

Texas A&M International University



Higher Education

Administrative Accountability Report

HB 1, 84th Leg, Article III, Sec. 5.7

FY 2016

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

Name	Position	Funding Source	Salary 9/1/2015	% Salary Increase FY 16	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation/ Comments
Ray M. Keck III	President	General Revenue	\$65,940	0.00%	\$0	\$0	\$7,200	\$0	\$0	\$0	\$73,140	Market Adjustment Effective 09/01/2014 and 09/01/2015
		Designated	\$259,560	5.00%	\$0	\$0	\$42,800	\$0	\$0	\$50,000	\$352,360	Deferred Salary Compensation \$50,000
		Total	\$325,500	5.00%	\$0	\$0	\$50,000	\$0	\$0	\$50,000	\$425,500	
Pablo Arenaz	Provost / V.P. for Academic Affairs	Designated	\$204,168	7.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$204,168	2% Merit effective 11/01/2014
		Total	\$204,168	7.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$204,168	Market Adjustment Effective 7.10% 09/01/2015
Juan J. Castillo	V.P. for Finance & Administration	Designated	\$200,094	7.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,094	2% Merit effective 11/01/2014
		Total	\$200,094	7.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,094	Market Adjustment Effective 7.10% 09/01/2015
Rosanne Palacios	V.P. for Institutional Advancement	Designated	\$149,100	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$149,100	Market Adjustment Effective 5% 09/01/2015
		Total	\$149,100	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$149,100	
Minita Ramirez	VP for Student Success	Designated	\$157,530	7.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,530	2% Merit Increase Effective 11/01/2014
		Total	\$157,530	7.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,530	Market Adjustment Effective 5.10% 09/01/2015
Kevin Lindberg	Associate Provost	General Revenue	\$102,000	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$102,000	2% Merit Increase Effective 11/01/2014
		Total	\$102,000	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$102,000	
Maria T. Trevino	Associate V.P. for Academic Affairs	General Revenue	\$127,087	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$127,087	2% Merit Increase Effective 11/01/2014
		Total	\$127,087	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$127,087	
Trevor C. Liddle	Associate V.P. for Administration	Designated	\$102,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$102,000	Hired 04/23/2015
		Total	\$102,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$102,000	
Leebrian E. Gaskins	Associate V.P. for Information Technology/CIO	General Revenue	\$142,000	9.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$142,000	2% Merit Increase Effective 11/01/2014
		Total	\$142,000	9.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$142,000	Market Adjustment Effective 7.1% 09/01/2015
Maria C. Hein	Associate V.P. for Institutional Advancement	Designated	\$74,270	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$74,270	Hired 01/05/2015
		Total	\$74,270	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$74,270	

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			Salary 9/1/2015	FY 16								
Lisa M. Paul	Associate V.P. for Compliance	Designated	\$94,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$94,000	Promoted on 9/1/2014
		Total	\$94,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$94,000	
Georgina Gonzalez	Associate V.P. for Student Success	General Revenue	\$64,994	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$64,994	3% Merit Increase Effective 11/01/2014
		Student Service Fee	\$15,395	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$15,395	
		Total	\$80,389	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$80,389	
Gerardo Alva	Associate V.P. for Student Affairs	General Revenue	\$77,985	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,985	3% Merit Increase Effective 11/01/2014
		Total	\$77,985	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,985	
Maria E. Calderon	Assistant V.P. for Global Initiatives	Designated	\$82,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$82,000	Promoted on 9/1/2014
		Total	\$82,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$82,000	
Thomas Mitchell	Dean, College of Arts & Sciences	General Revenue	\$161,161	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$161,161	2% Merit Increase Effective 11/01/2014
		Total	\$161,161	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$161,161	
Robert S Sears	Dean, A.R. Sanchez Jr. School of Business	General Revenue	\$226,270	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$226,270	2% Merit Increase Effective 11/01/2014
		Total	\$226,270	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$226,270	
Glenda Walker	Dean, College of Nursing & Health Sciences	General Revenue	\$198,989	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$198,989	2% Merit Increase Effective 11/01/2014
		Total	\$198,989	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$198,989	
Jeffrey M. Brown	Dean, Graduate Studies & Research	General Revenue	\$128,806	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,806	2% Merit Increase Effective 11/01/2014
		Total	\$128,806	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,806	
Catheryn Weitman	Dean, College of Education	General Revenue	\$157,661	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,661	2% Merit Increase Effective 11/01/2014
		Total	\$157,661	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,661	
Concepcion Hickey	Dean, University College	General Revenue	\$96,519	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$96,519	2% Merit Increase Effective 11/01/2014
		Total	\$96,519	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$96,519	

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Frances Bernat	Associate Dean, College of Arts & Sciences	General Revenue	\$109,762	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$109,762	2% Merit Increase Effective 11/01/2014
		Total	\$109,762	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$109,762	
Daniel J. Mott	Associate Dean, College of Arts & Sciences	General Revenue	\$104,022	10.46%	\$0	\$0	\$0	\$0	\$0	\$0	\$104,022	2% Merit Increase Effective 11/01/2014
	Associate Professor/Chair, Dept. of Biology & Chemistry	Grant	\$14,861	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$14,861	Market Adjustment 10.46% 9/1/2015
		Total	\$118,883	12.46%	\$0	\$0	\$0	\$0	\$0	\$0	\$118,883	
Antonio J. Rodriguez	Associate Dean, A.R. Sanchez School of Business	General Revenue	\$155,540	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,540	2% Merit Increase Effective 11/01/2014
	Director of AACSB Accreditation	Grant	\$5,358	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,358	
	Professor/Interim Chair, Div. of Int'l Banking & Finance Studies	Total	\$160,898	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$160,898	
Wendy L. Donnell	Associate Dean, College of Nursing & Health Sciences	General Revenue	\$106,600	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$106,600	\$3,000 supplement for Assoc. Dean duties effective 09/01/2015
	Assistant Professor	Grant	\$3,000	2.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$3,000	
		Total	\$109,600	2.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$109,600	
John Kilburn	Associate Dean, Graduate Studies & Research (Research & Sponsored Projects)	General Revenue	\$111,222	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$111,222	2% Merit Increase Effective 11/01/2014
		Total	\$111,222	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$111,222	
Selina V. Mireles	Associate Dean, College of Education	General Revenue	\$130,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,000	Hired 07/13/2015
		Total	\$130,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,000	

