

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 6
FY 2023**

Institution Code: 753

Institution Name: SAM HOUSTON STATE UNIVERSITY

A		B		C	D	E	F G H I J K					L	Explanation/Comments
Name	Position	Funding Source	Salary (09/01/22)	Percentage Salary Increase Over FY 2022	Nonsalary Benefits FY 2023					Total Compensation			
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other		Non-Cash Compensation		
Alisa R. White	President	General Revenue	\$65,945		\$0	\$0	\$0	\$0	\$0	\$0	\$65,945		
		E&G Income	\$0		\$0	\$0	\$7,200	\$0	\$0	\$0	\$7,200		
		Designated	\$459,055		\$0	\$0	\$17,800	\$9,000	\$0	\$0	\$485,855		
			\$525,000	0.00%	\$0	\$0	\$25,000	\$9,000	\$0	\$0	\$559,000		
Michael T Stephenson	Provost and Senior Vice President of Academic Affairs	E&G Income	\$330,000		\$0	\$0	\$0	\$0	\$0	\$0	\$330,000		
			\$330,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$330,000		
Amanda Withers	Chief Financial Officer and Senior Vice President for Operations	Designated	\$300,000								\$300,000	Promotion 9/1/22	
			\$300,000	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$300,000		
Thelma Mooney	Interim Vice President-University Advancement	E&G Income	\$156,488		\$0	\$0	\$0	\$0	\$0	\$0	\$156,488	Appointed 6/1/22	
			\$156,488	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$156,488		
Drew Miller	Interim Vice President-Student Affairs	E&G Income	\$139,056		\$0	\$0	\$0	\$0	\$0	\$0	\$139,056	Appointed 6/1/22	
		Designated	\$45,600		\$0	\$0	\$0	\$0	\$0	\$0	\$45,600		
			\$184,656	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$184,656		
Heather Thielemann	Senior Vice President-Strat Enroll & Innov	E&G Income	\$275,000		\$0	\$0	\$0	\$0	\$0	\$0	\$275,000		
			\$275,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$275,000		
James Bradley	Associate Vice President - IT Solutions	Designated - Other	\$206,224		\$0	\$0	\$0	\$0	\$0	\$0	\$206,224		
			\$206,224	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$206,224		
Fawzi Noman	Assistant VP Academic & Research Technology	E&G Income	\$109,656		\$0	\$0	\$0	\$0	\$0	\$0	\$109,656		
		Designated - Other	\$36,552		\$0	\$0	\$0	\$0	\$0	\$0	\$36,552		
			\$146,208	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$146,208		
Megan St. Vigne	Associate VP - Enrollment Success	Designated - Other	\$120,000		\$0	\$0	\$0	\$0	\$0	\$0	\$120,000	Promotion	
			\$120,000	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$120,000		
John Jordan	Assistant VP - Strategic Initiatives	Designated - Other	\$150,000		\$0	\$0	\$0	\$0	\$0	\$0	\$150,000	Promotion	
			\$150,000	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$150,000		

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Emmett Rumfield	Assistant VP - Chief Relationship Officer	Designated	\$0		\$0	\$0	\$0	\$0	\$0	\$0	Promotion	
		Designated - Other	\$140,000		\$0	\$0	\$0	\$0	\$0	\$140,000		
			\$140,000	N/A	\$0	\$0	\$0	\$0	\$0	\$140,000		
Juan Nunez	Vice President - Facilities Management	E&G Income	\$215,256		\$0	\$0	\$0	\$0	\$0	\$0	\$215,256	
				\$215,256	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$215,256
Anne Gaillard	Vice Provost-Academic Affairs	Designated	\$210,000		\$0	\$0	\$0	\$0	\$0	\$0	\$210,000	
				\$210,000	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$210,000
Chad Hargrave	Associate VP - Distance Learning and Chief Online Officer	Designated	\$188,160		\$0	\$0	\$0	\$0	\$0	\$0	\$188,160	
				\$188,160	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$188,160
William Lee Angrove	Associate VP-& Chief Online Ed Officer	Designated - Other	\$207,024		\$0	\$0	\$0	\$0	\$0	\$0	\$207,024	
				\$207,024	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$207,024
Fanny Chisum	Assistant VP-Distance Learning	Designated - Other	\$145,200		\$0	\$0	\$0	\$0	\$0	\$0	\$145,200	
				\$145,200	3.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,200
Brian Loft	Asst Provost Sponsor Research	Designated Grant	\$162,974		\$0	\$0	\$0	\$0	\$0	\$0	\$162,974	
				\$8,578		\$0	\$0	\$0	\$0	\$0	\$0	\$8,578
				\$171,552	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$171,552
Sommer Franklin	Associate VP for Academic Affairs	Designated	\$174,888		\$0	\$0	\$0	\$0	\$0	\$0	\$174,888	
				\$174,888	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$174,888
Eric Owen	Executive Director - Library Services	Designated - Other	\$156,816		\$0	\$0	\$0	\$0	\$0	\$0	\$156,816	
				\$156,816	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$156,816
Rhonda Beassie	Associate VP for Human Resources and Diversity	E&G Income	\$180,000		\$0	\$0	\$0	\$0	\$0	\$0	\$180,000	
				\$180,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,000
Vacant	Assistant VP Finance and Controller	Designated	\$162,000		\$0	\$0	\$0	\$0	\$0	\$0	\$162,000	
				\$162,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$162,000
Kyley Houck	Interim Sr. Director Financial Planning and Budget	Designated Grant	\$20,000		\$0	\$0	\$0	\$0	\$0	\$0	\$20,000	
				\$103,000		\$0	\$0	\$0	\$0	\$0	\$0	\$103,000
				\$123,000	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$123,000

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Kristina Vienne	Assistant VP Auxiliary Contracts	Auxiliaries	\$140,000		\$0	\$0	\$0	\$0	\$0	\$0	\$140,000	
			\$140,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,000	
Kevin Hale Morris	Executive Director - Public Safety Services	E&G Income	\$141,744		\$0	\$0	\$0	\$0	\$0	\$0	\$141,744	
			\$141,744	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$141,744	
Stephanie Knific	Interim Associate VP Marketing/Communications	Designated	\$96,624		\$0	\$0	\$0	\$0	\$0	\$0	\$96,624	Appointed 6/6/22
			\$96,624	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$96,624	
Charles D. Vienne	Associate VP Alumni Relations and Annual Giving	Auxiliaries	\$122,000		\$0	\$0	\$0	\$0	\$0	\$0	\$122,000	Promotion
			\$122,000	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$122,000	
Keith Jenkins	Associate VP-Student Affairs & Operations	Designated - Other	\$161,208		\$0	\$0	\$0	\$0	\$0	\$0	\$161,208	
			\$161,208	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$161,208	
Joellen Tipton	Executive Director of Residence Life	Auxiliaries	\$108,552		\$0	\$0	\$0	\$0	\$0	\$0	\$108,552	
			\$108,552	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$108,552	
Meredith Conrey	Director of Leadership Initiatives	Auxiliaries	\$81,816		\$0	\$0	\$0	\$0	\$0	\$0	\$81,816	
			\$81,816	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$81,816	
Mark Brandon Cooper	Director of Student Activities	Auxiliaries	\$82,992		\$0	\$0	\$0	\$0	\$0	\$0	\$82,992	
			\$82,992	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$82,992	
Ann Theodori	Vice President - Enrollment Success	Designated - Other	\$220,000		\$0	\$0	\$0	\$0	\$0	\$0	\$220,000	Promotion
			\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$220,000	7.32%	\$0	\$0	\$0	\$0	\$0	\$0	\$220,000	
Michael Dewey	Associate VP - IT Operations	Designated - Other	\$159,672		\$0	\$0	\$0	\$0	\$0	\$0	\$159,672	
			\$159,672	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$159,672	
Vacant	Assistant VP Data Analytics	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	
Sharmistha Self	Dean - Professor College of Business Administration (COBA)	Designated	\$280,000		\$0	\$0	\$0	\$0	\$0	\$0	\$280,000	Hired 6/15/22
			\$280,000	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$280,000	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation	
John B. Pascarella	Dean - Professor College Science and Engineering Technology (COSET)	Designated	\$211,128		\$0	\$0	\$0	\$0	\$0	\$0	\$211,128		
			\$211,128	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$211,128		
Chien Pin Li	Dean - College of Humanities and Social Sciences (CHSS)	Designated	\$206,952		\$0	\$0	\$0	\$0	\$0	\$0	\$206,952		
			\$206,952	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$206,952		
Ronald Shields	Dean - College of Arts and Media (CAM)	E&G Income	\$210,984		\$0	\$0	\$0	\$0	\$0	\$0	\$210,984		
			\$210,984	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$210,984		
Stacey Victor	Dean - Professor College of Education (COE)	Designated	\$206,952		\$0	\$0	\$0	\$0	\$0	\$0	\$206,952		
			\$206,952	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$206,952		
Phillip Lyons	Dean - Criminal Justice College & Center (COCJ)	Other E&G Income	\$102,740		\$0	\$0	\$0	\$0	\$0	\$0	\$102,740		
			E&G Income	\$34,247		\$0	\$0	\$0	\$0	\$0	\$0	\$34,247	
			Designated - Other	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			Auxiliaries	\$57,078		\$0	\$0	\$0	\$0	\$0	\$0	\$57,078	
			Other E&G Income	\$34,247		\$0	\$0	\$0	\$0	\$0	\$0	\$34,247	
\$228,312	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$228,312				
Thomas Mohr	Dean - College of Osteopathic Medicine	Designated - Other Restricted	\$473,007		\$0	\$0	\$0	\$0	\$0	\$0	\$473,007	Hired 9/1/2022	
			\$77,001		\$0	\$0	\$0	\$0	\$0	\$0	\$77,001		
			\$550,008	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$550,008		
Emily Roper	Dean - College of Health Sciences (COHS)	E&G Income	\$208,000		\$0	\$0	\$0	\$0	\$0	\$0	\$208,000	Promotion	
			\$208,000	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$208,000		
Kenneth Hendrickson	Dean-Graduate Studies & Associate Provost	E&G Income	\$201,240		\$0	\$0	\$0	\$0	\$0	\$0	\$201,240	Promotion	
			\$201,240	5.23%	\$0	\$0	\$0	\$0	\$0	\$0	\$201,240		
Kimberly Bell	Dean - Honors College	E&G Income	\$121,632		\$0	\$0	\$0	\$0	\$0	\$0	\$121,632		
			\$121,632	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$121,632		
Chelsea Smith	Dean of Students	Auxiliaries	\$102,000								\$102,000		
			\$102,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$102,000		

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Shani Robinson	Associate Dean COBA	E&G Income Designated	\$12,800		\$0	\$0	\$0	\$0	\$0	\$0	\$12,800	Promotion
			\$203,454		\$0	\$0	\$0	\$0	\$0	\$0	\$203,454	
			\$216,254	1.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$216,254	
Kurt Jesswein	Associate Dean/Associate Professor - COBA	E&G Income	\$198,384		\$0	\$0	\$0	\$0	\$0	\$0	\$198,384	
			\$198,384	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$198,384	
Melinda Holt	Associate Dean - COSET	E&G Income	\$134,448		\$0	\$0	\$0	\$0	\$0	\$0	\$134,448	
			\$134,448	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$134,448	
Li-Jen Lester	Associate Dean - COSET	Designated - Other E&G Income	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	Promotion
			\$134,508		\$0	\$0	\$0	\$0	\$0	\$0	\$134,508	
			\$134,508	2.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$134,508	
James Crosby	Associate Dean - CHSS	E&G Income	\$135,228		\$0	\$0	\$0	\$0	\$0	\$0	\$135,228	
			\$135,228	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,228	
Carroll Nardone	Associate Dean - CHSS	E&G Income	\$118,344		\$0	\$0	\$0	\$0	\$0	\$0	\$118,344	
			\$118,344	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$118,344	
Leif French	Sr. Associate Dean - CHSS	E&G Income Designated - Other	\$127,411		\$0	\$0	\$0	\$0	\$0	\$0	\$127,411	
			\$54,605		\$0	\$0	\$0	\$0	\$0	\$0	\$54,605	
			\$182,016	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$182,016	
Mia Long Anderson	Associate Dean - CAM	E&G Income	\$132,504		\$0	\$0	\$0	\$0	\$0	\$0	\$132,504	6 month increase
			\$132,504	5.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$132,504	
Penelope Hasekoester	Associate Dean/Professor - CAM	E&G Income	\$153,072		\$0	\$0	\$0	\$0	\$0	\$0	\$153,072	
			\$153,072	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$153,072	
Forrest Lane	Associate Dean - COE	E&G Income	\$120,000		\$0	\$0	\$0	\$0	\$0	\$0	\$120,000	Promotion
			\$120,000	7.59%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,000	
Dustin Hebert	Associate Dean - COE	E&G Income	\$133,344		\$0	\$0	\$0	\$0	\$0	\$0	\$133,344	New Hire 9/1/22
			\$133,344	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$133,344	

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Helen Berg	Associate Dean/Professor - COE	E&G Income Designated	\$110,933		\$0	\$0	\$0	\$0	\$0	\$0	\$110,933	
			\$7,506		\$0	\$0	\$0	\$0	\$0	\$0	\$7,506	
			\$118,439	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$118,439	
Danielle Boisvert	Sr Associate Dean of COCJ	E&G Income Other E&G Income Other E&G Income	\$81,000		\$0	\$0	\$0	\$0	\$0	\$0	\$81,000	Promotion
			\$54,000		\$0	\$0	\$0	\$0	\$0	\$0	\$54,000	
			\$45,000		\$0	\$0	\$0	\$0	\$0	\$0	\$45,000	
			\$180,000	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$180,000	
Janet Mullings	Associate Dean/Professor - COCJ	E&G Income Designated - Other	\$8,016		\$0	\$0	\$0	\$0	\$0	\$0	\$8,016	
			\$166,992		\$0	\$0	\$0	\$0	\$0	\$0	\$166,992	
			\$175,008	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$175,008	
Randall Garner	Associate Dean/Professor - COCJ	E&G Income	\$186,696		\$0	\$0	\$0	\$0	\$0	\$0	\$186,696	
			\$186,696	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$186,696	
Ryan Zapalac	Associate Dean - COHS	E&G Income Designated	\$151,134		\$0	\$0	\$0	\$0	\$0	\$0	\$151,134	Promotion
			\$6,000		\$0	\$0	\$0	\$0	\$0	\$0	\$6,000	
			\$157,134	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$157,134	
Jennifer Bunn	Associate Dean - COHS	Designated	\$135,864		\$0	\$0	\$0	\$0	\$0	\$0	\$135,864	
			\$135,864	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,864	
Christine Cardinal	Interim Assoicate Dean/Professor - COHS	E&G Income Designated Other	\$101,328		\$0	\$0	\$0	\$0	\$0	\$0	\$101,328	Appointed 9/1/22
			\$8,676		\$0	\$0	\$0	\$0	\$0	\$0	\$8,676	
			\$110,004	13.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$110,004	
Vacant	Associate Dean Clinical Affairs (COM)	Other E&G Income	\$327,816		\$0	\$0	\$0	\$0	\$0	\$0	\$327,816	
			\$327,816	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$327,816	
Kevin Lord	Associate Dean - Biomedical Sciences (COM)	Designated-Other	\$206,000		\$0	\$0	\$0	\$0	\$0	\$0	\$206,000	
			\$206,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$206,000	
Courtney West	Associate Dean Educational Affairs (COM)	Designated - Other Other E&G Income	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	Promotion
			\$192,000		\$0	\$0	\$0	\$0	\$0	\$0	\$192,000	
			\$192,000	1.59%	\$0	\$0	\$0	\$0	\$0	\$0	\$192,000	

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Patrick Lewis	Professor/Associate Dean - Honors College	E&G Income	\$72,510		\$0	\$0	\$0	\$0	\$0	\$0	\$72,510	
		Other Designated	\$22,170		\$0	\$0	\$0	\$0	\$0	\$0	\$22,170	
			\$94,680	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$94,680	
Vacant	Associate Dean/ Associate Director Honors College	E&G Income	\$76,200		\$0	\$0	\$0	\$0	\$0	\$0	\$76,200	
			\$76,200	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$76,200	
Vacant	Associate Dean - Student Conduct & Director of Restorative Practices	Auxiliaries	\$72,480		\$0	\$0	\$0	\$0	\$0	\$0	\$72,480	
			\$72,480	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$72,480	
Vacant	Assistant Dean - COBA	E&G Income	\$109,656		\$0	\$0	\$0	\$0	\$0	\$0	\$109,656	
		Designated	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated - Other	\$36,552		\$0	\$0	\$0	\$0	\$0	\$0	\$36,552	
			\$146,208	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$146,208	
Benita Brooks	Assistant Dean - COE	E&G Income	\$101,578		\$0	\$0	\$0	\$0	\$0	\$0	\$101,578	
			\$101,578	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$101,578	
Tracy Bilsing	Associate Prof/Assistant Dean - Honors College	E&G Income	\$92,628		\$0	\$0	\$0	\$0	\$0	\$0	\$92,628	
			\$92,628	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$92,628	