

Texas A&M International University



Higher Education

Administrative Accountability Report

SB 1, 83rd Leg, Article III, Sec. 5.7

FY 2015

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FY 2015**

Institution Name: Texas A&M International University
Institution Code: 761

| Name | Position | Funding Source | Salary 9/1/2014 | % Salary Increase FY 14 | Cash Bonuses | Practice Plan Benefits | Housing Allowance | Car Allowance | Other | Non-Cash Compensation | Total Compensation | Explanation/ Comments |
|-----------------------|-----------------------------------------|---------------------|------------------|-------------------------|--------------|------------------------|-------------------|---------------|------------|-----------------------|--------------------|-------------------------------------------------------|
| Ray M. Keck III | President | General Revenue | \$65,940 | 0.00% | \$0 | \$0 | \$7,200 | \$0 | \$0 | \$0 | \$73,140 | Market Adjustment Effective 09/01/2013 and 09/01/2014 |
| | | Designated | \$244,060 | 21.02% | \$0 | \$0 | \$42,800 | \$0 | \$0 | \$20,000 | \$306,860 | Deferred Salary Compensation \$20,000 |
| | | Total | \$310,000 | 21.02% | \$0 | \$0 | \$50,000 | \$0 | \$0 | \$20,000 | \$380,000 | |
| Pablo Arenaz | Provost / V.P. for Academic Affairs | Designated | \$190,633 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$190,633 | 2% Merit Increase Effective 11/01/2013 |
| | | Total | \$190,633 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$190,633 | |
| Juan J. Castillo | V.P. for Finance & Administration | Designated | \$186,828 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$186,828 | 2% Merit Increase Effective 11/01/2013 |
| | | Total | \$186,828 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$186,828 | |
| Maria C. Hein | V.P. for Institutional Advancement | Designated | \$148,598 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$148,598 | 2% Merit Increase Effective 11/01/2013 |
| | | Total | \$148,598 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$148,598 | |
| Elizabeth N. Martinez | Associate V.P. for Administration | Designated | \$110,099 | 2.05% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$110,099 | 2.05% Merit Increase Effective 11/01/2013 |
| | | Total | \$110,099 | 2.05% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$110,099 | |
| Maria T. Trevino | Associate V.P. for Academic Affairs | General Revenue | \$124,595 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$124,595 | 2% Merit Increase Effective 11/01/2013 |
| | | Total | \$124,595 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$124,595 | |
| Kevin Lindberg | Associate Provost/Associate Professor | General Revenue | \$100,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$100,000 | Promoted on 9/1/2013 |
| | | Total | \$100,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$100,000 | |
| Minita Ramirez | VP for Student Success | Student Service Fee | \$147,086 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$147,086 | 2% Merit Increase Effective 11/01/2013 |
| | | Total | \$147,086 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$147,086 | |
| Leebrian Gaskins | Assoc. V.P. for Information Tech. / CIO | General Revenue | \$130,160 | 1.97% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$130,160 | 1.97% Merit Increase Effective 11/01/2013 |
| | | Total | \$130,160 | 1.97% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$130,160 | |

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|----------------------|----------------------------------------------------------------------------------|---------------------|--------------------|-------------------------------|-----------------|------------------------------|----------------------|------------------|------------|--------------------------|-----------------------|--------------------------------------------------|
| | | | | | | | | | | | | |
| Thomas Mitchell | Dean, College of Arts & Sciences | General Revenue | \$158,001 | 16.50% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$158,001 | Market Adjustment 14.00% Effective 11/01/2013 |
| | | Total | \$158,001 | 16.50% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$158,001 |
| Robert S Sears | Dean, A.R. Sanchez Jr. School of Business | General Revenue | \$221,833 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$221,833 | 2% Merit Increase Effective 11/01/2013 |
| | | Total | \$221,833 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$221,833 |
| Glenda Walker | Dean, College of Nursing & Health Sciences | General Revenue | \$195,087 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$195,087 | Hired 08/01/2013 |
| | | Total | \$195,087 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$195,087 |
| Antonio J. Rodriguez | Professor/Associate Dean/Interim Chair Div. of Intl Banking & Finance Studies | General Revenue | \$157,741 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$157,741 | 2% Merit Increase Effective 11/01/2013 |
| | | Total | \$157,741 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$157,741 |
| Jeffrey M. Brown | Dean, Graduate Studies and Research | General Revenue | \$126,280 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$126,280 | 2% Merit Increase Effective 11/01/2013 |
| | | Total | \$126,280 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$126,280 |
| Daniel J. Mott | Assoc. Prof/Chair/Associate Dean Dept. of Biology & Chemistry | General Revenue | \$81,926 | 1.50% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$81,926 | 1.5% Merit Increase Effective 11/01/2013 |
| | | Grant | \$23,785 | 1.50% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$23,785 | |
| | | Total | \$105,711 | 1.50% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$105,711 |
| Lisa M. Paul | Assoc. VP for Compliance | Designated | \$94,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$94,000 | Promoted on 9/1/2014 |
| | | Total | \$94,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$94,000 |
| Maria E. Calderon | Assoc. VP for Global Initiatives | Designated | \$82,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$82,000 | Promoted on 9/1/2014 |
| | | Total | \$82,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$82,000 |
| Georgina Gonzalez | Assoc. VP for Student Success | General Revenue | \$73,941 | 8.25% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$73,941 | Market Adjustment 5.55% Effective 09/01/2013 and |
| | | Student Service Fee | \$4,106 | 8.25% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$4,106 | 2.7% Merit Increase Effective 11/01/2013 |
| | | Total | \$78,047 | 8.25% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$78,047 |

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| | | | Salary 9/1/2014 | FY 14 | | | | | | | | |
| Gerardo Alva | Assoc. VP for Student Affairs | General Revenue | \$75,714 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$75,714 | Promoted on 9/1/2013 |
| | | Total | \$75,714 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$75,714 | |
| Catheryn Weitman | Dean, College of Education | General Revenue | \$154,570 | 2.50% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$154,570 | 2% Merit Increase Effective 11/01/2013 |
| | | Total | \$154,570 | 2.50% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$154,570 | |
| Concepcion Hickey | Dean, Univeristy College | General Revenue | \$70,969 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$70,969 | Promoted on 02/01/2013 |
| | | Grant | \$23,657 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$23,657 | |
| | | Total | \$94,626 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$94,626 | |
| Frances Bernat | Associate Dean | General Revenue | \$107,610 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$107,610 | Promoted on 9/1/2013 |
| | | Total | \$107,610 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$107,610 | |
| John Kilburn | Associate Dean (Research & Sponsored Projects) | General Revenue | \$109,041 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$109,041 | 2% Merit Increase Effective 11/01/2013 |
| | | Total | \$109,041 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$109,041 | |