

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 6
Fiscal Year 2020**

Institution Code: 749

Institution Name: Texas A&M University-San Antonio

| A Name | B Position | C Funding Source | D Salary (09/01/19) | E Percentage Salary Increase Over FY 2019 | Nonsalary Benefits FY 2020 | | | | | | | M Total Compensation | N Explanation / Comments |
|---------------------|---|-------------------------|---------------------------|--|----------------------------|-----------------------------------|---------------------------|-----------------------|----------------|-------------------------------|---|----------------------------|-----------------------------|
| | | | | | F Cash Bonuses | G Practice Plan Benefits | H Housing Allowance | I Car Allowance | J Other | K Non-Cash Compensation | L Deferred Salary Compensation | | |
| Cynthia Matson | President | General Revenue | \$65,919 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$65,919 | |
| | | Other E&G Income | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Designated Tuition | \$299,081 | 4.30% | \$0 | \$0 | \$50,000 | \$0 | \$0 | \$0 | \$20,000 | \$369,081 | |
| | | Total | \$365,000 | 4.30% | \$0 | \$0 | \$50,000 | \$0 | \$0 | \$0 | \$20,000 | \$435,000 | |
| Michael J. O'Brien | Provost & Vice President for Academic Affairs | General Revenue | \$218,408 | 4.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$218,408 | |
| | | Other E&G Income | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Designated Tuition | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Total | \$218,408 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$218,408 | |
| William H. Spindle | Vice President for Business Affairs/CFO | General Revenue | \$185,001 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$185,001 | |
| | | Other E&G Income | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Designated Tuition | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Total | \$185,001 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$185,001 | |
| Melissa K. Mahan | Vice President for Student Affairs | General Revenue | \$170,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$170,000 | |
| | | Other E&G Income | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | University Services Fee | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Total | \$170,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$170,000 | |
| Jeanette DeDiemar | Vice President, Advancement & External Relations | General Revenue | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Other E&G Income | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Designated Tuition | \$185,000 | 0.80% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$185,000 | |
| | | Total | \$185,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$185,000 | |
| William Griffenberg | Chief Information Officer | General Revenue | \$3,828 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$3,828 | |
| | | Other E&G Income | \$78,672 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$78,672 | |
| | | University Services Fee | \$82,500 | 10.00% | \$0 | \$0 | \$0 | \$0 | \$1,200 | \$0 | \$0 | \$83,700 | |
| | | Total | \$165,000 | 10.00% | \$0 | \$0 | \$0 | \$0 | \$1,200 | \$0 | \$0 | \$166,200 | |

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|--------------------------|---|---------------------|---------------------------|--|----------------------------|-----------------------------------|---------------------------|-----------------------|------------|-------------------------------|---|----------------------------|-----------------------------|--|
| | | | | | F Cash Bonuses | G Practice Plan Benefits | H Housing Allowance | I Car Allowance | J Other | K Non-Cash Compensation | L Deferred Salary Compensation | | | |
| William C. Leach | Associate Vice President for Finance and Controller | General Revenue | \$148,001 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$148,001 | | |
| | | Other E&G Income | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Designated Tuition | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$360 | \$0 | \$0 | \$0 | \$360 | |
| | | Total | | \$148,001 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$148,361 | |
| Tracy A. Hurley | Dean College of Business | General Revenue | \$154,501 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$154,501 | | |
| | | Other E&G Income | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Designated Tuition | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Total | | \$154,501 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$154,501 | |
| Mirley K. Balasubramanya | Dean College of Arts & Sciences | General Revenue | \$144,201 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$144,201 | | |
| | | Other E&G Income | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$4,197 | | |
| | | Designated Tuition | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Total | | \$144,201 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$148,398 | |
| Carl J. Sheperis | Dean College of Education & Human Development | General Revenue | \$155,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$155,000 | | |
| | | Other E&G Income | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Designated Tuition | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Total | | \$155,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$155,000 | |
| Jane K. Mims | Assistant Vice Provost for Institutional Effectiveness | General Revenue | \$105,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$105,000 | | |
| | | Other E&G Income | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Designated Tuition | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Total | | \$105,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$105,000 | |

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| Brandy McLelland | Vice President for Enrollment Management | General Revenue | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Other E&G Income | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | University Services Fee | \$175,001 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$175,001 | |
| | | Total | \$175,001 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$175,001 | |
| Jo A Benavides Franke | Assistant Vice President, Student Affairs | General Revenue | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Other E&G Income | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | University Services Fee | \$103,543 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$103,543 | |
| | | Total | \$103,543 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$103,543 | |
| Suzanne Mudge | Associate Dean & Professor College of Education & Human Development | General Revenue | \$93,612 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$93,612 | |
| | | Other E&G Income | \$18,738 | 58.80% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$18,738 | |
| | | Designated Tuition | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Total | \$112,350 | 58.80% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$112,350 | |
| Kathleen Welsh | Dean (Acting) College of Business | General Revenue | \$154,596 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$154,596 | |
| | | Other E&G Income | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Designated Tuition | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Total | \$154,596 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$154,596 | |
| Ashley D. Spicer-Runnels | Assistant Vice Provost for Academic Affairs | General Revenue | \$97,000 | 10.80% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$97,000 | |
| | | Other E&G Income | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Designated Tuition | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Total | \$97,000 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$97,000 | |
| Edwin L. Blanton III | Executive Director, Experiential Learning | General Revenue | \$1,000 | 1.10% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$1,000 | |
| | | University Services Fee | \$82,394 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$82,394 | |
| | | Private Gifts | \$4,731 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$4,731 | |
| | | Total | \$88,125 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$88,125 | |

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| | | | | | F Cash Bonuses | G Practice Plan Benefits | H Housing Allowance | I Car Allowance | J Other | K Non-Cash Compensation | L Deferred Salary Compensation | | |
| Amy Lewis | Associate Professor & Associate Dean | General Revenue | \$138,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$138,000 | |
| | | Other E&G Income | \$10,200 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$10,200 | |
| | | University Services Fee | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Total | \$148,200 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$148,200 | |
| Trevor Liddle | Executive Director, Operations | General Revenue | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | New position 07/01/2019 |
| | | Designated Tuition | \$100,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$100,000 | |
| | | University Services Fee | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Total | \$100,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$100,000 | |
| Vijay Golla | Vice Provost for Research & Graduate Studies | General Revenue | \$175,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$175,000 | |
| | | Designated Tuition | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | University Services Fee | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | Total | \$175,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$175,000 | |
| Vanessa Torres | Assistant Vice President, Enrollment Management | General Revenue | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | New position 04/26/2019 |
| | | Designated Tuition | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | | University Services Fee | \$103,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$103,000 | |
| | | Total | \$103,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$103,000 | |