

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 FY2013**

Institution Code: 736

Institution Name: The University of Texas Pan American

A Name	B Position	C Funding Source	D Salary (09.01.2012)	E Percentage Salary Increase Over FY 2012	F Nonsalary Benefits FY 2013						L Total Compensation	M Explanation / Comments
					G Cash Bonuses	H Practice Plan Benefits	I Housing Allowance	J Car Allowance	K Other	K Non-Cash Compensation		
Robert S Nelsen	President	General Revenue Designated	\$65,945	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	Deferred Compensation
			\$241,555	2.50%	\$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	\$240,000	0.00%	\$0	\$0	\$0	\$0	\$7,800	\$0	\$247,800	One-time Merit
David H Allen	Dean, College of Engineering & Computer Science	General Revenue	\$205,000	0.00%	\$0	\$0	\$0	\$0	\$5,638	\$0	\$210,638	One-time Merit
Martin Baylor	Vice President, Business Affairs	General Revenue	\$180,000	0.00%	\$0	\$0	\$0	\$0	\$5,850	\$0	\$185,850	One-time Merit
Veronica Gonzalez	Vice President, University Advancement	General Revenue	\$170,000	0.00%	\$0	\$0	\$0	\$0	\$600	\$0	\$170,600	Cell Phone Allowance
Teofilo Ozuna	Dean, College of Business Administration	General Revenue	\$166,522	3.10%	\$0	\$0	\$0	\$0	\$4,442	\$0	\$170,964	One-time Merit
John P Ronnau	Dean, College of Health Sciences & Human Services	General Revenue	\$166,000	0.00%	\$0	\$0	\$0	\$0	\$6,225	\$0	\$172,225	One-time Merit
John M Trant	Dean, College of Science & Mathematics	General Revenue	\$165,000	0.00%	\$0	\$0	\$0	\$0	\$3,795	\$0	\$168,795	One-time Merit
Martha A Cantu	Vice President, Student Affairs	General Revenue	\$150,000	11.11%	\$0	\$0	\$0	\$0	\$4,500	\$0	\$154,500	One-time Merit
Cynthia J Brown	Vice Provost, Graduate Studies, Academic Centers & Continuing	General Revenue	\$146,081	3.54%	\$0	\$0	\$0	\$0	\$6,349	\$0	\$152,430	One-time Merit
Walter Diaz	Dean, College of Social & Behavioral Sciences	General Revenue	\$142,000	0.00%	\$0	\$0	\$0	\$0	\$4,615	\$0	\$146,615	One-time Merit
Salvador H Ochoa	Dean, College of Education	General Revenue	\$139,970	3.70%	\$0	\$0	\$0	\$0	\$4,049	\$0	\$144,019	One-time Merit
Ala R Qubbaj	Vice Provost, Faculty Affairs	General Revenue	\$137,696	3.77%	\$0	\$0	\$0	\$0	\$5,640	\$0	\$143,336	One-time Merit
Jeffrey A Graham	Chief Information Officer	General Revenue	\$135,000	0.00%	\$0	\$0	\$0	\$0	\$4,050	\$0	\$139,050	One-time Merit
Sayed Shah	Vice Provost, Research & Sponsored Projects	General Revenue	\$135,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	
Miguel A Gonzalez	Associate Dean, College of Engineering & Computer Science	General Revenue	\$130,854	12.95%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,854	
Dahlia Guerra	Dean, College of Arts & Humanities	General Revenue	\$130,000	4.00%	\$0	\$0	\$0	\$0	\$3,438	\$0	\$133,438	One-time Merit
Kristin L Croyle	Vice Provost, Undergraduate Education	General Revenue	\$120,000	0.00%	\$0	\$0	\$0	\$0	\$4,500	\$0	\$124,500	One-time Merit
Esequiel Granado Jr	Associate Vice President / Comptroller	General Revenue Designated	\$34,845	0.00%	\$0	\$0	\$0	\$0	\$1,220	\$0	\$36,065	One-time Merit
			\$81,305	0.00%	\$0	\$0	\$0	\$0	\$2,846	\$0	\$84,151	
			\$116,150	0.00%	\$0	\$0	\$0	\$0	\$4,065	\$0	\$120,215	

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Farzaneh Razzaghi	Dean, University Library	General Revenue	\$115,203	0.00%	\$0	\$0	\$0	\$0	\$2,650	\$0	\$117,853	One-time Merit
Magdalena Hinojosa	Senior Associate Vice President, Enrollment Services	General Revenue	\$111,400	0.00%	\$0	\$0	\$0	\$0	\$4,456	\$0	\$115,856	One-time Merit
Daria L Prieto	Chief of Staff & Governmental Relations Officer	General Revenue	\$105,000	23.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,000	
Kenneth L Buckman	Associate Provost, Student Engagement & Experiential Learning	General Revenue	\$102,000	10.87%	\$0	\$0	\$0	\$0	\$0	\$0	\$102,000	
Juan Claudio Gonzalez	Assistant Vice President / Budget Director	General Revenue	\$96,830	0.00%	\$0	\$0	\$0	\$0	\$4,840	\$0	\$101,670	One-time Merit
Rose Marie Galindo	Assistant Provost, Academic Administration	General Revenue	\$92,588	0.00%	\$0	\$0	\$0	\$0	\$4,121	\$0	\$96,709	One-time Merit
Rebecca K Gadson	Assistant Dean of Student	Auxiliary	\$56,300	0.00%	\$0	\$0	\$0	\$0	\$1,689	\$0	\$57,989	One-time Merit
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
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 Hughs	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
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
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
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
Karen S Chandler	Assistant Dean, College of Health Sciences & Human Services	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	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	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	General Revenue	\$8,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$8,000	Also has faculty appointment