

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 FY2012**

Institution Code: 736

Institution Name: The University of Texas Pan American

A Name	B Position	C Funding Source	D Salary (09.01.2011)	E Percentage Salary Increase Over FY 2011	F Nonsalary Benefits FY 2012						L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Robert Steven Nelsen	President	General Revenue	\$65,945	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	
		Designated	\$234,055	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$234,055	
			\$300,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$300,000	
Havidan Rodriguez	Provost and Vice President for Academic Affairs	General Revenue	\$240,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$240,000	
Martin V Baylor	Vice President for Business Affairs	General Revenue	\$180,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,000	
Jeffrey Alan Graham	Chief Information Officer	General Revenue	\$135,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	
Martha Cantu	Acting Vice President for Student Affairs	General Revenue	\$135,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	
Lydia Aleman	Associate Vice President, University Advancement	General Revenue	\$101,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$101,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$600	\$0	\$600	Cell phone allowance
			\$101,000	0.00%	\$0	\$0	\$0	\$0	\$600	\$0	\$101,600	
Daria L Prieto	Chief of Staff	General Revenue	\$85,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$85,000	
Kristin Louise Croyle	Vice Provost for Undergraduate Education	General Revenue	\$120,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,000	
Cynthia J Brown	Vice Provost for Graduate Studies, Academic Centers and Contir	General Revenue	\$141,081	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$141,081	
Wendy Lawrence-Fowle	Vice Provost for Research and Sponsored Projects	General Revenue	\$120,093	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,093	
Ala Rafat Qubbaj	Vice Provost for Faculty Affairs	General Revenue	\$132,696	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$132,696	
Kenneth Lee Buckman	Associate Provost for Student Engagement and Experiential Lea	General Revenue	\$92,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$92,000	
Farzaneh Razzaghi	Dean, University Library	General Revenue	\$115,203	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,203	
Dahlia Guerra	Dean, College of Arts & Humanities	General Revenue	\$116,728	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$116,728	
Teofilo Ozuna	Dean, College of Business Administration	General Revenue	\$161,522	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$161,522	
Salvador Hector Ochoa	Dean, College of Education	General Revenue	\$134,970	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$134,970	
Janice Maville	Interim Dean, College of Health Sciences & Human Services	General Revenue	\$137,193	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$137,193	

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David H Allen	Dean, College of Engineering & Computer Science	General Revenue	\$205,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$205,000	
John M Trant	Dean, College of Science & Mathematics	General Revenue	\$165,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$165,000	
Walter Diaz	Dean, College of Social & Behavioral Sciences	General Revenue	\$142,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$142,000	
Rose Marie Galindo	Assistant VP for Administration and Academic Budget Officer	General Revenue	\$92,588	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$92,588	
Peter Paul Dabrowski	Associate Dean, College of Arts & Humanities	General Revenue	\$10,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,000	Also has faculty appointment
Penny M Simpson	Associate Dean, College of Business Administration	General Revenue	\$10,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,000	Also has faculty appointment
Sylvia Z Ramirez	Associate Dean, College of Education	General Revenue	\$10,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,000	Also has faculty appointment
Laura M Saenz	Associate Dean, College of Education	General Revenue	\$10,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,000	Also has faculty appointment
Miguel Angel Gonzalez	Associate Dean, College of Engineering & Computer Science	General Revenue	\$115,854	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,854	
Michael Kevin Weaver	Assistant Dean, College of Arts & Humanities Deans Office	General Revenue	\$8,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$8,000	Also has faculty appointment
Glenn Andrew Martinez	Assistant Dean, College of Arts & Humanities Deans Office	General Revenue	\$8,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$8,000	Also has faculty appointment
Karen S Chandler	Assistant Dean, College of Health Sciences & Human Services De	General Revenue	\$8,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$8,000	Also has faculty appointment
Bruce Jay Reed	Assistant Dean, College of Health Sciences & Human Services De	General Revenue	\$8,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$8,000	Also has faculty appointment
John R Villarreal	Assistant Dean, College of Science & Mathematics Deans Office	General Revenue	\$8,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$8,000	Also has faculty appointment
Jessica Lee Lavariega-Mc	Assistant Dean, College of Social & Behavioral Sciences Deans Of	General Revenue	\$8,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$8,000	Also has faculty appointment
Gary T Montgomery	Assistant Dean, College of Social & Behavioral Sciences Deans Of	General Revenue	\$8,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$8,000	Also has faculty appointment
Esequiel Granado Jr	Associate Vice President / Comptroller	General Revenue	\$116,150	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$116,150	
Francisca Rios	Assistant Vice President / Director of Human Resources	General Revenue	\$105,975	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,975	
Juan Claudio Gonzalez	Assistant Vice President / Budget Director	General Revenue	\$96,830	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$96,830	

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Magdalena Hinojosa	Senior Associate Vice President for Enrollment Services	General Revenue	\$111,400	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$111,400	
Dennis Mcmillan	Associate Vice President	General Revenue	\$102,788	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$102,788	
Calvin Phillips	Associate Vice President	Auxiliary	\$104,000	0.00%	\$0	\$0	\$0	\$0	\$600	\$0	\$104,600	Cell phone allowance
Jeanette L Broshears	Associate Dean of Students	Designated	\$29,120	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$29,120	
		Auxiliary	\$43,680	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$43,680	
			\$72,800	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$72,800	
Angela Christine Stuart-(	Assistant Dean of Student	Auxiliary	\$54,900	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,900	
Rebecca Kim Gadson	Assistant Dean of Student	Auxiliary	\$56,300	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$56,300	