

Institution Code: 753

Institution Name: SAM HOUSTON STATE UNIVERSITY

A Name	B Position	C Funding Source	D Salary (09/01/14)	E Percentage Salary Increase Over FY 2014	F, G, H, I, J Nonsalary Benefits FY 2015					K Total Compensation	L Explanation/Comments	
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other			K Non-Cash Compensation
Dana L. Gibson	President	General Revenue Other E&G Income Designated	\$65,945	%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	
			\$0		\$0	\$0	\$7,200	\$0	\$0	\$0	\$7,200	
			\$341,055		\$0	\$0	\$17,800	\$0	\$0	\$0	\$358,855	
			\$407,000	4.61%	\$0	\$0	\$25,000	\$0	\$0	\$0	\$432,000	
Jaimie Hebert	Provost & Vice President-Academic Affairs	Designated	\$249,000		\$0	\$0	\$0	\$0	\$0	\$0	\$249,000	
			\$249,000	3.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$249,000	
Al Hooten	Executive Vice President for Administration	General Revenue	\$233,472		\$0	\$0	\$0	\$0	\$0	\$0	\$233,472	
			\$233,472	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$233,472	
Carlos Hernandez	Vice President for Finance and Operations	Designated	\$225,000		\$0	\$0	\$0	\$0	\$0	\$0	\$225,000	
			\$225,000	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$225,000	
Frank R. Holmes	Vice President-University Advancement	Designated	\$176,640		\$0	\$0	\$0	\$0	\$0	\$0	\$176,640	
			\$176,640	4.47%	\$0	\$0	\$0	\$0	\$0	\$0	\$176,640	
Frank E. Parker	Vice President-Student Services	Designated	\$187,920		\$0	\$0	\$0	\$0	\$0	\$0	\$187,920	
			\$187,920	6.24%	\$0	\$0	\$0	\$0	\$0	\$0	\$187,920	
Heather Thielemann	Vice President-Enrollment Management	Designated	\$179,472		\$0	\$0	\$0	\$0	\$0	\$0	\$179,472	
			\$179,472	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$179,472	
Richard F. Eglsaer	Associate Provost & VP-Academic Affairs	General Revenue Other E&G Income	\$129,825		\$0	\$0	\$0	\$0	\$0	\$0	\$129,825	
			\$59,607		\$0	\$0	\$0	\$0	\$0	\$0	\$59,607	
			\$189,432	2.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$189,432	
Vacant	Associate Vice President for Financial Services	Designated	\$157,056		\$0	\$0	\$0	\$0	\$0	\$0	\$157,056	
			\$157,056	3.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,056	
Jerry Cook	Associate VP-Research/Special Programs	Designated Auxiliaries	\$37,824		\$0	\$0	\$0	\$0	\$0	\$0	\$37,824	
			\$113,472		\$0	\$0	\$0	\$0	\$0	\$0	\$113,472	
			\$151,296	3.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$151,296	
Mark C. Adams	VP-Information Resources	Designated	\$169,008		\$0	\$0	\$0	\$0	\$0	\$0	\$169,008	
			\$169,008	4.77%	\$0	\$0	\$0	\$0	\$0	\$0	\$169,008	
William Lee Angrove	Associate VP-Distance Learning	Designated	\$146,376		\$0	\$0	\$0	\$0	\$0	\$0	\$146,376	
			\$146,376	3.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$146,376	
Keith Jenkins	Associate VP-Student Service Fee & Operations	Designated	\$136,368		\$0	\$0	\$0	\$0	\$0	\$0	\$136,368	
			\$136,368	4.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$136,368	
Douglas J. Greening	Associate Vice President for Physical Plant	General Revenue Other E&G Income	\$105,258	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$105,258	
			\$48,126		\$0	\$0	\$0	\$0	\$0	\$0	\$48,126	
			\$153,384	2.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$153,384	
Katherine Ann Davis	Assistant VP-Information Resources	Designated	\$122,760		\$0	\$0	\$0	\$0	\$0	\$0	\$122,760	
			\$122,760	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,760	
Scot D. Mertz	Assistant VP-Enrollment Management	Designated	\$128,736		\$0	\$0	\$0	\$0	\$0	\$0	\$128,736	
			\$128,736	3.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,736	
Mary Robbins	Associate VP for Academic Affairs	Other E&G Income	\$149,352		\$0	\$0	\$0	\$0	\$0	\$0	\$149,352	

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other			K Non-Cash Compensation
			\$149,352	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$149,352	
Somer Franklin	Assistant VP for Academic Affairs	General Revenue	\$71,935		\$0	\$0	\$0	\$0	\$0	\$0	\$71,935	
		Other E&G Income	\$33,041		\$0	\$0	\$0	\$0	\$0	\$0	\$33,041	
			\$104,976	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$104,976	
Donna Artho	Assistant VP Institutional Effectiveness	General Revenue	\$97,032		\$0	\$0	\$0	\$0	\$0	\$0	\$97,032	
			\$97,032	3.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$97,032	
Diane McCormick	Assistant VP Enrollment Management	General Revenue	\$55,907		\$0	\$0	\$0	\$0	\$0	\$0	\$55,907	
		Designated	\$25,213		\$0	\$0	\$0	\$0	\$0	\$0	\$25,213	
			\$81,120	3.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$81,120	
Mitchell J. Muehsam	Dean/Professor College of Business Administration (COBA)	Designated	\$202,056		\$0	\$0	\$0	\$0	\$0	\$0	\$202,056	
			\$202,056	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$202,056	
John B. Pascarella	Dean/Professor College Sciences (COS)	General Revenue	\$126,006		\$0	\$0	\$0	\$0	\$0	\$0	\$126,006	
		Other E&G Income	\$57,882		\$0	\$0	\$0	\$0	\$0	\$0	\$57,882	
			\$183,888	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$183,888	
Abbey Zink	Dean/Professor College of Humanities and Social Sciences (CHSS)	Designated	\$182,016		\$0	\$0	\$0	\$0	\$0	\$0	\$182,016	
			\$182,016	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$182,016	
Stacey Edmundson	Dean/Professor College of Education (COE)	General Revenue	\$126,127		\$0	\$0	\$0	\$0	\$0	\$0	\$126,127	
		Other E&G Income	\$51,881		\$0	\$0	\$0	\$0	\$0	\$0	\$51,881	
			\$178,008	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$178,008	
Vacant	Dean/Director/Criminal Justice College & Center (COCI)	General Revenue	\$213,048		\$0	\$0	\$0	\$0	\$0	\$0	\$213,048	
			\$213,048	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$213,048	
Michael Lacourse	Dean/College of Health Sciences	Designated	\$183,888		\$0	\$0	\$0	\$0	\$0	\$0	\$183,888	
			\$183,888	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$183,888	
Rosanne Keathley	Associate Dean of Health Sciences	General Revenue	\$112,944		\$0	\$0	\$0	\$0	\$0	\$0	\$112,944	
			\$112,944	5.21%	\$0	\$0	\$0	\$0	\$0	\$0	\$112,944	
Jack Turner	Assistant Dean of Health Sciences	Designated	\$103,344		\$0	\$0	\$0	\$0	\$0	\$0	\$103,344	
			\$103,344	3.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$103,344	
John M. Yarabeck	Dean - Students	General Revenue	\$65,902		\$0	\$0	\$0	\$0	\$0	\$0	\$65,902	
		Other E&G Income	\$29,330		\$0	\$0	\$0	\$0	\$0	\$0	\$29,330	
			\$95,232	2.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$95,232	
Juliana Lilly	Associate Dean - College of Business Administration Professor (COBA)	General Revenue	\$111,577		\$0	\$0	\$0	\$0	\$0	\$0	\$111,577	
		Other E&G Income	\$38,159		\$0	\$0	\$0	\$0	\$0	\$0	\$38,159	
			\$149,736	4.40%	\$0	\$0	\$0	\$0	\$0	\$0	\$149,736	
Rhonda Callaway	Associate Dean/Professor - CHSS	General Revenue	\$103,704		\$0	\$0	\$0	\$0	\$0	\$0	\$103,704	
			\$103,704	4.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$103,704	
Kenneth Hendrickson	Associate Dean/ Associate Professor -CHSS	General Revenue	\$113,568		\$0	\$0	\$0	\$0	\$0	\$0	\$113,568	
			\$113,568	4.28%	\$0	\$0	\$0	\$0	\$0	\$0	\$113,568	
Ronald Shields	Dean - COFAMC	General Revenue	\$129,600		\$0	\$0	\$0	\$0	\$0	\$0	\$129,600	
		Other E&G Income	\$50,664		\$0	\$0	\$0	\$0	\$0	\$0	\$50,664	

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other			K Non-Cash Compensation
				3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,264	
Ben Marcus Gillespie	Associate Dean/Professor - College of Sciences	General Revenue	\$111,360		\$0	\$0	\$0	\$0	\$0	\$0	\$111,360	
			\$111,360	2.47%	\$0	\$0	\$0	\$0	\$0	\$0	\$111,360	
William King	Associate Dean/Associate Professor College of Criminal Justice (COE)	General Revenue	\$120,624		\$0	\$0	\$0	\$0	\$0	\$0	\$120,624	
			\$120,624	4.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,624	
Vacant	Associate Dean - College of Education (COE)	General Revenue	\$108,456		\$0	\$0	\$0	\$0	\$0	\$0	\$108,456	
		\$180,264	\$108,456	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$108,456	
Vacant	Associate Dean - College of Education (COE)	General Revenue	\$132,348		\$0	\$0	\$0	\$0	\$0	\$0	\$132,348	
		Other E&G Income	\$51,468		\$0	\$0	\$0	\$0	\$0	\$0	\$51,468	
			\$183,816	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$183,816	
Anne Gaillard	Associate Dean/Assoc. Professor College of Science (COS)	General Revenue	\$60,059		\$0	\$0	\$0	\$0	\$0	\$0	\$60,059	
		Other E&G Income	\$30,469		\$0	\$0	\$0	\$0	\$0	\$0	\$30,469	
				5.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,528	
A. Wayne Barrett	Associate Dean/ Associate Professor College of Fine Arts & Mass Commication (CFMAC)	General Revenue	\$53,568		\$0	\$0	\$0	\$0	\$0	\$0	\$53,568	
		Other E&G Income	\$20,736		\$0	\$0	\$0	\$0	\$0	\$0	\$20,736	
				4.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$74,304	
Kandi Tayebi	Dean-Graduate Studies	General Revenue	\$110,765		\$0	\$0	\$0	\$0	\$0	\$0	\$110,765	
		Other E&G Income	\$50,875		\$0	\$0	\$0	\$0	\$0	\$0	\$50,875	
				3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$161,640	
Daughn L. Pruitt	Associate Dean - Students	Auxiliaries	\$86,928		\$0	\$0	\$0	\$0	\$0	\$0	\$86,928	
		\$90,528	\$86,928	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$86,928	
Valerie Muehsam	Assistant Dean - College of Business Administration	Designated	\$153,840		\$0	\$0	\$0	\$0	\$0	\$0	\$153,840	
				5.06%	\$0	\$0	\$0	\$0	\$0	\$0	\$153,840	
											\$74,304	
Holly Miller	Associate Dean/Professor - College of Criminal Justice	General Revenue	\$73,408		\$0	\$0	\$0	\$0	\$0	\$0	\$73,408	
		Other E&G Income	\$44,072		\$0	\$0	\$0	\$0	\$0	\$0	\$44,072	
				5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,480	
											\$161,640	
Vacant	Assistant Dean/Associate Professor - College of Business Administration	General Revenue	\$75,946		\$0	\$0	\$0	\$0	\$0	\$0	\$75,946	
		Other E&G Income	\$39,950		\$0	\$0	\$0	\$0	\$0	\$0	\$39,950	
				0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,896	
Jeanine Bias	Associate Dean - Students	Designated	\$58,752		\$0	\$0	\$0	\$0	\$0	\$0	\$58,752	
		\$153,840	\$58,752	3.16%	\$0	\$0	\$0	\$0	\$0	\$0	\$58,752	
John Hitzeman	Associate VP - Procurement & Business Services	Designated	\$133,728		\$0	\$0	\$0	\$0	\$0	\$0	\$133,728	
			\$133,728	2.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$133,728	
Kevin Hale Morris	Director - Public Safety	General Revenue	\$67,877		\$0	\$0	\$0	\$0	\$0	\$0	\$67,877	
		Other E&G Income	\$32,447		\$0	\$0	\$0	\$0	\$0	\$0	\$32,447	
			\$100,324	3.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$100,324	
David Hammonds	Associate Vice President for Human Resources and Risk Management	Designated	\$122,400		\$0	\$0	\$0	\$0	\$0	\$0	\$122,400	

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		Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
\$122,400	4.79%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,400	
\$164,520		\$0	\$0	\$0	\$0	\$0	\$0	\$164,520	
\$164,520	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$164,520	

Terry Stokes Executive Director of Economic Development Initiatives

Designated

