

Institution Code: 749

Institution Name: Texas A&M University - San Antonio

| A<br>Employee Name   | B<br>Position (Title Description)                | C<br>Funding Source | D<br>FY 2023 Salary | E<br>Percentage Salary Increase | Nonsalary Benefits FY 2023    |                                   |                                 |                        |                    |                              |                            |                                   | L<br>Total Compensation | M<br>Explanation / Comments |
|----------------------|--|---------------------|---------------------|---------------------------------|-------------------------------|-----------------------------------|---------------------------------|------------------------|--------------------|------------------------------|----------------------------|-----------------------------------|-------------------------|-----------------------------|
|                      |  |                     |                     |                                 | F<br>One-time Payment (Merit) | G<br>One-time Payment (Non-Merit) | H<br>Department Chair Allowance | I<br>Housing Allowance | J<br>Car Allowance | K<br>Communication Allowance | L<br>Non-Cash Compensation | M<br>Deferred Salary Compensation |                         |                             |
| Cynthia Matson       | President  | General Revenue     | \$65,945            | 0.02%                           | \$0                           | \$0                               | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                               | \$65,945                |                             |
|                      |  | Institutional Funds | \$325,455           | 3.00%                           | \$0                           | \$0                               | \$0                             | \$50,000               | \$0                | \$0                          | \$0                        | \$50,000                          | \$425,455               |                             |
|                      |  | <b>Total</b>        | <b>\$391,400</b>    | <b>3.00%</b>                    | <b>\$0</b>                    | <b>\$0</b>                        | <b>\$0</b>                      | <b>\$50,000</b>        | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$50,000</b>                   | <b>\$491,400</b>        |                             |
| Mohamed Abdelrahman  | Provost & Vice President                         | General Revenue     | \$0                 | 0.00%                           | \$0                           | \$0                               | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                               | \$0                     |                             |
|                      |  | Institutional Funds | \$245,000           | 9.81%                           | \$0                           | \$0                               | \$0                             | \$5,500                | \$0                | \$0                          | \$0                        | \$0                               | \$250,500               |                             |
|                      |  | <b>Total</b>        | <b>\$245,000</b>    | <b>9.81%</b>                    | <b>\$0</b>                    | <b>\$0</b>                        | <b>\$0</b>                      | <b>\$5,500</b>         | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>                        | <b>\$250,500</b>        |                             |
| Kathryn Funk-Baxter  | Vice President for Business Affairs/CFO          | General Revenue     | \$188,000           | 0.00%                           | \$0                           | \$6,000                           | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                               | \$194,000               |                             |
|                      |  | Institutional Funds | \$0                 | 0.00%                           | \$0                           | \$0                               | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                               | \$0                     |                             |
|                      |  | <b>Total</b>        | <b>\$188,000</b>    | <b>0.00%</b>                    | <b>\$0</b>                    | <b>\$6,000</b>                    | <b>\$0</b>                      | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>                        | <b>\$194,000</b>        |                             |
| Brandy McLelland     | Vice President for Enrollment Management         | Institutional Funds | \$178,500           | 0.00%                           | \$0                           | \$4,000                           | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                               | \$182,500               |                             |
|                      |  | <b>Total</b>        | <b>\$178,500</b>    | <b>0.00%</b>                    | <b>\$0</b>                    | <b>\$4,000</b>                    | <b>\$0</b>                      | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>                        | <b>\$182,500</b>        |                             |
| Maria Fuentes-Martin | Vice President for Student Success & Engagement  | General Revenue     | \$175,000           | 0.00%                           | \$0                           | \$2,000                           | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                               | \$177,000               |                             |
|                      |  | <b>Total</b>        | <b>\$175,000</b>    | <b>0.00%</b>                    | <b>\$0</b>                    | <b>\$2,000</b>                    | <b>\$0</b>                      | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>                        | <b>\$177,000</b>        |                             |
| Jesse Pisors         | Vice President, Advancement & External Relations | Institutional Funds | \$186,000           | 0.54%                           | \$0                           | \$0                               | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                               | \$186,000               |                             |
|                      |  | <b>Total</b>        | <b>\$186,000</b>    | <b>0.54%</b>                    | <b>\$0</b>                    | <b>\$0</b>                        | <b>\$0</b>                      | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>                        | <b>\$186,000</b>        |                             |
| Darnell J. Smith     | Athletic Director                                | Auxiliary Funds     | \$100,020           | 0.00%                           | \$0                           | \$0                               | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                               | \$100,020               |                             |
|                      |  | <b>Total</b>        | <b>\$100,020</b>    | <b>0.00%</b>                    | <b>\$0</b>                    | <b>\$0</b>                        | <b>\$0</b>                      | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>                        | <b>\$100,020</b>        |                             |
| Jessica Loudermilk   | Chief of Staff I                                 | General Revenue     | \$128,000           | 0.00%                           | \$0                           | \$5,000                           | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                               | \$133,000               |                             |
|                      |  | <b>Total</b>        | <b>\$128,000</b>    | <b>0.00%</b>                    | <b>\$0</b>                    | <b>\$5,000</b>                    | <b>\$0</b>                      | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>                        | <b>\$133,000</b>        |                             |



| A<br>Employee Name  | B<br>Position (Title Description)                      | C<br>Funding Source | D<br>FY 2023 Salary | E<br>Percentage Salary Increase | F G H I J K<br>Nonsalary Benefits FY 2023 |                                   |                                 |                        |                    |                              |                            | L<br>Total Compensation | M<br>Explanation / Comments |                                   |
|---------------------|--|---------------------|---------------------|---------------------------------|---|-----------------------------------|---------------------------------|------------------------|--------------------|------------------------------|----------------------------|-------------------------|-----------------------------|-----------------------------------|
|                     |  |                     |                     |                                 | F<br>One-time Payment (Merit)             | G<br>One-time Payment (Non-Merit) | H<br>Department Chair Allowance | I<br>Housing Allowance | J<br>Car Allowance | K<br>Communication Allowance | L<br>Non-Cash Compensation |                         |                             | M<br>Deferred Salary Compensation |
| Adriana Contreras   | Associate Vice President                               | Institutional Funds | \$90,405            | 0.00%                           | \$0                                       | \$0                               | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                     | \$90,405                    |                                   |
|                     | Executive Director, Experiential Learning              | Restricted Funds    | \$14,595            | 0.00%                           | \$0                                       | \$0                               | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                     | \$14,595                    |                                   |
|                     | <b>Total</b>   |                     | <b>\$105,000</b>    | <b>0.00%</b>                    | <b>\$0</b>                                | <b>\$0</b>                        | <b>\$0</b>                      | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>              | <b>\$105,000</b>            |                                   |
| Vacant              | Associate Vice President/Registrar                     | General Revenue     | \$80,412            | 0.00%                           | \$0                                       | \$0                               | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                     | \$80,412                    |                                   |
|                     |  | Institutional Funds | \$39,588            | 0.00%                           | \$0                                       | \$0                               | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                     | \$39,588                    |                                   |
|                     |  | <b>Total</b>        | <b>\$120,000</b>    | <b>0.00%</b>                    | <b>\$0</b>                                | <b>\$0</b>                        | <b>\$0</b>                      | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>              | <b>\$120,000</b>            |                                   |
| Vacant              | Associate Provost                                      | Restricted Funds    | \$135,000           | 0                               | \$0                                       | \$0                               | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                     | \$135,000                   |                                   |
|                     |  | <b>Total</b>        | <b>\$135,000</b>    | <b>0.00%</b>                    | <b>\$0</b>                                | <b>\$0</b>                        | <b>\$0</b>                      | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>              | <b>\$135,000</b>            |                                   |
| Jane K. Mims        | Assistant Vice Provost for Institutional Effectiveness | General Revenue     | \$106,575           | 0.00%                           | \$0                                       | \$0                               | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                     | \$106,575                   |                                   |
|                     |  | <b>Total</b>        | <b>\$106,575</b>    | <b>0.00%</b>                    | <b>\$0</b>                                | <b>\$0</b>                        | <b>\$0</b>                      | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>              | <b>\$106,575</b>            |                                   |
| Antoinette Curl     | Executive Director Academic Advising                   | Institutional Funds | \$91,350            | 0.00%                           | \$0                                       | \$4,500                           | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                     | \$95,850                    |                                   |
|                     |  | <b>Total</b>        | <b>\$91,350</b>     | <b>0.00%</b>                    | <b>\$0</b>                                | <b>\$4,500</b>                    | <b>\$0</b>                      | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>              | <b>\$95,850</b>             |                                   |
| Kathryn Appenzeller | Executive Director                                     | General Revenue     | \$79,990            | 0.00%                           | \$0                                       | \$0                               | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                     | \$79,990                    |                                   |
|                     | Center for Academic Innovation                         | Institutional Funds | \$23,010            | 0.00%                           | \$0                                       | \$0                               | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                     | \$23,010                    |                                   |
|                     | <b>Total</b>   | <b>\$103,000</b>    | <b>0.00%</b>        | <b>\$0</b>                      | <b>\$0</b>                                | <b>\$0</b>                        | <b>\$0</b>                      | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>              | <b>\$103,000</b>            |                                   |
| Corrin Le Vasseur   | Executive Director Operations                          | Institutional Funds | \$120,000           | 0.00%                           | \$0                                       | \$0                               | \$0                             | \$0                    | \$0                | \$0                          | \$0                        | \$0                     | \$120,000                   |                                   |
|                     |  | <b>Total</b>        | <b>\$120,000</b>    | <b>0.00%</b>                    | <b>\$0</b>                                | <b>\$0</b>                        | <b>\$0</b>                      | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>              | <b>\$120,000</b>            |                                   |

| A<br>Employee Name   | B<br>Position (Title Description)        | C<br>Funding Source | D<br>FY 2023 Salary | E<br>Percentage Salary Increase | Nonsalary Benefits FY 2023    |                                   |                            |                        |                    |                              |                            |                              | L<br>Total Compensation | M<br>Explanation / Comments |
|----------------------|--|---------------------|---------------------|---------------------------------|-------------------------------|-----------------------------------|----------------------------|------------------------|--------------------|------------------------------|----------------------------|------------------------------|-------------------------|-----------------------------|
|                      |  |                     |                     |                                 | F<br>One-time Payment (Merit) | G<br>One-time Payment (Non-Merit) | Department Chair Allowance | H<br>Housing Allowance | I<br>Car Allowance | J<br>Communication Allowance | K<br>Non-Cash Compensation | Deferred Salary Compensation |                         |                             |
| Kimberley Nanez      | Executive Director                       | Institutional Funds | \$78,257            | 0.00%                           | \$0                           | \$0                               | \$0                        | \$0                    | \$0                | \$0                          | \$0                        | \$0                          | \$78,257                |                             |
|                      | Student Academic Success Center          | <b>Total</b>        | <b>\$78,257</b>     | <b>0.00%</b>                    | <b>\$0</b>                    | <b>\$0</b>                        | <b>\$0</b>                 | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>                   | <b>\$78,257</b>         |                             |
| Debra A. Feakes      | Dean                                     | General Revenue     | \$170,000           | 0.00%                           | \$0                           | \$0                               | \$0                        | \$0                    | \$0                | \$0                          | \$0                        | \$0                          | \$170,000               |                             |
|                      | College of Arts & Sciences               | <b>Total</b>        | <b>\$170,000</b>    | <b>0.00%</b>                    | <b>\$0</b>                    | <b>\$0</b>                        | <b>\$0</b>                 | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>                   | <b>\$170,000</b>        |                             |
| Rohan Christie-David | Dean                                     | General Revenue     | \$200,000           | 0.00%                           | \$0                           | \$0                               | \$0                        | \$0                    | \$0                | \$0                          | \$0                        | \$0                          | \$200,000               |                             |
|                      | College of Business                      | <b>Total</b>        | <b>\$200,000</b>    | <b>0.00%</b>                    | <b>\$0</b>                    | <b>\$0</b>                        | <b>\$0</b>                 | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>                   | <b>\$200,000</b>        |                             |
| Vacant               | Dean                                     | General Revenue     | \$156,186           | 0.00%                           | \$0                           | \$0                               | \$0                        | \$0                    | \$0                | \$0                          | \$0                        | \$0                          | \$156,186               |                             |
|                      | College of Education & Human Development | Institutional Funds | \$23,814            | 15.25%                          | \$0                           | \$0                               | \$0                        | \$0                    | \$0                | \$0                          | \$0                        | \$0                          | \$23,814                |                             |
|                      | <b>Total</b>                             |                     | <b>\$180,000</b>    | <b>15.25%</b>                   | <b>\$0</b>                    | <b>\$0</b>                        | <b>\$0</b>                 | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>                   | <b>\$180,000</b>        |                             |
| Suzanne Mudge        | Associate Dean & Professor               | General Revenue     | \$147,175           | 0.00%                           | \$0                           | \$14,000                          | \$3,600                    | \$0                    | \$0                | \$0                          | \$0                        | \$0                          | \$164,775               |                             |
|                      | College of Education & Human Development | <b>Total</b>        | <b>\$147,175</b>    | <b>0.00%</b>                    | <b>\$0</b>                    | <b>\$14,000</b>                   | <b>\$3,600</b>             | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>                   | <b>\$164,775</b>        |                             |
| Amy Lewis            | Associate Dean & Professor               | General Revenue     | \$151,738           | 8.00%                           | \$0                           | \$0                               | \$10,200                   | \$0                    | \$0                | \$0                          | \$0                        | \$0                          | \$161,938               |                             |
|                      |  | <b>Total</b>        | <b>\$151,738</b>    | <b>8.00%</b>                    | <b>\$0</b>                    | <b>\$0</b>                        | <b>\$10,200</b>            | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>                   | <b>\$161,938</b>        |                             |
| Josephine Sosa-Fey   | Associate Dean & Professor               | General Revenue     | \$146,659           | 0.00%                           | \$0                           | \$0                               | \$0                        | \$0                    | \$0                | \$0                          | \$0                        | \$0                          | \$146,659               |                             |
|                      |  | Institutional Funds | \$5,000             | 3.41%                           | \$0                           | \$0                               | \$5,000                    | \$0                    | \$0                | \$0                          | \$0                        | \$0                          | \$10,000                |                             |
|                      | <b>Total</b>                             |                     | <b>\$151,659</b>    | <b>3.41%</b>                    | <b>\$0</b>                    | <b>\$0</b>                        | <b>\$5,000</b>             | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>                   | <b>\$156,659</b>        |                             |
| Carolyn L. Webb      | Assistant Dean                           | General Revenue     | \$113,351           | 0.00%                           | \$0                           | \$0                               | \$0                        | \$0                    | \$0                | \$0                          | \$0                        | \$0                          | \$113,351               |                             |
|                      |  | Institutional Funds | \$0                 | 0.00%                           | \$0                           | \$0                               | \$4,000                    | \$0                    | \$0                | \$0                          | \$0                        | \$0                          | \$4,000                 |                             |
|                      | <b>Total</b>                             |                     | <b>\$113,351</b>    | <b>0.00%</b>                    | <b>\$0</b>                    | <b>\$0</b>                        | <b>\$4,000</b>             | <b>\$0</b>             | <b>\$0</b>         | <b>\$0</b>                   | <b>\$0</b>                 | <b>\$0</b>                   | <b>\$117,351</b>        |                             |