

# **Texas A&M International University**



**Higher Education  
Administrative Accountability Report  
HB 1, 82<sup>nd</sup> Leg, Article III, Sec. 5.7  
FY 2012**

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

Name	Position	Funding Source	Salary 9/1/2011	% Salary Increase FY 11	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation/Comments
Ray M. Keck III	President	General Revenue	\$65,950	0.00%	\$0	\$0	\$7,200	\$0	\$0	\$0	\$73,150	Deferred Salary Compensation \$20,000
		Designated	\$164,050	0.00%	\$0	\$0	\$42,800	\$0	\$0	\$20,000	\$226,850	
		<b>Total</b>	<b>\$230,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$50,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$20,000</b>	<b>\$300,000</b>	
Pablo Arenaz	Provost / V.P. for Academic Affairs	Designated	\$181,450	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$181,450	3% Merit Increase Effective 12/01/2010
		<b>Total</b>	<b>\$181,450</b>	<b>3.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$181,450</b>	
Juan J. Castillo	V.P. for Finance & Administration	Designated	\$177,830	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$177,830	3% Merit Increase Effective 12/01/2010
		<b>Total</b>	<b>\$177,830</b>	<b>3.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$177,830</b>	
Maria C. Hein	V.P. for Institutional Advancement	Designated	\$141,441	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$141,441	3% Merit Increase Effective 12/01/2010
		<b>Total</b>	<b>\$141,441</b>	<b>3.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$141,441</b>	
Elizabeth N. Martinez	Associate V.P. for Administration	General Revenue	\$104,705	3.16%	\$0	\$0	\$0	\$0	\$0	\$0	\$104,705	3.16% Merit Increase Effective 12/01/2010
		<b>Total</b>	<b>\$104,705</b>	<b>3.16%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$104,705</b>	
Maria T. Trevino	Associate V.P. for Academic Affairs	General Revenue	\$118,016	3.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$118,016	3.65% Merit Increase Effective 12/01/2010
		<b>Total</b>	<b>\$118,016</b>	<b>3.65%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$118,016</b>	
Juan R. Lira	Regents Professor/Associate Provost	General Revenue	\$134,033	3.87%	\$0	\$0	\$0	\$0	\$0	\$0	\$134,033	3.87% Merit Increase Effective 12/01/2010
		<b>Total</b>	<b>\$134,033</b>	<b>3.87%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$134,033</b>	
Minita Ramirez	VP for Student Success	Designated	\$123,018	4.18%	\$0	\$0	\$0	\$0	\$0	\$0	\$123,018	4.18% Merit Increase Effective 12/01/2010
		Rec. Sports	\$16,983	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$16,983	
		<b>Total</b>	<b>\$140,001</b>	<b>4.18%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$140,001</b>	
Leebrian Gaskins	Assoc. V.P. for Information Tech. / CIO	General Revenue	\$124,000	14.56%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,000	Market Adjustment 11.56% Effective 6/11/11 3% Merit Increase Effective 12/01/2010
		<b>Total</b>	<b>\$124,000</b>	<b>14.56%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$124,000</b>	
Thomas Mitchell	Dean, College of Arts & Sciences	General Revenue	\$130,400	3.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,400	3.99% Merit Increase Effective 12/01/2010
		<b>Total</b>	<b>\$130,400</b>	<b>3.99%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$130,400</b>	

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Robert S Sears	Dean, A.R. Sanchez Jr. School of Business	General Revenue	\$211,149	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$211,149	3% Merit Increase Effective 12/01/2010
		<b>Total</b>	<b>\$211,149</b>	<b>3.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$211,149</b>	
Regina C Aune	Dean, College of Nursing & Health Sciences	General Revenue	\$131,840	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$131,840	3% Merit Increase Effective 12/01/2010
		<b>Total</b>	<b>\$131,840</b>	<b>3.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$131,840</b>	
Antonio J. Rodriguez	Professor/Associate Dean Div. of Int'l Banking & Finance Studies	General Revenue	\$145,144	4.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,144	3% Merit Increase Effective 12/01/2010
		<b>Total</b>	<b>\$145,144</b>	<b>4.80%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$145,144</b>	Market Adjustment 1.8% Effective 12/01/10
Jeffrey M. Brown	Dean, Graduate Studies and Research	General Revenue	\$120,198	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,198	3% Merit Increase Effective 12/01/2010
		<b>Total</b>	<b>\$120,198</b>	<b>3.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$120,198</b>	
Daniel J. Mott	Assoc. Prof/Chair/Associate Dean Dept. of Biology & Chemistry	General Revenue	\$101,045	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$101,045	3.50% Merit Increase Effective 12/01/2010
		<b>Total</b>	<b>\$101,045</b>	<b>3.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$101,045</b>	
Georgina Gonzalez	Assoc. VP of Student Success	General Revenue	\$70,000	2.87%	\$0	\$0	\$0	\$0	\$0	\$0	\$70,000	2.87% Merit Increase Effective 12/01/2010
		<b>Total</b>	<b>\$70,000</b>	<b>2.87%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$70,000</b>	
Frances C Waters	Associate VP for Acad Enrichment & International Development	Designated	\$118,675	13.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$118,675	Promoted 01/01/2011 from Director of Bi-National Center to Associate VP for Acad Enrichment & Intl Development.
		<b>Total</b>	<b>\$118,675</b>	<b>13.02%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$118,675</b>	Promotion Increase 9.52%. 3.5% Merit Increase Eff 12/01/10
Catheryn Weitman	Dean, College of Education	General Revenue	\$145,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,000	Hired 07/01/2011
		<b>Total</b>	<b>\$145,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$145,000</b>	
Kevin Lindberg	Associate Dean/Associate Professor	General Revenue	\$83,997	11.23%	\$0	\$0	\$0	\$0	\$0	\$0	\$83,997	Promoted 01/01/2011 from Associate Professor to Associate Dean. Promotion Increase 6.73%
		<b>Total</b>	<b>\$83,997</b>	<b>11.23%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$83,997</b>	4.50% Merit Increase Effective 12/01/2010

