

Texas A&M International University



Higher Education

Administrative Accountability Report

SB 1, 88th Legislature, Article III, Sec. 5.7

FY 2024

**Higher Education
Administrative Accountability Report
SB 1, 88th Legislature, Article III, Sec. 5.7
FY 2024**

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

Employee Name	Position	Funding Source	FY 2024 Salary	% Salary Increase	Non-Salary Benefits FY 2024						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 9/1/2023
		Institutional Funds	\$369,060		\$0	\$0	\$42,800	\$0	\$0	\$50,000	\$461,860	Deferred Compensation - \$50,000
		Total	\$435,000	5.96%	\$0	\$0	\$50,000	\$0	\$0	\$50,000	\$535,000	
Claudia San Miguel	Provost & Vice President for Academic Affairs	Institutional Funds	\$220,000		\$0	\$0	\$0	\$0	\$0	\$0	\$220,000	Promoted to Provost/VPAA effective 7/1/2023
		Total	\$220,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$220,000	
Juan J. Castillo	Vice President for Finance & Administration	Institutional Funds	\$242,352		\$0	\$0	\$0	\$0	\$0	\$0	\$242,352	Merit increase effective 11/1/2022
		Total	\$242,352	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$242,352	
Rosanne Palacios	Vice President for Institutional Advancement	Institutional Funds	\$200,000		\$0	\$0	\$0	\$0	\$0	\$0	\$200,000	Merit increase effective 11/1/2022
		Total	\$200,000	12.41%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,000	Equity adjustment effective 9/1/2023
Juan G. Garcia, Jr.	Vice President for Enrollment Management	Institutional Funds	\$185,000		\$0	\$0	\$0	\$0	\$0	\$0	\$185,000	Merit increase effective 11/1/2022
		Total	\$185,000	16.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$185,000	Promoted to VPEN effective 8/1/2023
Rosalinda Garcia	Vice President for Student Engagement	Institutional Funds	\$195,000		\$0	\$0	\$0	\$0	\$0	\$0	\$195,000	Hired 8/1/2023
		Total	\$195,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$195,000	
John Kilburn	Associate Vice President for Research & Sponsored Projects	General Revenue	\$127,173		\$0	\$0	\$0	\$0	\$0	\$0	\$127,173	Merit increase effective 11/1/2022
		Restricted Funds	\$17,474								\$17,474	
		Total	\$144,647	1.40%	\$0	\$0	\$0	\$0	\$0	\$0	\$144,647	
Robert Wilkinson	Associate Vice President for Institutional Assessment, Research & Planning	General Revenue	\$119,770		\$0	\$0	\$0	\$0	\$0	\$0	\$119,770	Merit increase effective 11/1/2022
		Total	\$119,770	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$119,770	
Fred Juarez III	Associate Vice President for Finance & Administration & Assistant CFO	Institutional Funds	\$150,000		\$0	\$0	\$0	\$0	\$0	\$0	\$150,000	Merit increase effective 11/1/2022
		Total	\$150,000	16.86%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,000	Equity adjustment effective 9/1/2023
Miguel Munoa	Associate Vice President for Information Technology/CIO	Institutional Funds	\$160,000		\$0	\$0	\$0	\$0	\$0	\$0	\$160,000	
		Total	\$160,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$160,000	
Scheiby Gonzalez Fisher	Associate Vice President for Enrollment Management	General Revenue	\$86,849		\$0	\$0	\$0	\$0	\$0	\$0	\$86,849	Merit increase effective 11/1/2022
		Institutional Funds	\$31,651		\$0	\$0	\$0	\$0	\$0	\$0	\$31,651	Promoted to Assoc. VPEN effective 8/1/2023
		Total	\$118,500	3.14%	\$0	\$0	\$0	\$0	\$0	\$0	\$118,500	

**Higher Education
Administrative Accountability Report
SB 1, 87th Legislature, Article III, Sec. 5.7
FY 2024**

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

Employee Name	Position	Funding Source	FY 2024 Salary	% Salary Increase	Non-Salary Benefits FY 2024						Total Compensation	Explanation/ Comments
					One-time Payment (Merit)	One-time Payment (Non-Merit)	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
Maria E. Calderon	Assistant Vice President for Global Initiatives	Institutional Funds	\$97,911		\$0	\$0	\$0	\$0	\$0	\$0	\$97,911	Merit increase effective 11/1/2022
		Total	\$97,911	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$97,911	
Stephen M. Duffy	Interim Dean, College of Arts & Sciences	General Revenue	\$36,000		\$0	\$0	\$0	\$0	\$0	\$0	\$36,000	Appointed Interim Dean effective 7/1/2023
		Institutional Funds	\$119,317								\$119,317	
		Total	\$155,317	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,317	
Robert S. Sears	Dean, A.R. Sanchez Jr. School of Business	General Revenue	\$259,716		\$0	\$0	\$0	\$0	\$0	\$0	\$259,716	Merit increase effective 11/1/2022
		Total	\$259,716	1.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$259,716	
Marivic Torregosa	Dean, College of Nursing & Health Sciences	General Revenue	\$122,235		\$0	\$0	\$0	\$0	\$0	\$0	\$122,235	Merit increase effective 11/1/2022
		Restricted Funds	\$46,365								\$46,365	
		Total	\$168,600	1.72%	\$0	\$0	\$0	\$0	\$0	\$0	\$168,600	
Lola Norris	Interim Dean, Graduate School	General Revenue	\$122,765		\$0	\$0	\$0	\$0	\$0	\$0	\$122,765	Appointed Interim Dean effective 7/17/2023
		Total	\$122,765	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,765	
Alfredo Ramirez	Interim Dean, University College	General Revenue	\$143,497		\$0	\$0	\$0	\$0	\$0	\$0	\$143,497	Appointed Interim Dean effective 6/1/2023
		Restricted	\$11,944		\$0	\$0	\$0	\$0	\$0	\$0	\$11,944	
		Total	\$155,441	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,441	
James G. O'Meara	Dean, College of Education	General Revenue	\$167,167		\$0	\$0	\$0	\$0	\$0	\$0	\$167,167	Merit increase effective 11/1/2022
		Restricted	\$3,412		\$0	\$0	\$0	\$0	\$0	\$0	\$3,412	
		Total	\$170,579	1.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,579	

