

**Higher Education
Administrative Accountability Report
GAA Special Provisions, Art. III, Sec. 7
Salary & Benefit Provisions
FY 2025**

Institution Code: 765		Institution Name: University of Houston-Victoria											
Name	Position	Funding Source	FY2025 Salary	Percentage Salary Increase over FY 2024	Non-Salary Benefits FY 2025					Non-Cash Compensation	Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other				
Robert Glenn	President	General Revenue	\$ 65,945						\$ -	\$ -		\$ 65,945	
		Designated Tuition	\$ 259,055						\$ 13,200.00	\$ 39,720.00		\$ 311,975	Other: Longevity (\$720); 457f Plan Disbursement started 8/1/23 (\$39,000)
			\$ 325,000	0.0%					\$ 13,200.00	\$ 39,720.00		\$ 377,920	
Joann Olson	Interim Provost Associate Provost for Research Professor, Col of Ed, Health Prof & HD	General Revenue	\$ 180,000	NA					\$ -	\$ 1,440.00		\$ 181,440	Other: Longevity (\$1,440); Moved to Interim Provost role 3/20/2024
Beverly Shuford	Vice President for Administration and Finance	Designated Tuition	\$ 172,000	0.0%					\$ 13,200.00	\$ 3,120.00		\$ 188,320	Other: Longevity (\$3,120)
Jason Lambert	Vice President for Student Affairs	Designated Tuition	\$ 144,043	0.0%					\$ 13,200.00	\$ 2,400.00		\$ 159,643	Other: Longevity (\$2,400)
Amber Countis	Vice President for Advancement and External Relations	Designated Tuition	\$ 142,000	0.0%					\$ 13,200.00	\$ 480.00		\$ 155,680	Other: Longevity (\$480)
Karla Decuir	Interim Vice President of Enrollment Mgmt. Assistant Provost for Distance Learning	Designated Tuition	\$ 102,000						\$ -	\$ 720.00		\$ 102,720	Other: Longevity (\$720)
		Designated Tuition	\$ 36,000									\$ 36,000	Interim VP Stipend
			\$ 138,000	0.0%								\$ 138,720	
Daniel White	Interim Associate Provost Associate Professor, College of Natural & Applied Science	General Revenue	\$ 64,925						\$ -	\$ 960.00		\$ 65,885	Other: Longevity (\$960)
		General Revenue	\$ 25,084						\$ -	\$ -		\$ 25,084	Interim Associate Provost stipend
			\$ 90,009	0.0%						\$ 960.00		\$ 90,969	
Rachael Martinez	Dean, College of Education Health Professions and Human Dev	Designated Tuition	\$ 82,500	0.0%					\$ -	\$ 2,640.00		\$ 85,140	Other: Longevity (\$2,640)
		General Revenue	\$ 82,500										
			\$ 165,000										
Mary Lasater	Associate Dean and Professor, Col of Ed, Health Prof & HD	General Revenue	\$ 101,956						\$ -	\$ 1,680.00		\$ 103,636	Other: Longevity (\$1,680)
		General Revenue	\$ 6,000						\$ -	\$ -		\$ 6,000	Associate Dean stipend
			\$ 107,956	0.0%						\$ -	\$ 1,680.00		\$ 109,636
Xavier Garza-Gomez	Professor, College of Business Admin Interim Dean, College of Business Admin	General Revenue	\$ 171,115	NA					\$ -	\$ 2,640.00		\$ 173,755	Other: Longevity (\$2,640); Moved to Interim Dean role 1/015/2024
Rhiannon Smith	Assistant Dean College of Business Admin	General Revenue	\$ 99,130	0.0%					\$ -	\$ 2,400.00		\$ 101,530	Other: Longevity (\$2,400)
Dmitri Sobolev	Interim Dean College of Natural & Applied Science and College of Liberal Arts & Social Science	General Revenue	\$ 126,545	NA					\$ -	\$ 1,680.00		\$ 128,225	Other: Longevity (1,680)
		Designated Tuition	\$ 20,000									\$ 20,000	Interim Dean Stipend; Additional Dean role started 5/20/24
			\$ 146,545									\$ 148,225	
Craig Goodman	Associate Dean and Associate Professor, College of Liberal Arts & Social Science	General Revenue	\$ 63,052	NA					\$ -	\$ 2,640.00		\$ 65,692	Other: Longevity (\$2,640); Moved to Associate Dean role 5/15/2024
		Designated Tuition	\$ 21,017						\$ -	\$ -		\$ 21,017	
			\$ 84,069							\$ -	\$ 2,640.00		\$ 86,709