

**Higher Education
Administrative Accountability Report
Special Provisions, Sec. 6
FY 2022**

Institution Code: 753

Institution Name: SAM HOUSTON STATE UNIVERSITY

A Name	B Position	C Funding Source	D Salary (09/01/21)	E Percentage Salary Increase Over FY 2021	Nonsalary Benefits FY 2022					K Total Compensation	
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other		
Alisa R. White	President	General Revenue	\$65,945		\$0	\$0	\$0	\$0	\$0	\$65,945	
			E&G Income	\$0		\$0	\$0	\$7,200	\$0	\$0	\$7,200
			Designated	\$459,055		\$0	\$0	\$17,800	\$9,000	\$0	\$485,855
				\$525,000	4.68%	\$0	\$0	\$25,000	\$9,000	\$0	\$559,000
Michael T Stephenson	Provost and Senior Vice President of Academic Affairs	E&G Income	\$330,000		\$0	\$0	\$0	\$0	\$0	\$330,000	
				\$330,000	N/A	\$0	\$0	\$0	\$0	\$0	\$330,000
Carlos Hernandez	Chief Financial Officer and Senior Vice President for Operations	E&G Income	\$300,096							\$300,096	
				\$300,096	4.25%	\$0	\$0	\$0	\$0	\$0	\$300,096
Frank R. Holmes	Vice President-University Advancement	E&G Income	\$236,376		\$0	\$0	\$0	\$0	\$0	\$236,376	
				\$236,376	2.75%	\$0	\$0	\$0	\$0	\$0	\$236,376
Frank E. Parker	Vice President-Student Affairs	E&G Income	\$230,184		\$0	\$0	\$0	\$0	\$0	\$230,184	
				\$230,184	2.75%	\$0	\$0	\$0	\$0	\$0	\$230,184
Heather Thielemann	Senior Vice President-Strat Enroll & Innov	Designated	\$275,000		\$0	\$0	\$0	\$0	\$0	\$275,000	
				\$275,000	22.22%	\$0	\$0	\$0	\$0	\$0	\$275,000
James Bradley	Interim Vice President-Information Technology	Designated - Other	\$224,224		\$0	\$0	\$0	\$0	\$0	\$224,224	
				\$224,224	N/A	\$0	\$0	\$0	\$0	\$0	\$224,224
Juan Nunez	Vice President - Facilities Management	E&G Income	\$215,256		\$0	\$0	\$0	\$0	\$0	\$215,256	
				\$215,256	5.00%	\$0	\$0	\$0	\$0	\$0	\$215,256

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	
Anne Gaillard	Interim Vice Provost-Academic Affairs	Designated	\$177,984		\$0	\$0	\$0	\$0	\$0	\$177,984
			\$177,984	N/A	\$0	\$0	\$0	\$0	\$0	\$177,984
Chad Hargrave	Associate VP-Research/Spons Programs	Designated	\$188,160		\$0	\$0	\$0	\$0	\$0	\$188,160
			\$188,160	5.00%	\$0	\$0	\$0	\$0	\$0	\$188,160
William Lee Angrove	Associate VP-Distance Learning	Designated - Other	\$207,024		\$0	\$0	\$0	\$0	\$0	\$207,024
			\$207,024	3.00%	\$0	\$0	\$0	\$0	\$0	\$207,024
Brian Loft	Associate VP - Faculty and Student Success	Designated	\$171,552		\$0	\$0	\$0	\$0	\$0	\$171,552
			\$171,552	3.00%	\$0	\$0	\$0	\$0	\$0	\$171,552
Somer Franklin	Associate VP for Planning/Assessment	Designated	\$174,888		\$0	\$0	\$0	\$0	\$0	\$174,888
			\$174,888	3.00%	\$0	\$0	\$0	\$0	\$0	\$174,888
Eric Owen	Executive Director - Newton Gresham Library	Designated - Other	\$156,816		\$0	\$0	\$0	\$0	\$0	\$156,816
			\$156,816	2.99%	\$0	\$0	\$0	\$0	\$0	\$156,816
Rhonda Beassie	Associate VP for Human Resources and Diversity	E&G Income	\$180,000		\$0	\$0	\$0	\$0	\$0	\$180,000
			\$180,000	9.76%	\$0	\$0	\$0	\$0	\$0	\$180,000
Amanda Withers	Assistant VP Finance and Controller	Designated	\$162,000		\$0	\$0	\$0	\$0	\$0	\$162,000
			\$162,000	18.25%	\$0	\$0	\$0	\$0	\$0	\$162,000
Edgar Smith	Assistant VP Financial Planning and Budget	E&G Income	\$152,000		\$0	\$0	\$0	\$0	\$0	\$152,000
			\$152,000	15.15%	\$0	\$0	\$0	\$0	\$0	\$152,000
Kristina Vienne	Assistant VP Auxiliary Contracts	Auxiliaries	\$140,000		\$0	\$0	\$0	\$0	\$0	\$140,000
			\$140,000	20.82%	\$0	\$0	\$0	\$0	\$0	\$140,000

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	
Kevin Hale Morris	Executive Director - Public Safety Services	E&G Income	\$141,744		\$0	\$0	\$0	\$0	\$0	\$141,744
			\$141,744	5.00%	\$0	\$0	\$0	\$0	\$0	\$141,744
Kristina J. Kaskel-Ruiz	Associate VP Marketing/Communications	Designated	\$121,488		\$0	\$0	\$0	\$0	\$0	\$121,488
			\$121,488	4.50%	\$0	\$0	\$0	\$0	\$0	\$121,488
Charles D. Vienne	Associate VP Alumni Relations	Auxiliaries	\$110,496		\$0	\$0	\$0	\$0	\$0	\$110,496
			\$110,496	4.49%	\$0	\$0	\$0	\$0	\$0	\$110,496
Thelma G Mooney	Associate VP Development	E&G Income	\$121,488		\$0	\$0	\$0	\$0	\$0	\$121,488
			\$121,488	4.50%	\$0	\$0	\$0	\$0	\$0	\$121,488
Keith Jenkins	Associate VP-Student Affairs & Operations	Designated - Other	\$161,208		\$0	\$0	\$0	\$0	\$0	\$161,208
			\$161,208	3.99%	\$0	\$0	\$0	\$0	\$0	\$161,208
Andrew D Miller	Associate VP Student Affairs & Executive Director of Student Counseling and Health Services	E&G Income	\$139,056		\$0	\$0	\$0	\$0	\$0	\$139,056
			\$139,056	3.00%	\$0	\$0	\$0	\$0	\$0	\$139,056
John M. Yarabeck	Assistant VP & Dean of Student Advocacy	E&G Income	\$125,016		\$0	\$0	\$0	\$0	\$0	\$125,016
			\$125,016	15.47%	\$0	\$0	\$0	\$0	\$0	\$125,016
Joellen Tipton	Executive Director of Residence Life	Auxiliaries	\$108,552		\$0	\$0	\$0	\$0	\$0	\$108,552
			\$108,552	3.01%	\$0	\$0	\$0	\$0	\$0	\$108,552
Meredith Conrey	Director of Leadership Initiatives	Auxiliaries	\$81,816		\$0	\$0	\$0	\$0	\$0	\$81,816
			\$81,816	20.33%	\$0	\$0	\$0	\$0	\$0	\$81,816
Mark Brandon Cooper	Director of Student Activities	Auxiliaries	\$82,992		\$0	\$0	\$0	\$0	\$0	\$82,992
			\$82,992	4.00%	\$0	\$0	\$0	\$0	\$0	\$82,992

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	
Ann Theodori	VP-Enrollment Success	Designated - Other	\$130,440		\$0	\$0	\$0	\$0	\$0	\$130,440
			\$130,440	5.00%	\$0	\$0	\$0	\$0	\$0	\$130,440
Leah Mulligan	Associate VP Recruitment & Admissions	Designated	\$130,992		\$0	\$0	\$0	\$0	\$0	\$130,992
			\$130,992	3.51%	\$0	\$0	\$0	\$0	\$0	\$130,992
Teresa Ringo	Associate VP Enrollment Services	E&G Income Designated	\$127,944		\$0	\$0	\$0	\$0	\$0	\$127,944
			\$0		\$0	\$0	\$0	\$0	\$0	\$0
			\$127,944	2.99%	\$0	\$0	\$0	\$0	\$0	\$127,944
Michael Dewey	Associate VP - IT Operations	Designated - Other	\$159,672		\$0	\$0	\$0	\$0	\$0	\$159,672
			\$159,672	3.00%	\$0	\$0	\$0	\$0	\$0	\$159,672
Vacant	Associate VP - IT Solutions	Designated - Other	\$122,016		\$0	\$0	\$0	\$0	\$0	\$122,016
			\$122,016	0.00%	\$0	\$0	\$0	\$0	\$0	\$122,016
Vacant	Assistant VP Data Analytics	E&G Income	\$116,256		\$0	\$0	\$0	\$0	\$0	\$116,256
			\$116,256	0.00%	\$0	\$0	\$0	\$0	\$0	\$116,256
Mitchell J. Muehsam	Dean - Professor College of Business Administration (COBA)	E&G Income	\$242,304		\$0	\$0	\$0	\$0	\$0	\$242,304
			\$242,304	3.00%	\$0	\$0	\$0	\$0	\$0	\$242,304
John B. Pascarella	Dean - Professor College Science and Engineering Technology (COSET)	Designated	\$211,128		\$0	\$0	\$0	\$0	\$0	\$211,128
			\$211,128	3.00%	\$0	\$0	\$0	\$0	\$0	\$211,128
Chien Pin Li	Dean - Professor College of Humanities and Social Sciences (CHSS)	Designated	\$206,952		\$0	\$0	\$0	\$0	\$0	\$206,952
			\$206,952	3.00%	\$0	\$0	\$0	\$0	\$0	\$206,952

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Ronald Shields	Dean - College of Arts and Media (CAM)	E&G Income	\$210,984		\$0	\$0	\$0	\$0	\$0	\$210,984
			\$210,984	5.00%	\$0	\$0	\$0	\$0	\$0	\$210,984
Stacey Edmonson	Dean - Professor College of Education (COE)	Designated	\$206,952		\$0	\$0	\$0	\$0	\$0	\$206,952
			\$206,952	3.00%	\$0	\$0	\$0	\$0	\$0	\$206,952
Phillip Lyons	Dean - Criminal Justice College & Center (COCJ)	Other E&G Income	\$102,740		\$0	\$0	\$0	\$0	\$0	\$102,740
		E&G Income	\$45,662		\$0	\$0	\$0	\$0	\$0	\$45,662
		Designated - Other	\$22,831		\$0	\$0	\$0	\$0	\$0	\$22,831
		Auxiliaries	\$57,078		\$0	\$0	\$0	\$0	\$0	\$57,078
			\$228,312	5.00%	\$0	\$0	\$0	\$0	\$228,312	
Emily Roper	Interim Dean - College of Health Sciences (COHS)	E&G Income	\$162,360		\$0	\$0	\$0	\$0	\$0	\$162,360
			\$162,360	N/A	\$0	\$0	\$0	\$0	\$0	\$162,360
Charles E. Henley	Dean - College of Osteopathic Medicine (COM)	Restricted	\$70,484		\$0	\$0	\$0	\$0	\$0	\$70,484
		Other E&G Income	\$399,412		\$0	\$0	\$0	\$0	\$0	\$399,412
			\$469,896	3.00%	\$0	\$0	\$0	\$0	\$0	\$469,896
Kenneth Hendrickson	Dean-Graduate Studies	E&G Income	\$191,232		\$0	\$0	\$0	\$0	\$0	\$191,232
			\$191,232	3.00%	\$0	\$0	\$0	\$0	\$0	\$191,232
Kimberly Bell	Dean - Honors College	E&G Income	\$121,632		\$0	\$0	\$0	\$0	\$0	\$121,632
			\$121,632	3.68%	\$0	\$0	\$0	\$0	\$0	\$121,632
Chelsea Smith	Dean of Students	Auxiliaries	\$102,000							\$102,000
			\$102,000	32.03%	\$0	\$0	\$0	\$0	\$0	\$102,000

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Shani Robinson	Associate Dean COBA	E&G Income Designated	\$9,600		\$0	\$0	\$0	\$0	\$0	\$9,600
			\$199,440		\$0	\$0	\$0	\$0	\$0	\$199,440
			\$209,040	4.12%	\$0	\$0	\$0	\$0	\$0	\$209,040
Kurt Jesswein	Associate Dean/Associate Professor - COBA	E&G Income	\$195,684		\$0	\$0	\$0	\$0	\$0	\$195,684
			\$195,684	4.14%	\$0	\$0	\$0	\$0	\$0	\$195,684
Melinda Holt	Associate Dean - COSET	E&G Income	\$134,448		\$0	\$0	\$0	\$0	\$0	\$134,448
			\$134,448	3.30%	\$0	\$0	\$0	\$0	\$0	\$134,448
Li-Jen Lester	Interim Associate Dean/Assoc. Professor - COSET	Designated - Other E&G Income	\$127,301		\$0	\$0	\$0	\$0	\$0	\$127,301
			\$6,000		\$0	\$0	\$0	\$0	\$0	\$6,000
			\$133,301	N/A	\$0	\$0	\$0	\$0	\$0	\$133,301
James Crosby	Associate Dean - CHSS	E&G Income	\$135,228		\$0	\$0	\$0	\$0	\$0	\$135,228
			\$135,228	4.76%	\$0	\$0	\$0	\$0	\$0	\$135,228
Carroll Nardone	Associate Dean - CHSS	E&G Income	\$118,344		\$0	\$0	\$0	\$0	\$0	\$118,344
			\$118,344	4.65%	\$0	\$0	\$0	\$0	\$0	\$118,344
Leif French	Sr. Associate Dean - CHSS	E&G Income	\$182,016		\$0	\$0	\$0	\$0	\$0	\$182,016
			\$182,016	26.67%	\$0	\$0	\$0	\$0	\$0	\$182,016
Mia Long Anderson	Associate Dean - CAM	E&G Income	\$125,016		\$0	\$0	\$0	\$0	\$0	\$125,016
			\$125,016	N/A	\$0	\$0	\$0	\$0	\$0	\$125,016
Penelope Hasekoester	Associate Dean/Professor - CAM	E&G Income Designated	\$143,064		\$0	\$0	\$0	\$0	\$0	\$143,064
			\$10,008		\$0	\$0	\$0	\$0	\$0	\$10,008
			\$153,072	4.66%	\$0	\$0	\$0	\$0	\$0	\$153,072

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Kathleen Rice	Associate Dean - COE	E&G Income	\$134,160		\$0	\$0	\$0	\$0	\$0	\$134,160
			\$134,160	3.69%	\$0	\$0	\$0	\$0	\$0	\$134,160
Jannah Nerren	Associate Dean - COE	Designated	\$0		\$0	\$0	\$0	\$0	\$0	\$0
		E&G Income	\$144,192		\$0	\$0	\$0	\$0	\$0	\$144,192
		\$144,192	4.65%	\$0	\$0	\$0	\$0	\$0	\$144,192	
Danielle Boisvert	Sr Associate Dean of COCJ	E&G Income	\$151,200		\$0	\$0	\$0	\$0	\$0	\$151,200
		Other E&G Income	\$16,800		\$0	\$0	\$0	\$0	\$0	\$16,800
		\$168,000	23.22%						\$168,000	
Janet Mullings	Associate Dean/Professor - COCJ	E&G Income	\$175,008		\$0	\$0	\$0	\$0	\$0	\$175,008
			\$175,008	4.77%	\$0	\$0	\$0	\$0	\$0	\$175,008
Randall Garner	Associate Dean/Professor - COCJ	E&G Income	\$186,696		\$0	\$0	\$0	\$0	\$0	\$186,696
		Designated - Other	\$0		\$0	\$0	\$0	\$0	\$0	\$0
		\$186,696	2.76%	\$0	\$0	\$0	\$0	\$0	\$186,696	
Ryan Zapalac	Associate Dean/Professor - COHS	E&G Income	\$120,072		\$0	\$0	\$0	\$0	\$0	\$120,072
		Designated	\$4,500		\$0	\$0	\$0	\$0	\$0	\$4,500
		\$124,572	6.20%	\$0	\$0	\$0	\$0	\$0	\$124,572	
Christine Cardinal	Interim Assoicate Dean/Professor - COHS	Designated - Other	\$99,345		\$0	\$0	\$0	\$0	\$0	\$99,345
			\$99,345	N/A	\$0	\$0	\$0	\$0	\$0	\$99,345
Stephen McKernan	Associate Dean Clinical Affairs (COM)	Other E&G Income	\$327,816		\$0	\$0	\$0	\$0	\$0	\$327,816
			\$327,816	3.00%	\$0	\$0	\$0	\$0	\$0	\$327,816

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Kevin Lord	Associate Dean - Biomedical Sciences (COM)	Designated-Other	\$206,000		\$0	\$0	\$0	\$0	\$0	\$206,000
			\$206,000	2.99%	\$0	\$0	\$0	\$0	\$0	\$206,000
Courtney West	Associate Dean Educational Affairs (COM)	Designated - Other	\$189,000		\$0	\$0	\$0	\$0	\$0	\$189,000
			\$189,000	5.00%	\$0	\$0	\$0	\$0	\$0	\$189,000
Patrick Lewis	Professor/Associate Dean - Honors College	E&G Income	\$93,180		\$0	\$0	\$0	\$0	\$0	\$93,180
		Other Designated	\$31,060		\$0	\$0	\$0	\$0	\$0	\$31,060
			\$124,240	3.02%	\$0	\$0	\$0	\$0	\$0	\$124,240
Maria Holmes	Associate Dean/ Associate Director Honors College	E&G Income	\$76,200		\$0	\$0	\$0	\$0	\$0	\$76,200
			\$76,200	2.65%	\$0	\$0	\$0	\$0	\$0	\$76,200
Jerrell Sherman	Associate Dean - Student Conduct	Auxiliaries	\$72,480		\$0	\$0	\$0	\$0	\$0	\$72,480
			\$72,480	3.00%	\$0	\$0	\$0	\$0	\$0	\$72,480
Fawzi Noman	Assistant Dean - COBA	E&G Income	\$109,656		\$0	\$0	\$0	\$0	\$0	\$109,656
		Designated	\$0		\$0	\$0	\$0	\$0	\$0	\$0
		Designated - Other	\$36,552		\$0	\$0	\$0	\$0	\$0	\$36,552
			\$146,208	4.32%	\$0	\$0	\$0	\$0	\$0	\$146,208
Benita Brooks	Assistant Dean - COE	E&G Income	\$104,080		\$0	\$0	\$0	\$0	\$0	\$104,080
			\$104,080	15.55%	\$0	\$0	\$0	\$0	\$0	\$104,080
Helen Berg	Assistant Dean - COE	E&G Income	\$128,447		\$0	\$0	\$0	\$0	\$0	\$128,447
			\$128,447	15.09%	\$0	\$0	\$0	\$0	\$0	\$128,447
Tracy Bilsing	Associate Prof/Assistant Dean - Honors College	E&G Income	\$94,125		\$0	\$0	\$0	\$0	\$0	\$94,125
			\$94,125	2.80%	\$0	\$0	\$0	\$0	\$0	\$94,125