

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 FY2014**

Institution Code: 736

Institution Name: The University of Texas - Pan American

A Name	B Position	C Funding Source	D Salary (09.01.2013)	E Percentage Salary Increase Over FY 2013	F Nonsalary Benefits FY 2014						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 S Nelsen	President	General Revenue	\$65,945	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	Deferred compensation
		Designated	\$241,555	0.00%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$266,555	
			\$307,500	0.00%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$332,500	
Havidan Rodriguez	Provost & Vice President, Academic Affairs	General Revenue	\$248,400	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$248,400	
Martin Baylor	Vice President, Business Affairs	General Revenue	\$186,300	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$186,300	
Miguel A Gonzalez	Dean, College of Engineering & Computer Science	General Revenue	\$185,400	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$185,400	
Teofilo Ozuna	Dean, College of Business Administration	General Revenue	\$181,434	8.95%	\$0	\$0	\$0	\$0	\$0	\$0	\$181,434	
Veronica Gonzalez	Vice President, University Advancement	General Revenue	\$175,950	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$175,950	
John P Ronnau	Dean, College of Health Sciences & Human Services	General Revenue	\$170,980	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,980	
John M Trant	Dean, College of Science & Mathematics	General Revenue	\$169,290	2.60%	\$0	\$0	\$0	\$0	\$0	\$0	\$169,290	
Cynthia J Brown	Vice Provost, Graduate Studies, Academic Centers & Continuing	General Revenue	\$157,559	7.86%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,559	
Martha A Cantu	Vice President, Student Affairs	General Revenue	\$155,250	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,250	
Ala R Qubbaj	Vice Provost, Faculty Affairs	General Revenue	\$153,204	11.26%	\$0	\$0	\$0	\$0	\$0	\$0	\$153,204	
Jeffrey A Graham	Vice President, Information Technology	General Revenue	\$150,000	11.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,000	
Walter Diaz	Dean, College of Social & Behavioral Sciences	General Revenue	\$146,260	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$146,260	
Salvador H Ochoa	Dean, College of Education	General Revenue	\$144,099	2.95%	\$0	\$0	\$0	\$0	\$0	\$0	\$144,099	
Sayed Shah	Vice Provost, Research & Sponsored Projects	General Revenue	\$139,253	3.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$139,253	
Dahlia Guerra	Dean, College of Arts & Humanities	General Revenue	\$133,900	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$133,900	
Kristin L Croyle	Vice Provost, Undergraduate Education & Dean of University Co	General Revenue	\$124,500	3.75%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,500	
Esequiel Granado Jr	Associate Vice President / Comptroller	General Revenue	\$35,960	3.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$35,960	
		Designated	\$83,906	3.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$83,906	
			\$119,865	3.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$119,865	

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Farzaneh Razzaghi	Dean, University Library	General Revenue	\$118,429	2.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$118,429	
Magdalena Hinojosa	Senior Associate Vice President, Enrollment Services	General Revenue	\$115,856	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,856	
Maria Maricela Fuentes-	Associate Vice President & Dean of Students	General Revenue	\$17,798	0.48%	\$0	\$0	\$0	\$0	\$0	\$0	\$17,798	
		Auxiliary	\$93,442	2.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$93,442	
			\$111,240	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$111,240	
Daria L Cardoza	Chief of Staff & Governmental Relations Officer	General Revenue	\$108,675	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$108,675	
Kimberly A Selber	Associate Vice President, University Marketing and Communicat	General Revenue	\$107,120	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,120	
Kenneth L Buckman	Associate Provost, Student Engagement & Experiential Learning	General Revenue	\$104,652	2.60%	\$0	\$0	\$0	\$0	\$0	\$0	\$104,652	
Lydia Aleman	Associate Vice President, University Advancement	General Revenue	\$104,030	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$104,030	
Daniel D Gutierrez	Assistant Vice President, Business Affairs for Human Resources	General Revenue	\$102,250	2.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$102,250	
Juan Claudio Gonzalez	Assistant Vice President / Budget Director	General Revenue	\$100,705	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$100,705	
Cynthia Valdez	Associate Vice President	General Revenue	\$93,600	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$93,600	
Michelle S Alvarado	Assistant Vice President for Student Affairs	General Revenue	\$90,000	18.18%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,000	
Eugenia Curet	Assistant Dean of Students, Student Support	General Revenue	\$64,600	23.39%	\$0	\$0	\$0	\$0	\$0	\$0	\$64,600	
		Designated	\$20,400	7.39%	\$0	\$0	\$0	\$0	\$0	\$0	\$20,400	
			\$85,000	30.77%	\$0	\$0	\$0	\$0	\$0	\$0	\$85,000	
Adelina A Young	Assistant Provost, Academic Administration	General Revenue	\$82,520	3.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$82,520	
Edna E Zambrano	Associate Dean of Students	Auxiliary	\$75,000	3.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$75,000	
Rebecca K Gadson	Assistant Dean of Student	Auxiliary	\$69,615	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$69,615	
Maria S Morin	Assistant Dean on Students, Student Development	Auxiliary	\$56,102	2.19%	\$0	\$0	\$0	\$0	\$0	\$0	\$56,102	
Peter P 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
Kirk Hughes	Associate Dean, College of Business Administration	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

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Criselda Garcia	Associate Dean, College of Education	General Revenue	\$10,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,000	Also has faculty appointment
Janine M Schall	Associate Dean, College of Education	General Revenue	\$10,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,000	Also has faculty appointment
Shawn Saladin	Associate Dean, College of Health Sciences & Human Services	General Revenue	\$10,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,000	Also has faculty appointment
Mohammed Farooqui	Associate Dean, College of Science & Mathematics	General Revenue	\$10,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,000	Also has faculty appointment
Jessica Lee Lavariega-Mc	Associate Dean, College of Social & Behavioral Sciences	General Revenue	\$10,000	25.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,000	Also has faculty appointment
Glenn A Martinez	Assistant Dean, College of Arts & Humanities	General Revenue	\$8,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$8,000	Also has faculty appointment
Michael K Weaver	Assistant Dean, College of Arts & Humanities	General Revenue	\$8,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$8,000	Also has faculty appointment
Margaret A Graham	Assistant Dean, College of Social & Behavioral Sciences	General Revenue	\$8,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$8,000	Also has faculty appointment