

## Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 - Fiscal Year 2022

The University of Texas Rio Grande Valley

Institution Code: 746

| A                          | B   | C                             | D                    | E   | F K                        |                              |                      |                  |           |                          | L                     | M                      |
|----------------------------|---|-------------------------------|----------------------|---|----------------------------|------------------------------|----------------------|------------------|-----------|--------------------------|-----------------------|------------------------|
| Name                       | Position  | Funding Source                | Salary<br>(9.1.2021) | Percentage<br>Salary Increase<br>Over<br>Prior Year | Nonsalary Benefits FY 2022 |                              |                      |                  |           |                          | Total<br>Compensation | Explanation / Comments |
|                            |   |                               |                      |   | Cash<br>Bonuses            | Practice<br>Plan<br>Benefits | Housing<br>Allowance | Car<br>Allowance | Other     | Non-Cash<br>Compensation |                       |                        |
| Bailey, Guy Hubert III     | President                                       | General Revenue<br>Designated | \$65,945             | 0.00%   |                            |                              |                      |                  |           |                          | \$65,945              |                        |
|                            |   |                               | \$634,455            | 12.48%  |                            |                              |                      |                  |           |                          | \$634,455             |                        |
|                            |   |                               | \$700,400            | 11.17%  | \$0                        | \$0                          | \$0                  | \$0              | \$0       | \$0                      | \$700,400             |                        |
| Hocker, Michael            | Dean, School of Medicine                        | General Revenue               | \$833,000            | 0.00%   |                            |                              |                      |                  |           |                          | \$833,000             | Hired 6/28/2021.       |
|                            |   |                               | \$833,000            | 0.00%   |                            |                              |                      |                  |           |                          | \$833,000             |                        |
|                            |   |                               | \$0                  | \$0   | \$0                        | \$0                          | \$0                  | \$0              | \$833,000 |                          |                       |                        |
| Arney, Janna Lynn          | EVP and Provost                                 | Designated                    | \$485,000            | 16.03%  |                            |                              |                      |                  |           |                          | \$485,000             |                        |
|                            |   |                               | \$485,000            | 16.03%  |                            |                              |                      |                  |           |                          | \$485,000             |                        |
|                            |   |                               | \$0                  | \$0   | \$0                        | \$0                          | \$0                  | \$0              | \$485,000 |                          |                       |                        |
| Harkless, Lawrence Bernard | Interim Dean, School of Podiatric<br>Medicine   | General Revenue               | \$432,000            | 0.93%   |                            |                              |                      |                  |           |                          | \$432,000             |                        |
|                            |   |                               | \$432,000            | 0.93%   |                            |                              |                      |                  |           |                          | \$432,000             |                        |
|                            |   |                               | \$0                  | \$0   | \$0                        | \$0                          | \$0                  | \$0              | \$432,000 |                          |                       |                        |
| Nelson, Robert M.          | Sr Assoc Dean Faculty Affairs                   | General Revenue               | \$395,747            | 0.19%   |                            |                              |                      |                  |           |                          | \$395,747             |                        |
|                            |   |                               | \$395,747            | 0.19%   |                            |                              |                      |                  |           |                          | \$395,747             |                        |
|                            |   |                               | \$0                  | \$0   | \$0                        | \$0                          | \$0                  | \$0              | \$395,747 |                          |                       |                        |
| Anderson, Richard Lynn     | EVP Finance and Administration                  | Designated                    | \$395,000            | 16.21%  |                            |                              |                      |                  |           |                          | \$395,000             |                        |
|                            |   |                               | \$395,000            | 16.21%  |                            |                              |                      |                  |           |                          | \$395,000             |                        |
|                            |   |                               | \$0                  | \$0   | \$0                        | \$0                          | \$0                  | \$0              | \$395,000 |                          |                       |                        |
| Vela, Leonel               | Sr Assoc Dean Education Resources               | General Revenue               | \$317,390            | 11.80%  |                            |                              |                      |                  |           |                          | \$317,390             |                        |
|                            |   |                               | \$56,010             | 11.80%  |                            |                              |                      |                  |           |                          | \$56,010              |                        |
|                            |   | Designated                    | \$373,400            | 11.80%  | \$0                        | \$0                          | \$0                  | \$0              | \$0       | \$0                      | \$373,400             |                        |
| Patriarca, Michael A.      | Sr Assoc VP Health Affairs EVD SOM              | General Revenue               | \$371,073            | 1.64%   |                            |                              |                      |                  |           |                          | \$371,073             |                        |
|                            |   |                               | \$371,073            | 1.64%   |                            |                              |                      |                  |           |                          | \$371,073             |                        |
|                            |   |                               | \$0                  | \$0   | \$0                        | \$0                          | \$0                  | \$0              | \$371,073 |                          |                       |                        |
| Nassour, Kelly Anne        | EVP Institutional Advancement                   | Designated                    | \$371,000            | 9.12%   |                            |                              |                      |                  |           |                          | \$371,000             |                        |
|                            |   |                               | \$371,000            | 9.12%   |                            |                              |                      |                  |           |                          | \$371,000             |                        |
|                            |   |                               | \$0                  | \$0   | \$0                        | \$0                          | \$0                  | \$0              | \$371,000 |                          |                       |                        |
| Nail, Lance Aaron          | Dean, RCV Coll of Bus & Entrepreneurship        | Designated                    | \$356,000            | 1.71%   |                            |                              |                      |                  |           |                          | \$356,000             |                        |
|                            |   |                               | \$356,000            | 1.71%   |                            |                              |                      |                  |           |                          | \$356,000             |                        |
|                            |   |                               | \$0                  | \$0   | \$0                        | \$0                          | \$0                  | \$0              | \$356,000 |                          |                       |                        |
| Grewal, Parwinder Singh    | EVP Research, Graduate Studies & NPD            | Designated                    | \$320,500            | 0.16%   |                            |                              |                      |                  |           |                          | \$320,500             |                        |
|                            |   |                               | \$320,500            | 0.16%   |                            |                              |                      |                  |           |                          | \$320,500             |                        |
|                            |   |                               | \$0                  | \$0   | \$0                        | \$0                          | \$0                  | \$0              | \$320,500 |                          |                       |                        |
| Gonzales, Veronica         | Sr VP for Governmental & Community<br>Relations | Designated                    | \$306,000            | 2.00%   |                            |                              |                      |                  |           |                          | \$306,000             |                        |
|                            |   |                               | \$306,000            | 2.00%   |                            |                              |                      |                  |           |                          | \$306,000             |                        |
|                            |   |                               | \$0                  | \$0   | \$0                        | \$0                          | \$0                  | \$0              | \$306,000 |                          |                       |                        |
| Valdez, Adela S.           | Associate Dean Special Program                  | General Revenue               | \$304,868            | 0.99%   |                            |                              |                      |                  |           |                          | \$304,868             |                        |
|                            |   |                               | \$304,868            | 0.99%   |                            |                              |                      |                  |           |                          | \$304,868             |                        |
|                            |   |                               | \$0                  | \$0   | \$0                        | \$0                          | \$0                  | \$0              | \$304,868 |                          |                       |                        |

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| A<br>Name                 | B<br>Position                                      | C<br>Funding Source | D<br>Salary<br>(9.1.2021) | E<br>Percentage<br>Salary Increase<br>Over<br>Prior Year | F<br>Nonsalary Benefits FY 2022 |                                   |                           |                       |            |                               | L<br>Total<br>Compensation | M<br>Explanation / Comments |
|---------------------------|--|---------------------|---------------------------|--|---------------------------------|-----------------------------------|---------------------------|-----------------------|------------|-------------------------------|----------------------------|-----------------------------|
|                           |  |                     |                           |  | G<br>Cash<br>Bonuses            | H<br>Practice<br>Plan<br>Benefits | I<br>Housing<br>Allowance | J<br>Car<br>Allowance | K<br>Other | L<br>Non-Cash<br>Compensation |                            |                             |
| Hinojosa, Magdalena       | Sr VP for Strategic Enrollment and Student Affairs | Designated          | \$281,000                 | 2.18%  |                                 |                                   |                           |                       |            |                               | \$281,000                  |                             |
|                           |  |                     | \$281,000                 | 2.18%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$281,000                  |                             |
| Mueller, Michael B.       | VP for Finance and Planning                        | Designated          | \$275,000                 | 10.22%   |                                 |                                   |                           |                       |            |                               | \$275,000                  |                             |
|                           |  |                     | \$275,000                 | 10.22%   | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$275,000                  |                             |
| Incera, Vivian F.         | Dean, College of Sciences                          | Designated          | \$273,750                 | 7.35%  |                                 |                                   |                           |                       |            |                               | \$273,750                  |                             |
|                           |  |                     | \$273,750                 | 7.35%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$273,750                  |                             |
| Qubbaj, Ala Rafat         | Dean, Coll of Engineering & Comp Sci               | Designated          | \$263,250                 | 7.45%  |                                 |                                   |                           |                       |            |                               | \$263,250                  |                             |
|                           |  |                     | \$263,250                 | 7.45%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$263,250                  |                             |
| Arney, Douglas J.         | VP Admin Support Services                          | Designated          | \$262,000                 | 0.00%  |                                 |                                   |                           |                       |            |                               | \$262,000                  |                             |
|                           |  |                     | \$262,000                 | 0.00%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$262,000                  |                             |
| Linger, Barry T.          | Asst Dean Student Affairs SOM                      | General Revenue     | \$255,500                 | 0.99%  |                                 |                                   |                           |                       |            |                               | \$255,500                  |                             |
|                           |  |                     | \$255,500                 | 0.99%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$255,500                  |                             |
| Hernandez, Sofia Maricela | Chief Operating Officer SOM Health Affairs         | General Revenue     | \$216,750                 | 2.00%  |                                 |                                   |                           |                       |            |                               | \$216,750                  |                             |
|                           |  | Designated          | \$38,250                  | 2.00%  |                                 |                                   |                           |                       |            |                               | \$38,250                   |                             |
|                           |  |                     | \$255,000                 | 2.00%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$255,000                  |                             |
| Lewitt, MaryJane          | Interim Dean, School of Nursing                    | Designated          | \$250,000                 | 0.00%  |                                 |                                   |                           |                       |            |                               | \$250,000                  | Hired 8/17/2021.            |
|                           |  |                     | \$250,000                 | 0.00%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$250,000                  |                             |
| Spencer, Thomas           | Assoc VP for Research Ops                          | Designated          | \$250,000                 | 0.00%  |                                 |                                   |                           |                       |            |                               | \$250,000                  | Hired 9/1/2021.             |
|                           |  |                     | \$250,000                 | 0.00%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$250,000                  |                             |
| Conque, Clint Stephen II  | VP and Director of Athletics                       | Auxiliaries         | \$246,000                 | 2.50%  |                                 |                                   |                           |                       |            |                               | \$246,000                  |                             |
|                           |  |                     | \$246,000                 | 2.50%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$246,000                  |                             |
| Graham, Jeffrey Alan      | Chief Information Officer                          | Designated          | \$241,000                 | 2.55%  |                                 |                                   |                           |                       |            |                               | \$241,000                  |                             |
|                           |  |                     | \$241,000                 | 2.55%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$241,000                  |                             |
| Lehker, Michael W.        | Dean, College of Health Professions                | Designated          | \$236,000                 | 25.87%   |                                 |                                   |                           |                       |            |                               | \$236,000                  |                             |
|                           |  |                     | \$236,000                 | 25.87%   | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$236,000                  |                             |
| Torres-Hostos, Luis Raul  | Dean, School of Social Work                        | Designated          | \$231,000                 | 2.67%  |                                 |                                   |                           |                       |            |                               | \$231,000                  |                             |
|                           |  |                     | \$231,000                 | 2.67%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$231,000                  |                             |
| Diaz Rodriguez, Walter R. | Dean, College of Liberal Arts                      | Designated          | \$221,270                 | 5.87%  |                                 |                                   |                           |                       |            |                               | \$221,270                  |                             |
|                           |  |                     | \$221,270                 | 5.87%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$221,270                  |                             |





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|------------------------------|------------------------------------|---------------------|---------------------------|--|---------------------------------|-----------------------------------|---------------------------|-----------------------|------------|-------------------------------|----------------------------|-----------------------------|
|                              |                                    |                     |                           |  | F<br>Cash<br>Bonuses            | G<br>Practice<br>Plan<br>Benefits | H<br>Housing<br>Allowance | I<br>Car<br>Allowance | J<br>Other | K<br>Non-Cash<br>Compensation |                            |                             |
| Zambrano, Javier L.          | Assoc VP for Development           | Designated          | \$145,650                 | 2.00%  |                                 |                                   |                           |                       |            |                               | \$145,650                  |                             |
|                              |                                    |                     | \$145,650                 | 2.00%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$145,650                  |                             |
| Wilson, Richard E.           | Assoc VP for Planning & Analysis   | Designated          | \$145,146                 | 2.00%  |                                 |                                   |                           |                       |            |                               | \$145,146                  |                             |
|                              |                                    |                     | \$145,146                 | 2.00%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$145,146                  |                             |
| Tapia, Beatriz               | Asst Dean Faculty Development      | General Revenue     | \$143,826                 | 2.55%  |                                 |                                   |                           |                       |            |                               | \$143,826                  |                             |
|                              |                                    |                     | \$143,826                 | 2.55%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$143,826                  |                             |
| Ramos, Reymundo              | Assoc VP for Student Success       | Designated          | \$142,800                 | 2.00%  |                                 |                                   |                           |                       |            |                               | \$142,800                  |                             |
|                              |                                    |                     | \$142,800                 | 2.00%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$142,800                  |                             |
| Sharpe, Paul A.              | Dean of Libraries                  | Designated          | \$140,556                 | 2.00%  |                                 |                                   |                           |                       |            |                               | \$140,556                  |                             |
|                              |                                    |                     | \$140,556                 | 2.00%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$140,556                  |                             |
| Plantan, Frank Benjamin      | Chief Marketing Officer            | Designated          | \$140,454                 | 2.00%  |                                 |                                   |                           |                       |            |                               | \$140,454                  |                             |
|                              |                                    |                     | \$140,454                 | 2.00%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$140,454                  |                             |
| Andersen, Mark Christian     | Dean of Honors College             | Designated          | \$139,740                 | 2.00%  |                                 |                                   |                           |                       |            |                               | \$139,740                  |                             |
|                              |                                    |                     | \$139,740                 | 2.00%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$139,740                  |                             |
| Warren, Muriel Renae         | Assist Dean Accreditation SOM      | General Revenue     | \$135,000                 | 0.00%  |                                 |                                   |                           |                       |            |                               | \$135,000                  | Hired 2/15/2021.            |
|                              |                                    |                     | \$135,000                 | 0.00%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$135,000                  |                             |
| Valdez, Cynthia              | Assoc VP Student Edu Outreach      | Designated          | \$125,460                 | 2.50%  |                                 |                                   |                           |                       |            |                               | \$125,460                  |                             |
|                              |                                    |                     | \$125,460                 | 2.50%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$125,460                  |                             |
| Gadson, Rebecca Kim          | Dean of Students                   | Designated          | \$122,400                 | 0.00%  |                                 |                                   |                           |                       |            |                               | \$122,400                  |                             |
|                              |                                    |                     | \$122,400                 | 0.00%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$122,400                  |                             |
| Sanchez, Richard P.          | Assoc VP of Governmental Relations | Designated          | \$120,567                 | 2.79%  |                                 |                                   |                           |                       |            |                               | \$120,567                  |                             |
|                              |                                    |                     | \$120,567                 | 2.79%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$120,567                  |                             |
| Corrales, Christian          | Assist VP of Comm Engagement       | Designated          | \$112,200                 | 2.00%  |                                 |                                   |                           |                       |            |                               | \$112,200                  |                             |
|                              |                                    |                     | \$112,200                 | 2.00%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$112,200                  |                             |
| Alaniz-McGinnis, Monica Jean | Asst Dean Assessment SOM           | General Revenue     | \$110,641                 | 9.17%  |                                 |                                   |                           |                       |            |                               | \$110,641                  |                             |
|                              |                                    |                     | \$110,641                 | 9.17%  | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$110,641                  |                             |
| Bhat, Jayshree Narayan       | Asst VP Prof Edu Workforce Dev     | Designated          | \$98,260                  | 12.55%   |                                 |                                   |                           |                       |            |                               | \$98,260                   |                             |
|                              |                                    |                     | \$98,260                  | 12.55%   | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$98,260                   |                             |
| Stoves, Douglas              | Assoc Dean of Students for SRR     | Designated          | \$87,312                  | 13.32%   |                                 |                                   |                           |                       |            |                               | \$87,312                   |                             |
|                              |                                    |                     | \$87,312                  | 13.32%   | \$0                             | \$0                               | \$0                       | \$0                   | \$0        | \$0                           | \$87,312                   |                             |



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|-------------------------------|---|----------------|----------------------|---|----------------------------|------------------------------|----------------------|------------------|-------|--------------------------|-----------------------|---|
| Name                          | Position  | Funding Source | Salary<br>(9.1.2021) | Percentage<br>Salary Increase<br>Over<br>Prior Year | Nonsalary Benefits FY 2022 |                              |                      |                  |       |                          | Total<br>Compensation | Explanation / Comments                                      |
|                               |   |                |                      |   | Cash<br>Bonuses            | Practice<br>Plan<br>Benefits | Housing<br>Allowance | Car<br>Allowance | Other | Non-Cash<br>Compensation |                       |   |
| Bradley, Robert Charles       | Associate Dean, Honors College                        | Designated     | \$12,000             | 0.00%   |                            |                              |                      |                  |       |                          | \$12,000              | Administrative stipend - 100% Faculty.                      |
|                               |   |                | \$12,000             | 0.00%   | \$0                        | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$12,000              |   |
| Cavazos, Lionel Javier        | Associate Dean, Coll of Educ & P16<br>Integration     | Designated     | \$12,000             | 0.00%   |                            |                              |                      |                  |       |                          | \$12,000              | Administrative stipend - 100% Faculty.                      |
|                               |   |                | \$12,000             | 0.00%   | \$0                        | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$12,000              |   |
| Dabrowski, Peter Paul         | Associate Dean, College of Fine Arts                  | Designated     | \$12,000             | 0.00%   |                            |                              |                      |                  |       |                          | \$12,000              | Administrative stipend - 100% Faculty.                      |
|                               |   |                | \$12,000             | 0.00%   | \$0                        | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$12,000              |   |
| Davila-Montes, Jose           | Associate Dean, College of Liberal Arts               | Designated     | \$12,000             | 0.00%   |                            |                              |                      |                  |       |                          | \$12,000              | Administrative stipend - 100% Faculty. Effective 1/16/2021. |
|                               |   |                | \$12,000             | 0.00%   | \$0                        | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$12,000              |   |
| Dooley, Sheila A.             | Associate Dean, College of Liberal Arts               | Designated     | \$12,000             | 0.00%   |                            |                              |                      |                  |       |                          | \$12,000              | Administrative stipend - 100% Faculty.                      |
|                               |   |                | \$12,000             | 0.00%   | \$0                        | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$12,000              |   |
| Estrada, Veronica L.          | Interim Assoc Dean, Coll of Educ & P16<br>Integration | Designated     | \$12,000             | 0.00%   |                            |                              |                      |                  |       |                          | \$12,000              | Administrative stipend - 100% Faculty. Effective 6/1/2021.  |
|                               |   |                | \$12,000             | 0.00%   | \$0                        | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$12,000              |   |
| Feria Arroyo, Teresa Patricia | Associate Dean, College of Sciences                   | Designated     | \$12,000             | 0.00%   |                            |                              |                      |                  |       |                          | \$12,000              | Administrative stipend - 100% Faculty.                      |
|                               |   |                | \$12,000             | 0.00%   | \$0                        | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$12,000              |   |
| Fuentes, Lilia Azeneth        | Associate Dean, School of Nursing                     | Designated     | \$12,000             | 0.00%   |                            |                              |                      |                  |       |                          | \$12,000              | Administrative stipend - 100% Faculty.                      |
|                               |   |                | \$12,000             | 0.00%   | \$0                        | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$12,000              |   |
| Garcia, Criselda              | Associate Dean, Coll of Educ & P16<br>Integration     | Designated     | \$12,000             | 0.00%   |                            |                              |                      |                  |       |                          | \$12,000              | Administrative stipend - 100% Faculty.                      |
|                               |   |                | \$12,000             | 0.00%   | \$0                        | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$12,000              |   |
| Gonzalez, John Michael        | Associate Dean, School of Social Work                 | Designated     | \$12,000             | 0.00%   |                            |                              |                      |                  |       |                          | \$12,000              | Administrative stipend - 100% Faculty.                      |
|                               |   |                | \$12,000             | 0.00%   | \$0                        | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$12,000              |   |
| Hunter-Holly, Daniel          | Associate Dean, College of Fine Arts                  | Designated     | \$12,000             | 0.00%   |                            |                              |                      |                  |       |                          | \$12,000              | Administrative stipend - 100% Faculty. Effective 1/16/2021. |
|                               |   |                | \$12,000             | 0.00%   | \$0                        | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$12,000              |   |
| Islam, Nazmul                 | Associate Dean, Coll of Engineering &<br>Comp Sci     | Designated     | \$12,000             | 0.00%   |                            |                              |                      |                  |       |                          | \$12,000              | Administrative stipend - 100% Faculty.                      |
|                               |   |                | \$12,000             | 0.00%   | \$0                        | \$0                          | \$0                  | \$0              | \$0   | \$0                      | \$12,000              |   |

