

**Higher Education
Administrative Accountability Report
SB 1, 83st Leg, Article III, Sec. 5.7
FY 2014**

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

Name	Position	Funding Source	Salary 9/1/2013	% Salary Increase FY 13	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation/ Comments
Ray M. Keck III	President	General Revenue	\$65,932	0.00%	\$0	\$0	\$7,200	\$0	\$0	\$0	\$73,132	Salary Adjustments Effective 12/01/2012 and 09/01/2013 Deferred Salary Compensation \$20,000
		Designated	\$214,068	21.73%	\$0	\$0	\$42,800	\$0	\$0	\$20,000	\$276,868	
		Total	\$280,000	21.73%	\$0	\$0	\$50,000	\$0	\$0	\$20,000	\$350,000	
Pablo Arenaz	Provost / V.P. for Academic Affairs	Designated	\$186,895	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$186,895	3% Merit Increase Effective 11/01/2012
		Total	\$186,895	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$186,895	
Juan J. Castillo	V.P. for Finance & Administration	Designated	\$183,165	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$183,165	3% Merit Increase Effective 11/01/2012
		Total	\$183,165	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$183,165	
Maria C. Hein	V.P. for Institutional Advancement	Designated	\$145,683	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,683	3% Merit Increase Effective 11/01/2012
		Total	\$145,683	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,683	
Elizabeth N. Martinez	Associate V.P. for Administration	Designated	\$107,887	3.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,887	3% Merit Increase Effective 11/01/2012
		Total	\$107,887	3.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,887	
Maria T. Trevino	Associate V.P. for Academic Affairs	General Revenue	\$121,556	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$121,556	3% Merit Increase Effective 11/01/2012
		Total	\$121,556	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$121,556	
Kevin Lindberg	Associate Provost	General Revenue	\$100,000	19.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$100,000	Promoted on 9/1/2013
		Total	\$100,000	19.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$100,000	
Minita Ramirez	VP for Student Success	Student Service Fee	\$144,200	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$144,200	3% Merit Increase Effective 11/01/2012
		Total	\$144,200	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$144,200	

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Leebrian Gaskins	Assoc. V.P. for Information Tech. / CIO	General Revenue	\$127,644	2.94%	\$0	\$0	\$0	\$0	\$0	\$0	\$127,644	2.94% Merit Increase Effective 11/01/2012
		Total	\$127,644	2.94%	\$0	\$0	\$0	\$0	\$0	\$0	\$127,644	
Thomas Mitchell	Dean, College of Arts & Sciences	General Revenue	\$135,615	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,615	4% Merit Increase Effective 11/01/2012
		Total	\$135,615	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,615	
Robert S Sears	Dean, A.R. Sanchez Jr. School of Business	General Revenue	\$217,482	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$217,482	3% Merit Increase Effective 11/01/2012
		Total	\$217,482	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$217,482	
Glenda Walker	Dean, College of Nursing & Health Sciences	General Revenue	\$195,087	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$195,087	Hired 08/01/2013
		Total	\$195,087	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$195,087	
Antonio J. Rodriguez	Professor/Associate Dean/Interim Chair Div. of Intl Banking & Finance Studies	General Revenue	\$154,649	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$154,649	3% Merit Increase Effective 11/01/2012
		Total	\$154,649	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$154,649	
Jeffrey M. Brown	Dean, Graduate Studies and Research	General Revenue	\$123,802	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$123,802	3% Merit Increase Effective 11/01/2012
		Total	\$123,802	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$123,802	
Daniel J. Mott	Assoc. Prof/Chair/Associate Dean Dept. of Biology & Chemistry	General Revenue	\$80,715	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$80,715	3% Merit Increase Effective 11/01/2012
		Grant	\$23,434	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$23,434	
		Total	\$104,149	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$104,149	
Georgina Gonzalez	Assoc. VP of Student Success	General Revenue	\$72,099	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$72,099	Market Adjustment 5.71% Effective 09/01/2013 and
		Student Service Fee	\$4,000	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$4,000	3% Merit Increase Effective 11/01/2012
		Total	\$76,099	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$72,099	
Gerardo Alva	Assoc. VP of Student Success	General Revenue	\$75,714	10.28%	\$0	\$0	\$0	\$0	\$0	\$0	\$75,714	Promoted on 9/1/2013
		Total	\$75,714	10.28%	\$0	\$0	\$0	\$0	\$0	\$0	\$75,714	
Catheryn Weitman	Dean, College of Education	General Revenue	\$150,800	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,800	4% Merit Increase Effective 11/01/2012
		Total	\$150,800	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,800	

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Frances Bernat	Associate Dean	General Revenue	\$105,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,500	Promoted on 9/1/2013
		Total	\$105,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,500	
John Kilburn	Associate Dean (Research & Sponsored Projects)	General Revenue	\$89,082	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$89,082	3% Merit Increase Effective 11/01/2012
		Grant	\$17,821	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$17,821	
		Total	\$106,903	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$106,903	