

Texas A&M International University



Higher Education

Administrative Accountability Report

SB 1, 87th Legislature, Article III, Sec. 5.7

FY 2023

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

Employee Name	Position	Funding Source	FY 2023 Salary	% Salary Increase	Non-Salary Benefits FY 2023						Total Compensation	Explanation/ Comments
					One-time Payment (Merit)	One-time Payment (Non-Merit)	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
Pablo Arenaz	President	General Revenue	\$65,940		\$0	\$0	\$7,200	\$0	\$0	\$0	\$73,140	Merit increase effective 9/1/2022
		Institutional Funds	\$344,610		\$0	\$0	\$42,800	\$0	\$0	\$0	\$387,410	
		Total	\$410,550	5.00%	\$0	\$0	\$50,000	\$0	\$0	\$0	\$460,550	
Thomas R. Mitchell	Provost & Vice President for Academic Affairs	Institutional Funds	\$251,528		\$0	\$0	\$0	\$0	\$0	\$0	\$251,528	Merit increase effective 11/1/2021
		Total	\$251,528	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$251,528	
Juan J. Castillo	Vice President for Finance & Administration	Institutional Funds	\$238,771		\$0	\$0	\$0	\$0	\$0	\$0	\$238,771	Merit increase effective 11/1/2021
		Total	\$238,771	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$238,771	
Rosanne Palacios	Vice President for Institutional Advancement	Institutional Funds	\$177,920		\$0	\$0	\$0	\$0	\$0	\$0	\$177,920	Merit increase effective 11/1/2021
		Total	\$177,920	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$177,920	
Juan G. Garcia, Jr.	Acting Vice President for Student Success	Institutional Funds	\$159,210		\$0	\$0	\$0	\$0	\$0	\$0	\$159,210	Acting VPSS appointment effective 7/1/2022
		Total	\$159,210	43.16%	\$0	\$0	\$0	\$0	\$0	\$0	\$159,210	
Stephen M. Duffy	Associate Provost & Director of the Quality Enhancement Plan (QEP)	General Revenue	\$21,583		\$0	\$0	\$0	\$0	\$0	\$0	\$21,583	Merit increase effective 11/1/2021
		Institutional Funds	\$95,717								\$95,717	
		Total	\$117,300	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,300	
Kevin Lindberg	Associate Provost	Institutional Funds	\$115,282		\$0	\$0	\$0	\$0	\$0	\$0	\$115,282	
		Total	\$115,282	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,282	
John Kilburn	Associate Vice President for Research & Sponsored Projects	General Revenue	\$125,417		\$0	\$0	\$0	\$0	\$0	\$0	\$125,417	Merit increase effective 11/1/2021
		Restricted Funds	\$17,233								\$17,233	
		Total	\$142,650	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$142,650	
Robert Wilkinson	Associate Vice President for Institutional Assessment, Research & Planning	General Revenue	\$118,000		\$0	\$0	\$0	\$0	\$0	\$0	\$118,000	
		Total	\$118,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$118,000	
Fred Juarez III	Associate Vice President for Finance & Administration & Assistant CFO	Institutional Funds	\$128,359		\$0	\$0	\$0	\$0	\$0	\$0	\$128,359	Merit increase effective 11/1/2021
		Total	\$128,359	2.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,359	
Miguel Munoa	Associate Vice President for Information Technology/CIO	Institutional Funds	\$160,000		\$0	\$0	\$0	\$0	\$0	\$0	\$160,000	Merit increase effective 11/1/2021 Market adjustment effective 9/1/2022
		Total	\$160,000	8.84%	\$0	\$0	\$0	\$0	\$0	\$0	\$160,000	
Scheiby Gonzalez Fisher	Acting Associate Vice President for Student Success	Institutional Funds	\$114,891		\$0	\$0	\$0	\$0	\$0	\$0	\$114,891	
		Total	\$114,891	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$114,891	

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Maria E. Calderon	Assistant Vice President for Global Initiatives	Institutional Funds	\$96,464		\$0	\$0	\$0	\$0	\$0	\$0	\$96,464	Merit increase effective 4/1/2021
		Total	\$96,464	3.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$96,464	
Claudia San Miguel	Dean, College of Arts & Sciences	General Revenue	\$183,342		\$0	\$0	\$0	\$0	\$0	\$0	\$183,342	Merit increase effective 11/1/2021 Faculty promotion effective 8/16/2022
		Restricted Funds	\$3,742								\$3,742	
Total			\$187,084	10.85%	\$0	\$0	\$0	\$0	\$0	\$0	\$187,084	
Robert S. Sears	Dean, A.R. Sanchez Jr. School of Business	General Revenue	\$256,383		\$0	\$0	\$0	\$0	\$0	\$0	\$256,383	Merit increase effective 11/1/2021
		Total	\$256,383	2.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$256,383	
Marivic Torregosa	Dean, College of Nursing & Health Sciences	General Revenue	\$120,168		\$0	\$0	\$0	\$0	\$0	\$0	\$120,168	Merit increase effective 11/1/2021
		Restricted Funds	\$45,582								\$45,582	
Total			\$165,750	2.95%	\$0	\$0	\$0	\$0	\$0	\$0	\$165,750	
Jennifer Coronado	Dean, Graduate School	General Revenue	\$142,992		\$0	\$0	\$0	\$0	\$0	\$0	\$142,992	Merit increase effective 11/1/2021
		Restricted Funds	\$2,918								\$2,918	
Total			\$145,910	2.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,910	
Barbara Hong	Dean, University College	General Revenue	\$159,573		\$0	\$0	\$0	\$0	\$0	\$0	\$159,573	Merit increase effective 11/1/2021
		Total	\$159,573	2.95%	\$0	\$0	\$0	\$0	\$0	\$0	\$159,573	
James G. O'Meara	Dean, College of Education	General Revenue	\$168,389		\$0	\$0	\$0	\$0	\$0	\$0	\$168,389	Merit increase effective 11/1/2021
		Total	\$168,389	2.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$168,389	
Alfredo Ramirez, Jr.	Associate Dean, College of Education	General Revenue	\$122,676		\$0	\$0	\$0	\$0	\$0	\$0	\$122,676	Merit increase effective 11/1/2021 End of interim appointment effective 8/15/2022
		Total	\$122,676	-1.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,676	
Marcus A. Ynalvez	Associate Dean, College of Arts & Sciences	General Revenue	\$131,989		\$0	\$0	\$0	\$0	\$0	\$0	\$131,989	Merit increase effective 11/1/2021 Faculty promotion effective 8/16/2022
		Restricted Funds	\$2,694								\$2,694	
Total			\$134,683	20.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$134,683	
Sean Maddan	Associate Dean, College of Arts & Sciences	General Revenue	\$114,333		\$0	\$0	\$0	\$0	\$0	\$0	\$114,333	
		Total	\$114,333	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$114,333	

