)	Percentage Salary Increase Over FY 2023					Total Compensation	Explanation/Comments
					Practice Plan Benefits	Housing Allowance	Car Allowance	Other		
Ann Theodori	Vice President - Enrollment Success	Designated - Other E&G Income	\$0		\$0	\$0	\$0	\$0	\$0	Merit Increase
			\$233,208		\$0	\$0	\$0	\$0	\$233,208	
			\$233,208	6.00%	\$0	\$0	\$0	\$0	\$233,208	
Michael Dewey	Associate VP - IT Operations	Designated - Other	\$167,688		\$0	\$0	\$0	\$0	\$167,688	Merit Increase
			\$167,688	5.02%	\$0	\$0	\$0	\$0	\$167,688	
			\$167,688	5.02%	\$0	\$0	\$0	\$0	\$167,688	
Jacob Chandler	Associate VP Innovation	Designated - Other	\$197,608		\$0	\$0	\$0	\$0	\$197,608	Merit Increase
			\$197,608	4.00%	\$0	\$0	\$0	\$0	\$197,608	
			\$197,608	4.00%	\$0	\$0	\$0	\$0	\$197,608	
Kristina Beltran	Assistant VP Data Analytics and Decision Support	E&G Income	\$124,344		\$0	\$0	\$0	\$0	\$124,344	Promotion
			\$124,344	N/A	\$0	\$0	\$0	\$0	\$124,344	
			\$124,344	N/A	\$0	\$0	\$0	\$0	\$124,344	
Gregory Hinze	Deputy AD	Auxiliaries	\$120,504		\$0	\$0	\$0	\$0	\$120,504	Merit Increase
			\$120,504	4.02%	\$0	\$0	\$0	\$0	\$120,504	
			\$120,504	4.02%	\$0	\$0	\$0	\$0	\$120,504	
Christine Thompson	Sr. Assoc AD	Auxiliaries	\$118,224		\$0	\$0	\$0	\$0	\$118,224	Merit Increase
			\$118,224	4.03%	\$0	\$0	\$0	\$0	\$118,224	
			\$118,224	4.03%	\$0	\$0	\$0	\$0	\$118,224	
Shantha Stokes	Interim Asst VP for Student Affairs	Designated Auxiliaries	\$24,996		\$0	\$0	\$0	\$0	\$24,996	Assumed Interim Position
			\$91,992		\$0	\$0	\$0	\$0	\$91,992	
			\$116,988	N/A	\$0	\$0	\$0	\$0	\$0	
Chelsea Smith	Dean of Students	Auxiliaries E&G Income	\$0		\$0	\$0	\$0	\$0	\$0	Merit Increase
			\$107,112		\$0	\$0	\$0	\$0	\$107,112	
			\$107,112	5.01%	\$0	\$0	\$0	\$0	\$107,112	
Dennis Mosley	Associate Dean - Student Conduct & Director of Restorative Practices	Auxiliaries	\$80,304		\$0	\$0	\$0	\$0	\$80,304	Merit Increase
			\$80,304	3.02%	\$0	\$0	\$0	\$0	\$80,304	
			\$80,304	3.02%	\$0	\$0	\$0	\$0	\$80,304	
Ralph Eugene Roberts	Assoc Dean - Director Student Legal & Mediation Services	Auxiliaries	\$105,864		\$0	\$0	\$0	\$0	\$105,864	Merit Increase
			\$105,864	4.02%	\$0	\$0	\$0	\$0	\$105,864	
			\$105,864	4.02%	\$0	\$0	\$0	\$0	\$105,864	
Victoria White	Assistant Dean - Fraternity & Sorority Life	Auxiliaries	\$68,424		\$0	\$0	\$0	\$0	\$68,424	Promotion
			\$68,424	N/A	\$0	\$0	\$0	\$0	\$68,424	
			\$68,424	N/A	\$0	\$0	\$0	\$0	\$68,424	

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Name	Position	Funding Source	Salary (09/01/23)	Percentage Salary Increase Over FY 2023					Total Compensation	Explanation/Comments
					Practice Plan Benefits	Housing Allowance	Car Allowance	Other		
Jordan Jones	Assistant Dean - Fraternity & Sorority Life	Auxiliaries	\$68,424		\$0	\$0	\$0	\$0	\$68,424	New Hire 10/1/2022
			\$68,424	N/A	\$0	\$0	\$0	\$0	\$68,424	
Lindsay Lauher	Assistant Dean - Student Engagement & Retention	Auxiliaries	\$66,264		\$0	\$0	\$0	\$0	\$66,264	Merit Increase
			\$66,264	5.06%	\$0	\$0	\$0	\$0	\$66,264	
Charles D. Vienne	Associate VP Alumni Relations and Annual Giving	Auxiliaries	\$125,064		\$0	\$0	\$0	\$0	\$125,064	Merit Increase
			\$125,064	2.51%	\$0	\$0	\$0	\$0	\$125,064	
Thelma Mooney	Assistant VP - Development	E&G Income	\$156,024		\$0	\$0	\$0	\$0	\$156,024	Interim Position and Stipend Ended and a merit increase
			\$156,024	N/A	\$0	\$0	\$0	\$0	\$156,024	
Leah Mulligan	Asst. VP - Donor Relations	Designated	\$71,761		\$0	\$0	\$0	\$0	\$71,761	Merit Increase
		E&G Income	\$64,511		\$0	\$0	\$0	\$0	\$64,511	
			\$136,272	4.03%	\$0	\$0	\$0	\$0	\$136,272	
Russell Martinez	AVP Marketing and Branding	E&G Income	\$66,731		\$0	\$0	\$0	\$0	\$66,731	Promotion
		Designated - Other	\$17,444		\$0	\$0	\$0	\$0	\$17,444	
		Auxiliaries	\$45,905		\$0	\$0	\$0	\$0	\$45,905	
			\$130,080	13.53%	\$0	\$0	\$0	\$0	\$130,080	
Sharmistha Self	Dean - College of Business Administration (COBA)	Designated	\$0		\$0	\$0	\$0	\$0	\$0	Merit Increase
		E&G Income	\$292,896		\$0	\$0	\$0	\$0	\$292,896	
			\$292,896	4.61%	\$0	\$0	\$0	\$0	\$292,896	
Melinda Holt	Interim Dean - College Science and Engineering Technology (COSET)	Designated	\$63,984		\$0	\$0	\$0	\$0	\$63,984	Assumed Interim Position with Stipend
		E&G Income	\$132,672		\$0	\$0	\$0	\$0	\$132,672	
			\$196,656	46.27%	\$0	\$0	\$0	\$0	\$196,656	
Chien Pin Li	Dean - College of Humanities and Social Sciences (CHSS)	Designated	\$217,008		\$0	\$0	\$0	\$0	\$217,008	Merit Increase
			\$217,008	4.86%	\$0	\$0	\$0	\$0	\$217,008	

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					Practice Plan Benefits	Housing Allowance	Car Allowance	Other		
Ronald Shields	Dean - College of Arts and Media (CAM)	E&G Income	\$219,984		\$0	\$0	\$0	\$0	\$219,984	Merit Increase
			\$219,984	4.27%	\$0	\$0	\$0	\$0	\$219,984	
Stacey Victor	Dean - College of Education (COE)	E&G Income	\$219,384		\$0	\$0	\$0	\$0	\$219,384	Merit Increase
			\$219,384	6.01%	\$0	\$0	\$0	\$0	\$219,384	
Phillip Lyons	Dean - Criminal Justice College & Center (COCJ)	Other E&G Income	\$59,376		\$0	\$0	\$0	\$0	\$59,376	Merit Increase
		E&G Income	\$130,627		\$0	\$0	\$0	\$0	\$130,627	
		Auxiliaries	\$47,501		\$0	\$0	\$0	\$0	\$47,501	
			\$237,504	4.03%	\$0	\$0	\$0	\$0	\$237,504	
Thomas Mohr	Dean - College of Osteopathic Medicine	Designated - Other	\$0		\$0	\$0	\$0	\$0	\$0	Merit Increase
		Restricted	\$0		\$0	\$0	\$0	\$0	\$0	
		COM - E&G Income	\$572,040		\$0	\$0	\$0	\$0	\$572,040	
			\$572,040	4.01%	\$0	\$0	\$0	\$0	\$572,040	
Emily Roper	Dean - College of Health Sciences (COHS)	E&G Income	\$217,584		\$0	\$0	\$0	\$0	\$217,584	Merit Increase
			\$217,584	4.61%	\$0	\$0	\$0	\$0	\$217,584	
Kenneth Hendrickson	Dean-Graduate Studies & Associate Provost	E&G Income	\$209,304		\$0	\$0	\$0	\$0	\$209,304	Merit Increase
			\$209,304	4.01%	\$0	\$0	\$0	\$0	\$209,304	
Kimberly Bell	Dean - Honors College	E&G Income	\$127,464		\$0	\$0	\$0	\$0	\$127,464	Merit Increase
			\$127,464	4.79%	\$0	\$0	\$0	\$0	\$127,464	
Shani Robinson	Sr. Associate Dean COBA	E&G Income	\$226,952		\$0	\$0	\$0	\$0	\$226,952	Merit Increase
		Designated	\$0		\$0	\$0	\$0	\$0	\$0	
			\$226,952	4.95%	\$0	\$0	\$0	\$0	\$226,952	
Vacant	Associate Dean - COBA	E&G Income	\$198,384		\$0	\$0	\$0	\$0	\$198,384	
			\$198,384	0.00%	\$0	\$0	\$0	\$0	\$198,384	
Natalie Hegwood	Assistant Dean - COBA	E&G Income	\$69,336		\$0	\$0	\$0	\$0	\$69,336	Promotion
		Designated - Other	\$69,336		\$0	\$0	\$0	\$0	\$69,336	
			\$138,672	N/A	\$0	\$0	\$0	\$0	\$138,672	

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					Practice Plan Benefits	Housing Allowance	Car Allowance	Other		
Dustin Jones	Interim Associate Dean - COSET	E&G Income	\$130,056		\$0	\$0	\$0	\$0	\$130,056	Merit Increase
			\$130,056	11.11%	\$0	\$0	\$0	\$0	\$130,056	
Li-Jen Lester	Associate Dean - COSET	E&G Income	\$145,752		\$0	\$0	\$0	\$0	\$145,752	Merit Increase
			\$145,752	8.36%	\$0	\$0	\$0	\$0	\$145,752	
James Crosby	Associate Dean/Professor - CHSS	E&G Income	\$140,556		\$0	\$0	\$0	\$0	\$140,556	Merit Increase
			\$140,556	3.94%	\$0	\$0	\$0	\$0	\$140,556	
Carroll Nardone	Associate Dean/Professor - CHSS	E&G Income	\$124,032		\$0	\$0	\$0	\$0	\$124,032	Merit Increase
			\$124,032	4.81%	\$0	\$0	\$0	\$0	\$124,032	
Leif French	Sr. Associate Dean - CHSS	E&G Income Designated - Other	\$134,837		\$0	\$0	\$0	\$0	\$134,837	Merit Increase
			\$57,787		\$0	\$0	\$0	\$0	\$57,787	
			\$192,624	5.83%	\$0	\$0	\$0	\$0	\$192,624	
Mia Long Anderson	Sr. Associate Dean - CAM	E&G Income	\$148,512		\$0	\$0	\$0	\$0	#REF!	Merit Increase
			\$148,512	#REF!	\$0	\$0	\$0	\$0	#REF!	
Penelope Hasekoester	Associate Dean/Professor - CAM	E&G Income	\$160,248		\$0	\$0	\$0	\$0	\$160,248	Merit Increase
			\$160,248	4.69%	\$0	\$0	\$0	\$0	\$160,248	
Michael Henderson	Associate Dean - CAM	E&G Income	\$153,552		\$0	\$0	\$0	\$0	\$153,552	Promotion
			\$153,552	9.03%	\$0	\$0	\$0	\$0	\$153,552	
Forrest Lane	Associate Dean - COE	E&G Income	\$124,800		\$0	\$0	\$0	\$0	\$124,800	Merit Increase
			\$124,800	4.00%	\$0	\$0	\$0	\$0	\$124,800	
Dustin Hebert	Associate Dean - COE	E&G Income	\$136,944		\$0	\$0	\$0	\$0	\$136,944	Merit Increase
			\$136,944	2.70%	\$0	\$0	\$0	\$0	\$136,944	
Helen Berg	Associate Dean - COE	E&G Income Designated	\$124,800		\$0	\$0	\$0	\$0	\$124,800	Merit Increase
			\$13,344		\$0	\$0	\$0	\$0	\$13,344	
			\$138,144	16.64%	\$0	\$0	\$0	\$0	\$138,144	

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					Practice Plan Benefits	Housing Allowance	Car Allowance	Other		
Danielle Boisvert	Sr Associate Dean of COCJ	E&G Income	\$154,980		\$0	\$0	\$0	\$0	\$154,980	
		Other E&G Income	\$34,020		\$0	\$0	\$0	\$0	\$34,020	
		Other E&G Income	\$0		\$0	\$0	\$0	\$0	\$0	
			\$189,000	5.00%	\$0	\$0	\$0	\$0	\$189,000	Merit Increase
Janet Mullings( now Part Associate Dean/Professor - COCJ		E&G Income	\$8,016		\$0	\$0	\$0	\$0	\$8,016	
		Designated - Other	\$166,992		\$0	\$0	\$0	\$0	\$166,992	
			\$175,008	0.00%	\$0	\$0	\$0	\$0	\$175,008	
Randall Garner	Associate Dean/Professor - COCJ	E&G Income	\$193,608		\$0	\$0	\$0	\$0	\$193,608	
			\$193,608	3.70%	\$0	\$0	\$0	\$0	\$193,608	Merit Increase
Ryan Zapalac	Associate Dean - COHS	E&G Income	\$141,312		\$0	\$0	\$0	\$0	\$141,312	
			\$141,312	4.01%	\$0	\$0	\$0	\$0	\$141,312	Merit Increase
Jennifer Bunn	Associate Dean - COHS	Designated	\$0		\$0	\$0	\$0	\$0	\$0	
		E&G Income	\$141,312		\$0	\$0	\$0	\$0	\$141,312	
			\$141,312	4.01%	\$0	\$0	\$0	\$0	\$141,312	Merit Increase
Christine Cardinal	Associate Dean/Professor - COHS	E&G Income	\$109,056		\$0	\$0	\$0	\$0	\$109,056	
		Designated Other	\$8,676		\$0	\$0	\$0	\$0	\$8,676	
			\$117,732	7.03%	\$0	\$0	\$0	\$0	\$117,732	Merit Increase
Craig Boudreaux	Assistant Dean Clinical Affairs (COM)	Designated-Other	\$0		\$0	\$0	\$0	\$0	\$0	
		COM - E&G Income	\$286,704		\$0	\$0	\$0	\$0	\$286,704	
			\$286,704	N/A	\$0	\$0	\$0	\$0	\$286,704	Promotion
Kevin Lord	Associate Dean - Research, Innov & Collab (COM)	Designated-Other	\$0		\$0	\$0	\$0	\$0	\$0	
		COM - E&G Income	\$214,776		\$0	\$0	\$0	\$0	\$214,776	
			\$214,776	4.26%	\$0	\$0	\$0	\$0	\$214,776	Merit Increase
Courtney West	Sr. Associate Dean Educational Affairs (COM)	COM - E&G Income	\$225,768		\$0	\$0	\$0	\$0	\$225,768	
		Other E&G Income	\$0		\$0	\$0	\$0	\$0	\$0	Market Adjustment 3/1/23
			\$225,768	17.59%	\$0	\$0	\$0	\$0	\$225,768	Merit Increase

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					Practice Plan Benefits	Housing Allowance	Car Allowance	Other		
Dennis Rau	Associate Dean COM - OPP	COM - E&G Income	\$333,624		\$0	\$0	\$0	\$0	\$333,624	New Hire 1/1/23
			\$333,624	0.00%	\$0	\$0	\$0	\$0	\$333,624	
Marsha Sellner	Assistant Dean GME & DIO	COM - E&G Income	\$182,448		\$0	\$0	\$0	\$0	\$182,448	New Hire 11/1/22
			\$182,448	0.00%	\$0	\$0	\$0	\$0	\$182,448	
Patrick Lewis	Professor/Associate Dean - Honors College	E&G Income	\$68,711		\$0	\$0	\$0	\$0	\$68,711	Merit Increase
			Other Designated	\$28,904		\$0	\$0	\$0	\$0	
		Designated	\$0		\$0	\$0	\$0	\$0	\$0	
			\$97,614	3.10%	\$0	\$0	\$0	\$0	\$97,614	
Tracy Bilsing	Associate Prof/Assistant Dean - Honors College	E&G Income	\$95,724		\$0	\$0	\$0	\$0	\$95,724	Merit Increase
			\$95,724	3.34%	\$0	\$0	\$0	\$0	\$95,724	
Justin Williams	Professor/Assistant Dean - Honors College	E&G Income	\$125,776		\$0	\$0	\$0	\$0	\$125,776	Assumed Interim Position with Stipend
			\$125,776	11.29%	\$0	\$0	\$0	\$0	\$125,776	