

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 746

Institution Name: The University of Texas Rio Grande Valley

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Bailey, Dr Guy Hubert III	President	General Revenue	\$65,945	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	Deferred performance based incentive pay
		Designated	\$534,055	0.00%	\$0	\$0	\$0	\$0	\$54,000	\$0	\$588,055	
			<u>\$600,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$54,000</u>	<u>\$0</u>	<u>\$654,000</u>	

Note: Dr. Bailey participates in an incentive compensation program where award opportunity levels are adjusted to reflect his success in attaining performance goals. The award opportunity is 12.5% of FY 2015 base salary adjusted depending on achievement of "Threshold, Target, and Maximum" goals. Achievement of Threshold goals earned 50%, Target goals earned 100%, and Maximum goals earned 150% of the award opportunity respectively. The amount of compensation payable in FY 2016 for FY 2015 performance is determined by the Board of Regents in two parts. Qualitative awards were made in October 2015, while quantitative awards will be made in February 2016. Incentive compensation reported above as "other" is the actual qualitative award amount paid in October 2015. No estimate has been made for the quantitative award amount as this is Dr. Bailey's initial year of participation.

Fernandez, Francisco	VP Health Affairs Dean of the School of Medicine	General Revenue	\$547,826	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$547,826	Deferred performance based incentive pay
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$82,174	\$0	\$82,174	
			<u>\$547,826</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$82,174</u>	<u>\$0</u>	
Nelson, Robert M	Sr Associate Dean for Faculty Affairs & Innovation	General Revenue	<u>\$390,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$39,000</u>	<u>\$0</u>	<u>\$429,000</u>	Deferred performance based incentive pay
Rodriguez, Dr Havidan	Provost & EVP for Academic Affairs	General Revenue	<u>\$350,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$350,000</u>	
Vela, Leonel	Sr Associate Dean for Education & Academic Affairs	General Revenue	<u>\$330,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$330,000</u>	
Cronin, Dr Kelly Anne	VP for Advancement	General Revenue	<u>\$322,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$322,000</u>	
Maldonado, Dr Theresa / Sr VP of Research		General Revenue	<u>\$320,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$320,000</u>	
Gomez, Yolanda	Associate Dean for Graduate Medical Education	General Revenue	<u>\$312,375</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$312,375</u>	
Marshall, William G Jr	Associate Dean for Clinical Affairs	General Revenue	<u>\$312,375</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$312,375</u>	
Valdez, Adela S	Associate Dean for Student Affairs	General Revenue	<u>\$298,868</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$298,868</u>	
Manusov, Eron G	Assistant Dean for Clerkships	General Revenue	<u>\$296,873</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$296,873</u>	
Baylor, Mr Martin V	EVP Finance & Administration	General Revenue	<u>\$250,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$250,000</u>	
Linger, Dr Barry T	Assistant VP Accreditation, Effectiveness & Institutional Effectiveness	General Revenue	<u>\$250,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$250,000</u>	
Kroll, Dr Mark	Dean, College of Business & Entrepreneurship	General Revenue	<u>\$240,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$240,000</u>	
Ronnau, Dr John Patrick	Sr Associate Dean for Interprofessional Education	General Revenue	<u>\$215,176</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$21,517</u>	<u>\$0</u>	<u>\$236,693</u>	Deferred performance based incentive pay
Grewal, Dr Parwinder Sin	Dean, College Of Sciences	General Revenue	<u>\$235,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$235,000</u>	

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Gonzalez, Dr Miguel Ang	Interim Dean, College of Engineering & Computer Science	General Revenue	\$210,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$210,000	Endowed professor stipend
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$20,000	
			\$210,000	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$230,000	
Arney, Janna Lynn	VP for Operations & Chief of Staff	General Revenue	\$225,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$225,000	
Brown, Dr Cynthia Ann	Deputy Provost	General Revenue	\$225,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$225,000	
Brown, Mrs Susan Elaine	Assistant VP Strategic Analysis & Institutional Reporting	General Revenue	\$210,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$210,000	
Croyle, Dr Kristin Louise	VP for Student Success	General Revenue	\$210,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$210,000	
Graham, Dr Jeffrey Alan	Chief Information Officer	Designated	\$210,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$210,000	
James, Mr Michael S	Chief HR Officer	General Revenue	\$205,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$205,000	
Gonzales, Ms Veronica	VP for Governmental & Community Relations	General Revenue	\$200,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,000	
Monfort, Ms Delia B	Sr Assistant Dean for Admissions	General Revenue	\$187,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$187,000	
Adams, Ms Karen E	Chief Legal Officer	General Revenue	\$190,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,000	
Diaz Rodriguez, Dr Walte	Dean, College of Liberal Arts	General Revenue	\$190,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,000	
Gonzalez, Mrs Mirna A	VP for Finance & Public Policy	General Revenue	\$190,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,000	
Sanchez, Melba	Associate Dean for Finance & Administration	General Revenue	\$185,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$185,000	
Qubbaj, Dr Ala Rafat	Vice Provost for Faculty Affairs & Diversity	General Revenue	\$176,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$176,000	Stipend for Co-Principal Investigator of ADVANCE grant
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$8,800	\$0	\$8,800	
			\$176,000	0.00%	\$0	\$0	\$0	\$0	\$8,800	\$0	\$184,800	
Jackson, Dr Dave Oneil	Interim Dean, Graduate College	General Revenue	\$181,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$181,000	
Lozano, Mrs Priscilla	Deputy Chief Legal Officer	General Revenue	\$175,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$175,000	
McHatton, Dr Patricia M	Dean, College of Education & P16 Integration	General Revenue	\$175,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$175,000	
Lehker, Michael W	Dean, College of Health Affairs	General Revenue	\$170,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,000	
Goldsmith, Clair W	Interim Chief Information Security Officer	Designated	\$166,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$166,000	
Guerra, Ms Dahlia Garcia	Interim Dean, College of Fine Arts	General Revenue	\$160,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$160,000	

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Shah, Dr Sayed S	Associate VP for Research & Sponsored Projects	General Revenue	\$155,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,000	
Sheppard, Ms Patricia Di	Chief Compliance Officer	General Revenue	\$150,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,000	
Downing, Irvine William	Associate VP of Economic Development	Designated	\$149,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$149,000	
Hinojosa, Dr Magdalena	Associate VP for Student Enrollment	General Revenue	\$145,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,000	
Huggenvik, Dr Jodi I	Assistant Dean Education Pre-Clerkships	General Revenue	\$145,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,000	
Ramirez, Isai	Associate CIO Business Relations	Designated	\$141,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$141,000	
Zecca, Mr Francisco	Associate CIO Technical Services	Designated	\$141,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$141,000	
Blakemore, Thomas Mar	Interim Associate Dean	General Revenue	\$140,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,000	
Michel, Ms Jacquelyn	Assistant VP for Research Translation	General Revenue	\$140,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,000	
Stark, Dr Debra Lee	Assistant Dean Assessment Evaluation & Quality	General Revenue	\$140,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,000	
Andersen, Dr Mark Chris	Dean, Honors College	General Revenue	\$135,000	0.00%	\$0	\$0	\$0	\$0	\$12,000	\$0	\$147,000	Appointed Interim Director for International Programs
Hodgson, Maria Nicolasa	Associate VP for Operations	General Revenue	\$135,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	
Reyna, Benigno Guadaluj	Associate VP Security & Campus Affairs	General Revenue	\$135,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	
Saenz, Ms Laura M	Associate Provost for Accreditation & Assessment	General Revenue	\$135,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	
Hart, Dennis	Associate Provost for Global Engagement	General Revenue	\$130,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,000	Appointed 11/1/15
Leal, Sylvia Ann	Associate VP for Student Educational Outreach	General Revenue	\$127,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$127,500	
Charlton, Dr Jonikka Page	Associate VP for Student Academic Success	General Revenue	\$120,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,000	
Gonzalez, Mr Juan Claudi	Associate VP for Planning & Analysis	General Revenue	\$115,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,000	
Sethi, Dr Sukhjit Kaur	Deputy Assistant VP Strategic Analysis & Institutional Reporting	General Revenue	\$113,413	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$113,413	
Aleman, Mrs Lydia	Associate VP for Advancement Services	Designated	\$110,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$110,000	
Benavides, Ms Leticia Y	Assistant VP for Campus Auxiliary Services	Auxiliaries	\$110,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$110,000	

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Gonzales, Mr Patrick Mai	Assistant VP University Marketing & Communications	General Revenue	\$110,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$110,000	
King, Mrs Alicia Marie	Associate VP for Development	General Revenue	\$107,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,000	
Salinas-Hovar, Mrs Marti	Associate VP for Facilities Planning & Operations	General Revenue	\$105,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,000	
Gadson, Mrs Rebecca Kir Sr	Associate Dean of Students for Student Involvement	Auxiliaries	\$77,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,000	Appointed Interim Associate VP of Student Life & Dean of Students
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$23,000	\$0	\$23,000	
			\$77,000	0.00%	\$0	\$0	\$0	\$0	\$23,000	\$0	\$100,000	
Linger, Ms Vanessa D	Assistant Dean of Finance	General Revenue	\$100,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$100,000	Appointed 10/1/15
Sanchez, Mr Richard P	Associate VP of Governmental Relations	General Revenue	\$96,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$96,000	
Alvarado, Mrs Michelle S	Assistant VP for Student Success	General Revenue	\$95,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$95,000	
Reyes, Ms Velinda	Assistant VP for Community Programs & Operations	General Revenue	\$95,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$95,000	
Young, Mrs Adelina A	Assistant Provost & Chief of Staff	General Revenue	\$95,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$95,000	
Curet, Dr Eugenia	Assistant Dean Student Support Counseling Wellness	General Revenue	\$93,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$93,500	
Loya, Ms Karla Priscilla	Assistant VP Finance & Chief of Staff	General Revenue	\$90,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,000	
Trejo-Vasquez, Ms Alma	Assistant VP Community Engagement & Assessment	General Revenue	\$90,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,000	
Stoves, Douglas	Associate Dean of Students for Student Rights & Responsibilities	Designated	\$76,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$76,000	
Banegas, Dr Michael Ran	Associate Dean of Students for Student Support	General Revenue	\$74,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$74,000	
Anderson-Mejias, Dr Pan	Associate Dean, College of Liberal Arts	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Chamberlain, Steve	Associate Dean, College of Education & P16 Integration	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Dabrowski, Dr Peter Paul	Associate Dean, College of Fine Arts	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Davila, Dr Alberto	Associate Dean, College of Business & Entrepreneurship	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Dimakis, Dr Nicholas	Associate Dean, College Of Sciences	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Farooqui, Dr Mohammed	Associate Dean, College Of Sciences	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Frost, James Edward	Associate Dean, College of Liberal Arts	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty

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Garcia, Mrs Criselda	Associate Dean, College of Education & P16 Integration	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Iglesias-Leon, Juan Raym	Associate Dean, College of Engineering & Computer Science	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Kypuros, Dr Javier A	Associate Dean, College of Engineering & Computer Science	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Ledingham, Christopher I	Associate Dean, College of Health Affairs	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Martinez, Javier A	Senior Associate Dean, College of Liberal Arts	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Martirosyan, Karen	Associate Dean, College Of Sciences	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Mata, Zelma Diana	Associate Dean, College of Health Affairs	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Pierce, Dr Virgil Ulysses	Associate Dean, College Of Sciences	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Quantz, Michael Owen	Associate Dean, College of Fine Arts	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Rodriguez, Alma Dolores	Associate Dean, College of Education & P16 Integration	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Saladin, Dr Shawn P	Associate Dean, College of Health Affairs	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Sargent, Dr Linda Margar	Associate Dean, College of Business & Entrepreneurship	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Skowronek, Mr Russell K	Associate Dean, College of Liberal Arts	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Timmer, Dr Douglas H	Associate Dean, College of Engineering & Computer Science	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty
Wang, Dr Lin	Associate Dean, College of Health Affairs	General Revenue	\$12,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	Administrative stipend- 100% faculty