

**Higher Education  
Administrative Accountability Report  
GAA Special Provisions, Art. III, Sec. 7  
Salary & Benefit Provisions  
FY 2024**

Institution Code:	765	Institution Name:	University of Houston-Victoria	FY2024 Salary	Percentage Salary Increase over FY 2023	Non-Salary Benefits FY 2024					Total Compensation	Explanation / Comments
						Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other		
Name	Position	Funding Source										
Robert Glenn	President	General Revenue	\$ 65,945					\$ -	\$ -		\$ 65,945	
		Designated Tuition	\$ 259,055					\$ 13,200.00	\$ 39,480.00		\$ 311,735	Other: Longevity (\$480); 457f Plan Disbursement started 8/1/23 (\$39,000)
			\$ 325,000	0.0%				\$ 13,200.00	\$ 39,480.00		\$ 377,680	
Chance Glenn	Provost and Vice President for Academic Affairs	Designated Tuition	\$ 238,000	0.0%				\$ 13,200.00	\$ 480.00		\$ 251,680	Other: Longevity (\$480)
Beverly Shuford	Vice President for Administration and Finance	Designated Tuition	\$ 172,000	0.0%				\$ 13,200.00	\$ 2,880.00		\$ 188,080	Other: Longevity (\$2,880)
Jason Lambert	Vice President for Student Affairs	Designated Tuition	\$ 144,043	0.0%				\$ 13,200.00	\$ 2,160.00		\$ 159,403	Other: Longevity (\$2,160)
Amber Countis	Vice President for Advancement and External Relations	Designated Tuition	\$ 142,000	NA				\$ 13,200.00	\$ 480.00		\$ 155,680	Other: Longevity (\$480) Hire Date: 10/17/2022
Daniel White	Associate Professor Interim Associate Provost	General Revenue	\$ 64,925					\$ -	\$ -		\$ 64,925	
		Designated Tuition	\$ 25,084					\$ -	\$ -		\$ 25,084	Interim Associate Provost stipend
			\$ 90,009	NA					\$ -	\$ -		\$ 90,009
Rachael Martinez	Dean, College of Education Health Professions and Human Dev	Designated Tuition	\$ 165,000	0.0%				\$ -	\$ 2,400.00		\$ 167,400	Other: Longevity (\$2,400)
Mary Lasater	Associate Dean and Professor, Col of Ed, Health Prof & HD	General Revenue	\$ 91,956					\$ -	\$ 1,680.00		\$ 93,636	Other: Longevity (\$1,680)
		General Revenue	\$ 6,000					\$ -	\$ -		\$ 6,000	Associate Dean stipend
			\$ 97,956	0.0%					\$ -	\$ 1,680.00		\$ 99,636
Joann Olson	Associate Provost and VP for Research Professor, Col of Ed, Health Prof & HD	General Revenue	\$ 80,999					\$ -	\$ 1,200.00		\$ 82,199	Other: Longevity (\$1,200)
		Designated Tuition	\$ 25,084					\$ -	\$ -		\$ 25,084	Associate Provost stipend
			\$ 106,083	0.0%					\$ -	\$ 1,200.00		\$ 107,283
Jeffrey Blodgett	Professor, College of Business Admin Interim Dean, College of Business Admin	General Revenue	\$ 129,575					\$ -	\$ 1,440.00		\$ 131,015	Other: Longevity (\$1,140)
		Desig Student Fee	\$ 43,192					\$ -	\$ -		\$ 43,192	
			\$ 172,767	NA					\$ -	\$ 1,440.00		\$ 174,207
Rhiannon Smith	Assistant Dean College of Business Admin	General Revenue	\$ 99,130	0.0%				\$ -	\$ 2,160.00		\$ 101,290	Other: Longevity (\$2,160)
Karla Decuir	Interim Vice President of Enrollment Mgmt Assistant Provost for Distance Learning	General Revenue	\$ 102,000					\$ -	\$ 720.00		\$ 102,720	Other: Longevity (\$720)
		Designated Tuition	\$ 36,000								\$ 36,000	Interim VP Stipend
			\$ 138,000	NA								\$ 138,720
Kyoko Amano	Dean College of Liberal Arts & Social Science	Designated Tuition	\$ 182,000	0.0%				\$ -	\$ 240.00		\$ 182,240	Other: Longevity (\$240)
Dmitri Sobolev	Interim Dean College of Natural & Applied Science	General Revenue	\$ 126,545	0.0%				\$ -	\$ 1,680.00		\$ 128,225	Other: Longevity (1,680)