

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 6
FY 2021**

Institution Code: 753

Institution Name: SAM HOUSTON STATE UNIVERSITY

A Name	B Position	C Funding Source	D Salary (09/01/20)	E Percentage Salary Increase Over FY 2020	Nonsalary Benefits FY 2021					L Total Compensation	Explanation/Comments	
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other			K Non-Cash Compensation
Alisa R. White	President	General Revenue	\$65,945		\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	New Hire
		E&G Income	\$0		\$0	\$0	\$7,200	\$0	\$0	\$0	\$7,200	
		Designated	\$434,055		\$0	\$0	\$17,800	\$9,000	\$0	\$0	\$460,855	
			\$500,000	N/A	\$0	\$0	\$25,000	\$9,000	\$0	\$0	\$534,000	
Richard F. Eglsaer	Chief Academic Officer and Provost	E&G Income	\$312,840		\$0	\$0	\$0	\$0	\$0	\$0	\$312,840	
			\$312,840	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Carlos Hernandez	Chief Financial Officer and Senior VP for Operations	E&G Income	\$287,856								\$287,856	
			\$287,856	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Frank R. Holmes	Vice President-University Advancement	E&G Income	\$230,040		\$0	\$0	\$0	\$0	\$0	\$0	\$230,040	
			\$230,040	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Frank E. Parker	Vice President-Student Affairs	E&G Income	\$224,016		\$0	\$0	\$0	\$0	\$0	\$0	\$224,016	
			\$224,016	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Heather Thielemann	Vice President-Enrollment Management	Designated	\$225,000		\$0	\$0	\$0	\$0	\$0	\$0	\$225,000	
			\$225,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Mark C. Adams	Vice President-Information Technology	Designated - Other	\$208,536		\$0	\$0	\$0	\$0	\$0	\$0	\$208,536	
			\$208,536	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Juan Nunez	Vice President - Facilities Management	E&G Income	\$205,000		\$0	\$0	\$0	\$0	\$0	\$0	\$205,000	
			\$205,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Christopher Maynard	Vice Provost-Academic Affairs	Designated	\$205,992		\$0	\$0	\$0	\$0	\$0	\$0	\$205,992	
			\$205,992	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Chad Hargrave	Associate VP-Research/Special Programs	Designated	\$179,208		\$0	\$0	\$0	\$0	\$0	\$0	\$179,208	
			\$179,208	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
William Lee Angrove	Associate VP-Distance Learning	Designated - Other	\$201,000		\$0	\$0	\$0	\$0	\$0	\$0	\$201,000	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
			\$201,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$201,000	
Brian Loft	Associate VP - Faculty and Student Success	Designated	\$166,560		\$0	\$0	\$0	\$0	\$0	\$0	\$166,560	
			\$166,560	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$166,560	
Somer Franklin	Associate VP for Planning/Assessment	Designated	\$169,800		\$0	\$0	\$0	\$0	\$0	\$0	\$169,800	
			\$169,800	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$169,800	
Eric Owen	Executive Director - Newton Gresham Library	Designated - Other	\$152,256		\$0	\$0	\$0	\$0	\$0	\$0	\$152,256	Market Increase
			\$152,256	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$152,256	
Sylvia Rappe	Associate VP Finance and Operations	E&G Income	\$187,000		\$0	\$0	\$0	\$0	\$0	\$0	\$187,000	
			\$187,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$187,000	
Lenora Chapman	Associate VP Financial Planning and Budget	Designated	\$187,008		\$0	\$0	\$0	\$0	\$0	\$0	\$187,008	
			\$187,008	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$187,008	
Rhonda Beassie	Assistant VP for Human Resources and Diversity	Designated	\$164,000		\$0	\$0	\$0	\$0	\$0	\$0	\$164,000	New Hire
			\$164,000	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$164,000	
Kristina Vienne	Assistant VP Auxiliary Contracts	Auxiliaries	\$115,872		\$0	\$0	\$0	\$0	\$0	\$0	\$115,872	
			\$115,872	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,872	
Kristina J. Kaskel-Ruiz	Associate VP. Marketing/Communcations	Designated	\$116,256		\$0	\$0	\$0	\$0	\$0	\$0	\$116,256	
			\$116,256	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$116,256	
Charles D. Vienne	Associate VP Alumni Relations	Auxiliaries	\$105,744		\$0	\$0	\$0	\$0	\$0	\$0	\$105,744	
			\$105,744	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,744	
Thelma G Mooney	Associate VP Development	E&G Income	\$116,256		\$0	\$0	\$0	\$0	\$0	\$0	\$116,256	
			\$116,256	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$116,256	
Keith Jenkins	Associate VP-Student Affairs & Operations	Designated - Other	\$155,016		\$0	\$0	\$0	\$0	\$0	\$0	\$155,016	
			\$155,016	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,016	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation	
Andrew D Miller	Associate VP Student Affairs & Executive Director of Student Counseling and Health Services	E&G Income	\$135,000		\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	Reclass	
			\$135,000	18.47%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,000		
Joellen Tipton	Executive Director of Residence Life	Auxiliaries	\$105,384		\$0	\$0	\$0	\$0	\$0	\$0	\$105,384		
			\$105,384	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,384		
Meredith Conrey	Director of Leadership Initiatives	Auxiliaries	\$67,992		\$0	\$0	\$0	\$0	\$0	\$0	\$67,992		
			\$67,992	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$67,992		
Brandon Cooper	Director of Student Activities	Auxiliaries	\$79,800		\$0	\$0	\$0	\$0	\$0	\$0	\$79,800	Reclass	
			\$79,800	15.09%	\$0	\$0	\$0	\$0	\$0	\$0	\$79,800		
Kevin Hale Morris	Executive Director - Public Safety Services	E&G Income	\$135,000		\$0	\$0	\$0	\$0	\$0	\$0	\$135,000		
			\$135,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,000		
Anne Theodori	Associate VP-Enrollment Management	Designated - Other	\$124,224		\$0	\$0	\$0	\$0	\$0	\$0	\$124,224		
			\$124,224	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,224		
Donna Artho	Assistant VP Institutional Effectiveness	E&G Income	\$116,256		\$0	\$0	\$0	\$0	\$0	\$0	\$116,256		
			\$116,256	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$116,256		
Leah Mulligan	Associate VP Enrollment Management	Designated	\$126,552		\$0	\$0	\$0	\$0	\$0	\$0	\$126,552		
			\$126,552	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$126,552		
Teresa Ringo	Associate VP Enrollment Management Registrar	E&G Income	\$99,379		\$0	\$0	\$0	\$0	\$0	\$0	\$99,379		
			Designated	\$24,845		\$0	\$0	\$0	\$0	\$0	\$0		\$24,845
				\$124,224	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$124,224
Michael Dewey	Associate VP - Infrastructure & Support Services	Designated - Other	\$155,016		\$0	\$0	\$0	\$0	\$0	\$0	\$155,016	New Hire	
			\$155,016	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$155,016		
Vacant	Associate VP - Client Services	Designated - Other	\$122,016		\$0	\$0	\$0	\$0	\$0	\$0	\$122,016		
			\$122,016	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,016		
Vacant	Associate VP - Enterprise Services	Designated - Other	\$133,392		\$0	\$0	\$0	\$0	\$0	\$0	\$133,392		
			\$133,392	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$133,392		

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Mitchell J. Muehsam	Dean/Professor College of Business Administration (COBA)	E&G Income	\$235,248		\$0	\$0	\$0	\$0	\$0	\$0	\$235,248	
			\$235,248	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$235,248	
John B. Pascarella	Dean/Professor College Sciences (COS)	Designated	\$204,984		\$0	\$0	\$0	\$0	\$0	\$0	\$204,984	
			\$204,984	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$204,984	
Chien Pin Li	Dean/Professor College of Humanities and Social Sciences (CHSS)	Designated	\$200,928		\$0	\$0	\$0	\$0	\$0	\$0	\$200,928	New Hire
			\$200,928	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$200,928	
Ronald Shields	Dean/College of Arts and Media (CAM)	E&G Income	\$200,928		\$0	\$0	\$0	\$0	\$0	\$0	\$200,928	
			\$200,928	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,928	
Stacey Edmonson	Dean/Professor College of Education (COE)	Designated	\$200,928		\$0	\$0	\$0	\$0	\$0	\$0	\$200,928	
			\$200,928	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,928	
Phillip Lyons	Dean/Director/Criminal Justice College & Center (COCJ)	Other E&G Income	\$86,976		\$0	\$0	\$0	\$0	\$0	\$0	\$86,976	
		E&G Income	\$52,186		\$0	\$0	\$0	\$0	\$0	\$0	\$52,186	
		Designated - Other	\$23,918		\$0	\$0	\$0	\$0	\$0	\$0	\$23,918	
		Auxiliaries	\$54,360		\$0	\$0	\$0	\$0	\$0	\$0	\$54,360	
			\$217,440	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$217,440	
Rodney Runyan	Dean/College of Health Sciences (COHS)	E&G Income	\$201,600		\$0	\$0	\$0	\$0	\$0	\$0	\$201,600	
			\$201,600	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$201,600	
Kenneth Hendrickson	Dean-Graduate Studies	E&G Income	\$185,664		\$0	\$0	\$0	\$0	\$0	\$0	\$185,664	
			\$185,664	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$185,664	
Kimberly Bell	Dean - Honors College	E&G Income	\$117,312		\$0	\$0	\$0	\$0	\$0	\$0	\$117,312	
			\$117,312	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,312	
Charles E. Henley	Dean/College of Osteopathic Medicine (COM)	Restricted	\$68,432		\$0	\$0	\$0	\$0	\$0	\$0	\$68,432	
		Other E&G Income	\$387,784		\$0	\$0	\$0	\$0	\$0	\$0	\$387,784	
			\$456,216	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$456,216	
John M. Yarabeck	Dean of Students	E&G Income	\$108,264		\$0	\$0	\$0	\$0	\$0	\$108,264		

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			\$108,264	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$108,264	
Stephen McKernan	Assoc Dean Clinical Affairs (COM)	Other E&G Income	\$318,264		\$0	\$0	\$0	\$0	\$0	\$0	\$318,264	
			\$318,264	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$318,264	
Mari Hopper	Associate Dean - Biomedical Sciences/COM	Restricted	\$200,016		\$0	\$0	\$0	\$0	\$0	\$0	\$200,016	
			\$200,016	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,016	
James Crosby	Associate Dean - CHSS	E&G Income	\$131,088		\$0	\$0	\$0	\$0	\$0	\$0	\$131,088	Market Increase
			\$131,088	25.94%	\$0	\$0	\$0	\$0	\$0	\$0	\$131,088	
Carroll Nardone	Associate Dean - CHSS	E&G Income	\$113,088		\$0	\$0	\$0	\$0	\$0	\$0	\$113,088	
			\$113,088	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$113,088	
Glenn Sanford	Associate Dean - CHSS	E&G Income	\$143,688		\$0	\$0	\$0	\$0	\$0	\$0	\$143,688	
			\$143,688	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$143,688	
Patrick Lewis	Professor/Assoc Dean - Honors College	E&G Income	\$91,950		\$0	\$0	\$0	\$0	\$0	\$0	\$91,950	
		Other Designated	\$28,650		\$0	\$0	\$0	\$0	\$0	\$0	\$28,650	
			\$120,600	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,600	
Tracy Bilsing	Assoc Prof/Assoc Dean - Honors College	E&G Income	\$91,560		\$0	\$0	\$0	\$0	\$0	\$0	\$91,560	
			\$91,560	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$91,560	
Ryan Zapalac	Associate Dean - COHS	E&G Income	\$112,803		\$0	\$0	\$0	\$0	\$0	\$0	\$112,803	
		Designated	\$5,937		\$0	\$0	\$0	\$0	\$0	\$0	\$5,937	Market Increase
			\$118,740	6.26%	\$0	\$0	\$0	\$0	\$0	\$0	\$118,740	
Jennifer Bunn	Associate Dean - COHS	Designated	\$130,008		\$0	\$0	\$0	\$0	\$0	\$0	\$130,008	New Hire
			\$130,008	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$130,008	
Shani Robinson	Associate Dean COBA	E&G Income	\$12,800		\$0	\$0	\$0	\$0	\$0	\$0	\$12,800	
		Designated	\$191,160		\$0	\$0	\$0	\$0	\$0	\$0	\$191,160	
			\$203,960	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$203,960	

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Kurt Jesswein	Associate Dean/Associate Professor - COBA	E&G Income	\$190,608		\$0	\$0	\$0	\$0	\$0	\$0	\$190,608	
			\$190,608	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,608	
Brian Miller	Associate Dean - College of Arts and Media (CAM)	E&G Income	\$107,376		\$0	\$0	\$0	\$0	\$0	\$0	\$107,376	
			\$107,376	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,376	
Penelope Hasekoester	Associate Dean/Professor - College of Arts and Media (CAM)	E&G Income	\$136,248		\$0	\$0	\$0	\$0	\$0	\$0	\$136,248	
		Designated	\$10,008		\$0	\$0	\$0	\$0	\$0	\$0	\$10,008	
			\$146,256	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$146,256	
A. Wayne Barrett	Associate Dean/ Associate Professor - CAM	E&G Income	\$96,120		\$0	\$0	\$0	\$0	\$0	\$0	\$96,120	
			\$96,120	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$96,120	
Ben Marcus Gillespie	Associate Dean - COSET	E&G Income	\$129,204		\$0	\$0	\$0	\$0	\$0	\$0	\$129,204	
			\$129,204	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$129,204	
Anne Gaillard	Associate Dean/Assoc. Professor - COSET	E&G Income	\$115,800		\$0	\$0	\$0	\$0	\$0	\$0	\$115,800	
			\$115,800	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,800	
Janet Mullings	Associate Dean/Program Development	E&G Income	\$167,040		\$0	\$0	\$0	\$0	\$0	\$0	\$167,040	Market Increase
			\$167,040	5.04%	\$0	\$0	\$0	\$0	\$0	\$0	\$167,040	
Danielle Boisvert	Associate Dean/Associate Dean of Student Development	E&G Income	\$136,344		\$0	\$0	\$0	\$0	\$0	\$0	\$136,344	Hew Hire
			\$136,344	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$136,344	
Randall Garner	Associate Dean/Professor - College of Criminal Justice	E&G Income	\$83,496		\$0	\$0	\$0	\$0	\$0	\$0	\$83,496	
		Designated - Other	\$83,496		\$0	\$0	\$0	\$0	\$0	\$0	\$83,496	
			\$166,992	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$166,992	
Kathleen Rice	Interim Associate Dean - College of Education (COE)	E&G Income	\$119,376		\$0	\$0	\$0	\$0	\$0	\$0	\$119,376	
			\$119,376	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$119,376	
Sandra Stewart	Associate Dean - College of Education (COE)	E&G Income	\$134,496		\$0	\$0	\$0	\$0	\$0	\$0	\$134,496	
			\$134,496	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$134,496	
Jannah Nerren	Associate Dean - College of Education (COE)	Designated	\$62,892		\$0	\$0	\$0	\$0	\$0	\$0	\$62,892	

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		E&G Income	\$62,892		\$0	\$0	\$0	\$0	\$0	\$0	\$62,892	
			\$125,784	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$125,784	
Jerrell Sherman	Associate Dean - Students	Auxiliaries	\$70,368		\$0	\$0	\$0	\$0	\$0	\$0	\$70,368	
			\$70,368	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$70,368	
Chelsea Smith	Associate Dean - Students	Auxiliaries	\$77,256		\$0	\$0	\$0	\$0	\$0	\$0	\$77,256	
			\$77,256	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,256	
Courtney West	Associate Dean Educational Affairs/COM	Restricted	\$180,000		\$0	\$0	\$0	\$0	\$0	\$0	\$180,000	Market Increase
			\$180,000	12.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,000	
Fawzi Noman	Assistant Dean - College of Business Administration	E&G Income	\$35,040		\$0	\$0	\$0	\$0	\$0	\$0	\$35,040	
		Designated	\$70,080		\$0	\$0	\$0	\$0	\$0	\$0	\$70,080	Reclass
		Designated - Other	\$35,040		\$0	\$0	\$0	\$0	\$0	\$0	\$35,040	
			\$140,160	7.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,160	