

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 - Fiscal Year 2024

The University of Texas Rio Grande Valley
Institution Agency Code: 746

A	B	C	D	E	F						L	M
Name	Position	Funding Source	Salary (9.1.2023)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2024						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
			\$300,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$300,000	
James, Michael S.	Chief Human Resource Officer	General Revenue	\$288,877	0.00%							\$288,877	
			\$288,877	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$288,877	
Elango, Sambandam	Associate Dean Educational Affairs	General Revenue	\$280,000	0.00%							\$280,000	Hired 12/1/2022.
			\$280,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$280,000	
Incera, Vivian F.	Dean, College of Sciences	Designated	\$279,225	0.00%							\$279,225	
			\$279,225	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$279,225	
Allen, Samantha Sue	Chief of Staff	Designated	\$275,000	0.00%							\$275,000	Hired 4/17/2023.
			\$275,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$275,000	
Fuentes, Lilia Azeneth	Dean, School of Nursing	Designated	\$275,000	0.00%							\$275,000	Hired 7/1/2023.
			\$275,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$275,000	
Hartley, Jason	VP for Operations, Planning, and Construction	General Revenue	\$275,000	0.00%							\$275,000	Hired 2/1/2023.
			\$275,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$275,000	
Conque, Clint Stephen	VP and Director of Athletics	Auxiliaries	\$271,200	0.00%							\$271,200	
			\$271,200	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$271,200	
Gonzales, Patrick Martin	VP for University Marketing and Communications	General Revenue	\$260,000	14.06%							\$260,000	
			\$260,000	14.06%	\$0	\$0	\$0	\$0	\$0	\$0	\$260,000	
Hernandez, Sofia Maricela	Chief of Staff and Strategic Initiatives, SOM	General Revenue	\$195,000	-25.00%							\$195,000	
		Designated	\$65,000	25.00%							\$65,000	
			\$260,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$260,000	
Spencer, Thomas	Associate VP for Research Operations	Designated	\$255,000	0.00%							\$255,000	
			\$255,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$255,000	
Graham, Jeffrey Alan	Chief Information Officer	Designated	\$247,093	0.00%							\$247,093	
			\$247,093	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$247,093	
Adams, Karen E.	Chief Legal Officer	Designated	\$244,633	0.00%							\$244,633	
			\$244,633	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$244,633	
Lehker, Michael W.	Dean, College of Health Professions	Designated	\$242,000	0.00%							\$242,000	
			\$242,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$242,000	
Torres-Hostos, Luis Raul	Dean, School of Social Work	Designated	\$236,300	0.00%							\$236,300	
			\$236,300	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$236,300	
Munoz, Maria de Jesus	Assistant Dean for Educational Affairs, Clerkships	General Revenue	\$188,000	0.00%							\$188,000	Hired 3/13/2023.
		Designated	\$47,000	0.00%							\$47,000	
			\$235,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$235,000	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Scarpelli, Geoffrey	Sr Associate VP for Finance	Designated	\$235,000	5.11%							\$235,000	
			<u>\$235,000</u>	<u>5.11%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$235,000</u>	
Lopez, Elia Elizondo	Sr Associate VP for Financial and Fiscal Reporting	Designated	\$227,633	29.00%							\$227,633	Title change from "Assistant VP for Financial Services" to "Sr Associate VP for Financial and Fiscal Reporting" and salary adjustment effective 3/1/2023.
			<u>\$227,633</u>	<u>29.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$227,633</u>	
Wilson, Richard E.	Sr Associate VP for Budget and Planning	Designated	\$225,750	29.00%							\$225,750	Title change from "Associate VP for Planning & Analysis" to "Sr Associate VP for Budget and Planning" and salary adjustment effective 3/1/2023.
			<u>\$225,750</u>	<u>29.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$225,750</u>	
Diaz Rodriguez, Walter R.	Dean, College of Liberal Arts	Designated	\$225,300	0.00%							\$225,300	
			<u>\$225,300</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$225,300</u>	
Ronnau, John Patrick	Sr Associate Dean Community Health Partnerships	General Revenue	\$225,090	0.00%							\$225,090	
			<u>\$225,090</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$225,090</u>	
Rodriguez, Alma Dolores	Dean, College of Education and P16 Integration	Designated	\$224,570	0.00%							\$224,570	
			<u>\$224,570</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$224,570</u>	
Brown, Susan Elaine	Associate VP Strategic Analysis	Designated	\$220,400	0.00%							\$220,400	
			<u>\$220,400</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$220,400</u>	
Cook, Angela R.	Associate VP Clinical and Translational Research	Designated	\$217,137	0.00%							\$217,137	
			<u>\$217,137</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$217,137</u>	
Ward, Jeffrey	Dean, College of Fine Arts	Designated	\$215,000	0.00%							\$215,000	
			<u>\$215,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$215,000</u>	
Fisch, Stanley Irving	Associate Dean for Student Affairs	General Revenue	\$213,801	0.00%							\$213,801	
			<u>\$213,801</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$213,801</u>	
Sanchez, Melba	Assistant VP for Finance and Administration SOM	General Revenue	\$206,098	0.00%							\$206,098	
			<u>\$206,098</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$206,098</u>	
Shupala, Christine Marie	Associate VP for Inst Accreditation & Prog Dev and Analysis	Designated	\$202,627	10.00%							\$202,627	
			<u>\$202,627</u>	<u>10.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$202,627</u>	
Monfort, Delia B.	Sr Asst Dean for Admissions and Student Services SOM	General Revenue	\$200,446	0.00%							\$200,446	
			<u>\$200,446</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$200,446</u>	
Garza, Manuel Rolando	Associate VP Workforce and Economic Development	Designated	\$200,000	0.00%							\$200,000	
			<u>\$200,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$200,000</u>	
Castilla, Griselda C.	Assoc VP Strategic Enrollment	Designated	\$198,112	15.00%							\$198,112	
			<u>\$198,112</u>	<u>15.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$198,112</u>	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Charlton, Jonikka Page	Associate Provost for Student Success/Dean of University College	General Revenue	\$196,791	10.00%							\$196,791	
			\$196,791	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$196,791	
Crouse, Kevin Taylor	Chief Information Security Officer	Designated	\$196,161	0.00%							\$196,161	
			\$196,161	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$196,161	
Benavides, Isabel	Chief Compliance Officer	Designated	\$190,000	0.00%							\$190,000	Hired 7/17/2023.
			\$190,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,000	
Benfield, Ramey A.	Assistant VP SOM and HA Administrative Services	General Revenue	\$183,983	0.00%							\$183,983	
			\$183,983	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$183,983	
Stone, Kirk Edward	Assistant VP Revenue Cycle Operations	Designated	\$178,720	0.00%							\$178,720	
			\$178,720	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$178,720	
Newton, Dara M.	Associate VP Strategic Enrollment	Designated	\$173,400	0.00%							\$173,400	
			\$173,400	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$173,400	
Barry, Morgan	Assistant VP Ambulatory Operations	General Revenue	\$170,000	0.00%							\$170,000	Hired 1/1/2023.
			\$170,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,000	
Alaniz, Eloy R.	Chief Audit Officer	Designated	\$169,703	0.00%							\$169,703	
			\$169,703	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$169,703	
Guerra, Dahlia Ann	Special Assistant to the Dean for Outreach and Partnerships	Designated	\$168,719	0.00%							\$168,719	
			\$168,719	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$168,719	
Hirst, Stephen	Associate VP for Student Affairs	Designated	\$165,000	0.00%							\$165,000	
			\$165,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$165,000	
Benavides, Leticia Y.	Associate VP Auxiliary Services	Designated	\$160,239	0.00%							\$160,239	
			\$160,239	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$160,239	
Singh, Arya	Assistant VP Research Data and Analytics	Designated	\$160,000	0.00%							\$160,000	Hired 11/14/2022.
			\$160,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$160,000	
Sharpe, Paul A.	Dean of Libraries	General Revenue	\$157,711	0.00%							\$157,711	
			\$157,711	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,711	
Tapia, Beatriz	Assistant Dean Faculty Development	General Revenue	\$155,651	0.00%							\$155,651	
			\$155,651	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,651	
Saenz, Laura M.	Associate VP Curriculum and Institutional Assessment	Designated	\$152,956	0.00%							\$152,956	
			\$152,956	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$152,956	
Azeke, Mercy O.	Assistant Dean Student Affairs SOM	General Revenue	\$150,000	0.00%							\$150,000	Hired 12/1/2022.
			\$150,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,000	
Guillory, Abby	Assistant VP Research Enhancement	Designated	\$150,000	0.00%							\$150,000	Hired 8/7/2023.
			\$150,000	0.00%							\$150,000	

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
			\$150,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,000	
Ramos, Reymundo	Associate VP for Student Success	General Revenue	\$147,515	0.00%							\$147,515	
			\$147,515	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$147,515	
Valdez, Cynthia	Associate VP College Access and K-12 Partnerships	Designated	\$142,390	10.00%							\$142,390	
			\$142,390	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$142,390	
Andersen, Mark Christian	Dean of Honors College	Designated	\$142,240	0.00%							\$142,240	
			\$142,240	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$142,240	
Warren, Muriel Renae	Assist Dean Accreditation SOM	General Revenue	\$137,700	0.00%							\$137,700	
			\$137,700	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$137,700	
Leal Sanchez, Luis B.	Associate VP for Development	General Revenue	\$130,005	0.00%							\$130,005	
		Designated	\$4,995	3.84%							\$4,995	
			\$135,000	3.85%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	
Baker, Kelsey	Assistant Dean for Educational Affairs Pre-Clerkships	General Revenue	\$111,800	4.98%							\$111,800	Hired 12/12/2022.
		Restricted	\$18,200	-1.62%							\$18,200	
			\$130,000	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,000	
Sanchez, Richard P.	Associate VP of Governmental Relations	Designated	\$128,915	0.00%							\$128,915	
			\$128,915	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,915	
Gadson, Rebecca Kim	Dean of Students	Designated	\$125,305	0.00%							\$125,305	
			\$125,305	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$125,305	
Granado, David Michael	Deputy to Provost and Sr VP Academic Affairs	Designated	\$124,000	0.00%							\$124,000	Effective 8/1/2023.
			\$124,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,000	
Rodriguez, Gerardo M.	Assistant VP Strategic Space Planning	Designated	\$120,500	0.00%							\$120,500	
			\$120,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,500	
Alaniz-McGinnis, Monica Jean	Assistant Dean Assessment SOM	General Revenue	\$116,745	0.00%							\$116,745	
			\$116,745	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$116,745	
Alvarado, LanLan	Associate VP for Advancement Services	Designated	\$115,000	4.55%							\$115,000	
			\$115,000	4.55%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,000	
Corrales, Christian	Assistant VP of Community Engagement	Designated	\$114,300	0.00%							\$114,300	
			\$114,300	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$114,300	
Stoves, Douglas	Associate Dean of Student Rights and Responsibilities	Designated	\$92,796	0.00%							\$92,796	
			\$92,796	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$92,796	
Olivarez, Delma Denise	Associate Dean for Student Involvement	Designated	\$91,110	0.00%							\$91,110	
			\$91,110	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$91,110	

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Cortez, Pedro	Associate Dean of Libraries for Resource Management	General Revenue	\$88,044	0.00%							\$88,044	
			\$88,044	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$88,044	
Atkins Sharpe, Stephanie Starr	Associate Dean of School of Medicine Library	General Revenue	\$77,908	0.00%							\$77,908	
			\$77,908	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,908	
Tarawneh, Constantine Mohammad	Sr Associate Dean, College of Engineering & Computer Science	Designated	\$40,333	14.82%							\$40,333	Administrative stipend - 100% Faculty.
			\$40,333	14.82%	\$0	\$0	\$0	\$0	\$0	\$0	\$40,333	
Villalobos, Cristina	Associate Dean, College of Sciences	Designated	\$36,671	13.74%							\$36,671	Administrative stipend - 100% Faculty.
			\$36,671	13.74%	\$0	\$0	\$0	\$0	\$0	\$0	\$36,671	
Abebe, Michael Alemayehu	Associate Dean, RCV College of Business & Entrepreneurship	Designated	\$36,249	0.00%							\$36,249	Administrative stipend - 100% Faculty.
			\$36,249	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$36,249	
Hansmann, Sandra Elisabeth	Associate Dean, Graduate College	Designated	\$34,770	2.52%							\$34,770	Administrative stipend - 100% Faculty.
			\$34,770	2.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$34,770	
Islam, Nazmul	Associate Dean, College of Engineering & Computer Science	Designated	\$31,924	0.00%							\$31,924	Administrative stipend - 100% Faculty.
			\$31,924	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$31,924	
Hughes, J. Kirk	Associate Dean, RCV College of Business & Entrepreneurship	Designated	\$31,714	0.00%							\$31,714	Administrative stipend - 100% Faculty.
			\$31,714	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$31,714	
Huerta, Maria Carolina	Associate Dean, School of Nursing	Designated	\$31,644	0.00%							\$31,644	Effective 2/1/2023. Administrative stipend - 100% Faculty.
			\$31,644	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$31,644	
Contreras, Salvador	Associate Dean, RCV College of Business & Entrepreneurship	Designated	\$31,101	0.00%							\$31,101	Administrative stipend - 100% Faculty.
			\$31,101	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$31,101	
Feria Arroyo, Teresa Patricia	Associate Dean, College of Sciences	Designated	\$30,699	9.26%							\$30,699	Administrative stipend - 100% Faculty.
			\$30,699	9.26%	\$0	\$0	\$0	\$0	\$0	\$0	\$30,699	
Zaidan, Frederic	Senior Associate Dean, College of Sciences	Designated	\$30,659	0.00%							\$30,659	Administrative stipend - 100% Faculty.
			\$30,659	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$30,659	
Tamez, Eloisa G.	Associate Dean, School of Nursing	Designated	\$30,231	0.00%							\$30,231	Effective 2/1/2023. Administrative stipend - 100% Faculty.
			\$30,231	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$30,231	
Anderson-Mejias, Pamela L.	Senior Associate Dean, College of Liberal Arts	Designated	\$29,487	7.13%							\$29,487	Administrative stipend - 100% Faculty.
			\$29,487	7.13%	\$0	\$0	\$0	\$0	\$0	\$0	\$29,487	
Quetschke, Volker M.	Associate Dean, College of Sciences	Designated	\$29,358	1.44%							\$29,358	Administrative stipend - 100% Faculty.
			\$29,358	1.44%	\$0	\$0	\$0	\$0	\$0	\$0	\$29,358	
Villarreal Sosa, Leticia	Associate Dean, School of Social Work	Designated	\$29,000	0.00%							\$29,000	Effective 1/16/2023. Administrative stipend - 100% Faculty.
			\$29,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$29,000	

