

**Higher Education
Administrative Accountability Report
Special Provisions, Sec 5.7
FY2025**

Institution Code: 731

Institution Name: Texas Woman's University

Name	Position	Funding Source	Salary (09/01/24)	Percentage Salary Increase Over FY 2024	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Carine Feyten	Chancellor & President	General Revenue Designated	\$ 60,866						\$ 120	\$ 60,986	*On-Campus House & Utilities Provided \$1,200 Longevity	
			\$ 547,790					\$ 1,080	\$ 548,870			
			\$ 608,656	0.16%	\$ -	\$ -	\$ -	\$ -	\$ 1,200	\$ -		\$ 609,856
Christopher Johnson	Asst Vice Chancellor Strategy & Chief of Staff	General Revenue Designated	\$ 86,460						\$ 1,080	\$ 87,540	\$2,160 Longevity	
			\$ 86,460					\$ 1,080	\$ 87,540			
			\$ 172,920	4.80%	\$ -	\$ -	\$ -	\$ -	\$ 2,160	\$ -		\$ 175,080
Katherine Antwi	General Counsel, Sec to BOR & Chief Compliance Officer	General Revenue Designated	\$ 88,616						\$ 2,040	\$ 90,656	\$4,080 Longevity	
			\$ 88,616					\$ 2,040	\$ 90,656			
			\$ 177,232	6.00%	\$ -	\$ -	\$ -	\$ -	\$ 4,080	\$ -		\$ 181,312
Peter Cohen	Assist. VP Chancellor's Leadership Giving	Designated	\$ 156,750						\$ 240	\$ 156,990	\$240 Longevity	
			\$ 156,750	4.50%	\$ -	\$ -	\$ -	\$ -	\$ 240	\$ -		\$ 156,990
			\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -
Monica Christopher	Dallas Campus President	Designated	\$ 195,000							\$ 195,000	New Incumbent; Split Funded with TWU System	
			\$ 195,000	New Hire	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 195,000
			\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -
Monica Williams	Houston Campus President	Designated	\$ 185,000							\$ 185,000	New Incumbent; Split Funded with TWU System	
			\$ 185,000	New Hire	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 185,000
			\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -
Shannon C Mantaro	Exec Dir Jane Nelson Institute for Women's Leadership	General Revenue	\$ 200,720						\$ 720	\$ 201,440	\$720 Longevity	
			\$ 200,720	9.93%	\$ -	\$ -	\$ -	\$ -	\$ 720	\$ -		\$ 201,440
			\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -
Sharon Delgado	Chief Audit Executive	General Revenue Designated	\$ 60,000						\$ 1,080	\$ 61,080	\$2,160 Longevity	
			\$ 60,000					\$ 1,080	\$ 61,080			
			\$ 120,000	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 2,160	\$ -		\$ 122,160
Angela Bauer	Exec VP Acad Affairs & Provost	General Revenue Designated	\$ 144,000							\$ 144,000	New Incumbent	
			\$ 144,000							\$ 144,000		
			\$ 288,000	New Hire	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 288,000
Jorge F Figueroa	Vice Provost Curriculum & Strategic Initiatives	General Revenue Designated	\$ 84,000						\$ 360	\$ 84,360	\$720 Longevity	
			\$ 84,000					\$ 360	\$ 84,360			
			\$ 168,000	5.00%	\$ -	\$ -	\$ -	\$ -	\$ 720	\$ -		\$ 168,720
Mark Hamner	Vice Provost Institutional Research & Improvement	General Revenue Designated	\$ 91,876						\$ 1,680	\$ 93,556	\$3,360 Longevity	
			\$ 91,876					\$ 1,680	\$ 93,556			
			\$ 183,752	4.91%	\$ -	\$ -	\$ -	\$ -	\$ 3,360	\$ -		\$ 187,112
Shannon Scott	Interim Vice Provost Faculty Success	General Revenue Designated	\$ 76,991						\$ 1,325	\$ 78,316	\$2,880 Longevity; New Incumbent	
			\$ 90,380					\$ 1,555	\$ 91,935			
			\$ 167,371	Interim	\$ -	\$ -	\$ -	\$ -	\$ 2,880	\$ -		\$ 170,251
Holly Hansen-Thomas	Vice Provost Research Innovation & Corporate Engagement	General Revenue	\$ 180,430						\$ 1,680	\$ 182,110	\$1,680 Longevity	
			\$ 180,430	4.90%	\$ -	\$ -	\$ -	\$ -	\$ 1,680	\$ -		\$ 182,110
			\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -
Joshua Adams	Vice Provost Student Success	Designated	\$ 170,995						\$ 2,640	\$ 173,635	\$2,640 Longevity	
			\$ 170,995	4.90%	\$ -	\$ -	\$ -	\$ -	\$ 2,640	\$ -		\$ 173,635
			\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -
Carolyn Kapinus	Dean Graduate School	General Revenue	\$ 177,083						\$ 720	\$ 177,803	\$720 Longevity	
			\$ 177,083	4.90%	\$ -	\$ -	\$ -	\$ -	\$ 720	\$ -		\$ 177,803
			\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Ruth Johnson	Assoc. Dean Graduate School	General Revenue	\$ 59,510						\$ 960	\$ 60,470		
			\$ 59,509						\$ 960	\$ 60,469		
			\$ 119,019	6.09%	\$ -	\$ -	\$ -	\$ -	\$ 1,920	\$ -	\$ 120,939	\$1,920 Longevity
Abigail Tilton	Dean, Arts & Sciences	General Revenue	\$ 211,890						\$ 2,880	\$ 214,770		
			\$ 211,890	4.90%	\$ -	\$ -	\$ -	\$ -	\$ 2,880	\$ -	\$ 214,770	\$2,880 Longevity
			\$ 211,890	4.90%	\$ -	\$ -	\$ -	\$ -	\$ 2,880	\$ -	\$ 214,770	\$2,880 Longevity
Claire L. Shalin	Assoc. Dean, Arts & Sciences	General Revenue	\$ 140,291						\$ 12,000	\$ 152,291		
			\$ 140,291	-3.26%	\$ -	\$ -	\$ -	\$ -	\$ 12,000	\$ -	\$ 152,291	\$12,000 Administrative Stipend
			\$ 140,291	-3.26%	\$ -	\$ -	\$ -	\$ -	\$ 12,000	\$ -	\$ 152,291	\$12,000 Administrative Stipend
Birgitte M. Vittrup	Interim Dean, Professional Ed.	General Revenue	\$ 180,000						\$ 12,000	\$ 192,000		
			\$ 180,000	Interim	\$ -	\$ -	\$ -	\$ -	\$ 12,000	\$ -	\$ 192,000	\$12,000 Administrative Stipend
			\$ 180,000	Interim	\$ -	\$ -	\$ -	\$ -	\$ 12,000	\$ -	\$ 192,000	\$12,000 Administrative Stipend
Gina Anderson	Assoc. Dean, Professional Ed.	General Revenue	\$ 124,842						\$ 12,000	\$ 136,842		
			\$ 124,842	-3.35%	\$ -	\$ -	\$ -	\$ -	\$ 12,000	\$ -	\$ 136,842	\$12,000 Administrative Stipend
			\$ 124,842	-3.35%	\$ -	\$ -	\$ -	\$ -	\$ 12,000	\$ -	\$ 136,842	\$12,000 Administrative Stipend
Erika Armstrong	Interim Dean, Health Sciences	General Revenue	\$ 195,000							\$ 195,000		
			\$ 195,000	Interim	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 195,000	Interim
			\$ 195,000	Interim	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 195,000	Interim
Noralyne Pickens	Assoc. Dean Interprofessional Ed & Strategic Initiatives	General Revenue Designated	\$ 46,011						\$ 3,960	\$ 49,971		
			\$ 93,419						\$ 8,040	\$ 101,459		
			\$ 139,430	-1.48%	\$ -	\$ -	\$ -	\$ -	\$ 12,000	\$ -	\$ 151,430	\$12,000 Administrative Stipend
Paula Clutter	Interim Dean, Nursing	General Revenue	\$ 203,615							\$ 203,615		
			\$ 203,615	4.31%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 203,615	Interim
			\$ 203,615	4.31%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 203,615	Interim
Rebecca Keele	Assoc. Dean of Nursing - Denton	General Revenue	\$ 155,849						\$ 15,600	\$ 171,449		
			\$ 155,849	Promotion	\$ -	\$ -	\$ -	\$ -	\$ 15,600	\$ -	\$ 171,449	\$15,600 Administrative Stipend
			\$ 155,849	Promotion	\$ -	\$ -	\$ -	\$ -	\$ 15,600	\$ -	\$ 171,449	\$15,600 Administrative Stipend
Kristine Morris	Interim Assist. Dean, Nursing - Dallas	General Revenue	\$ 131,505						\$ 13,200	\$ 144,705		
			\$ 131,505	-5.88%	\$ -	\$ -	\$ -	\$ -	\$ 13,200	\$ -	\$ 144,705	\$13,200 Administrative Stipend
			\$ 131,505	-5.88%	\$ -	\$ -	\$ -	\$ -	\$ 13,200	\$ -	\$ 144,705	\$13,200 Administrative Stipend
Sandra Cesario	Interim Assoc. Dean, Nursing	General Revenue Designated	\$ 123,021						\$ 15,000	\$ 138,021		
			\$ 34,588							\$ 34,588		
			\$ 157,609	Interim	\$ -	\$ -	\$ -	\$ -	\$ 15,000	\$ -	\$ 172,609	\$15,000 Administrative Stipend
Jason Tomlinson	VP Finance & Administration	General Revenue Designated	\$ 250,635						\$ 554	\$ 251,189		
			\$ 74,865						\$ 166	\$ 75,031		
			\$ 325,500	5.00%	\$ -	\$ -	\$ -	\$ -	\$ 720	\$ -	\$ 326,220	\$720 Longevity
Rob Ramirez	Sr Assoc. VP & Chief Facilities Officer	General Revenue Designated	\$ 101,115						\$ 1,080	\$ 102,195		
			\$ 123,585						\$ 1,320	\$ 124,905		
			\$ 224,700	7.00%	\$ -	\$ -	\$ -	\$ -	\$ 2,400	\$ -	\$ 227,100	\$2,400 Longevity
Melanie Ramirez	Asst. V.P. Controller	General Revenue Designated	\$ 102,054						\$ 1,555	\$ 103,609		
			\$ 39,686						\$ 605	\$ 40,291		
			\$ 141,740	6.85%	\$ -	\$ -	\$ -	\$ -	\$ 2,160	\$ -	\$ 143,900	\$2,160 Longevity
Anthony Sanchez	Chief Human Resources & People Officer	General Revenue Designated	\$ 90,832							\$ 90,832		
			\$ 90,832								\$ 90,832	
			\$ 181,664	New Hire	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 181,664	New Incumbent

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation			
Henry Torres	Chief Information Officer	General Revenue Designated	\$ 206,250								\$ 206,250	New Incumbent	
			\$ 68,750								\$ 68,750		
			\$ 275,000	New Hire	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 275,000
Nancy Cinnater	Chief Procurement Officer/HUB Coord	General Revenue Designated	\$ 48,593					\$ 672			\$ 49,265	\$1,680 Longevity	
			\$ 72,887					\$ 1,008			\$ 73,895		
			\$ 121,480	5.50%	\$ -	\$ -	\$ -	\$ -	\$ 1,680	\$ -	\$ -		\$ 123,160
Javier Flores	VP Enrollment Management	General Revenue Designated	\$ 93,100					\$ 600			\$ 93,700	\$1,200 Longevity	
			\$ 93,100					\$ 600			\$ 93,700		
			\$ 186,200	0.65%	\$ -	\$ -	\$ -	\$ -	\$ 1,200	\$ -	\$ -		\$ 187,400
Monica Mendez-Grant	VP Student Life	General Revenue Designated	\$ 122,275					\$ 2,436			\$ 124,711	\$1,032 BRP, \$3,840 Longevity	
			\$ 122,275					\$ 2,436			\$ 124,711		
			\$ 244,550	6.00%	\$ -	\$ -	\$ -	\$ -	\$ 4,872	\$ -	\$ -		\$ 249,422
Heather Snow	Assist. VP Student Life & Dean of Students	General Revenue Designated	\$ 79,761					\$ 1,114			\$ 80,875	\$1,920 Longevity, New Incumbent	
			\$ 57,758					\$ 806			\$ 58,564		
			\$ 137,519	New Hire	\$ -	\$ -	\$ -	\$ -	\$ 1,920	\$ -	\$ -		\$ 139,439
Stephanie Brown	Assoc.VP Student Enrichment Health & Support	General Revenue Designated	\$ 134,472					\$ 1,092			\$ 135,564	\$1,200 Longevity	
			\$ 13,299					\$ 108			\$ 13,407		
			\$ 147,771	5.00%	\$ -	\$ -	\$ -	\$ -	\$ 1,200	\$ -	\$ -		\$ 148,971
David Sweeten	Assoc. VP for Auxiliary Services	Auxiliary	\$ 125,000					\$ 2,880			\$ 127,880	\$2,880 Longevity; New Incumbent	
			\$ 125,000	Promotion	\$ -	\$ -	\$ -	\$ -	\$ 2,880	\$ -	\$ -		\$ 127,880
			\$ 100,000										\$ 100,000
Shannon Ashkin	Assist. Dean of Students; Dir Civility & Comm Stds	Designated	\$ 100,000								\$ 100,000	New Incumbent	
			\$ 100,000	New Hire	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 100,000
			\$ 94,976						\$ 1,075				\$ 96,051
Kristina Kaskel-Ruiz	VP Marketing & Communications	General Revenue Designated	\$ 94,976					\$ 1,075			\$ 96,051	\$1,920 Longevity	
			\$ 74,624					\$ 845			\$ 75,469		
			\$ 169,600	6.00%	\$ -	\$ -	\$ -	\$ -	\$ 1,920	\$ -	\$ -		\$ 171,520
Matt Flores	Assist. VP University Communications/ PIO	Designated	\$ 132,224					\$ 1,440			\$ 133,664	\$1,440 Longevity	
			\$ 132,224	4.00%	\$ -	\$ -	\$ -	\$ -	\$ 1,440	\$ -	\$ -		\$ 133,664
			\$ 165,688						\$ 1,920				\$ 167,608
Suzanne Sellers	Dean of Libraries	Designated	\$ 165,688					\$ 1,920			\$ 167,608	\$1,920 Longevity	
			\$ 165,688	4.92%	\$ -	\$ -	\$ -	\$ -	\$ 1,920	\$ -	\$ -		\$ 167,608
			\$ 98,068						\$ 960				\$ 99,028
Abigail Morris	Assoc. Dean of Libraries	Designated	\$ 98,068					\$ 960			\$ 99,028	\$960 Longevity; New Incumbent	
			\$ 98,068	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 960	\$ -	\$ -		\$ 99,028
			\$ 95,280						\$ 2,160				\$ 97,440
Kimberly Johnson	Sr Assist. Dean Specialist Collect & Univ Archives	Designated	\$ 95,280					\$ 2,160			\$ 97,440	\$2,160 Longevity; New Incumbent	
			\$ 95,280					\$ 2,160			\$ 97,440		
			\$ 83,000						\$ 1,440				\$ 84,440
Chance Maggard	Assist. Dean Integrated Library Resources & Support	Designated	\$ 83,000					\$ 1,440			\$ 84,440	\$1,440 Longevity; New Incumbent	
			\$ 83,000					\$ 1,440			\$ 84,440		
			\$ 83,000						\$ 960				\$ 83,960
Kenneth Evans	Assist. Dean Library Research, Instruction, & Outreach	Designated	\$ 83,000					\$ 960			\$ 83,960	\$960 Longevity; New Incumbent	
			\$ 83,000					\$ 960			\$ 83,960		
			\$ 83,000						\$ 960	\$ -	\$ -		\$ 83,960

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Lisa Rampy	VP University Advancement	Designated	\$ 175,000						\$ 1,680	\$ 176,680	\$1,680 Longevity	
			\$ 175,000	16.67%	\$ -	\$ -	\$ -	\$ -	\$ 1,680	\$ -		\$ 176,680
Shelby Gould	Assoc.VP, Univ Advance; COO, TWU Foundation	Designated	\$ 175,000						\$ 1,200	\$ 176,200	\$1,200 Longevity	
			\$ 175,000	16.67%	\$ -	\$ -	\$ -	\$ -	\$ 1,200	\$ -		\$ 176,200
Rama Yelkur	Dean, Business	General Revenue	\$ 247,990						\$ 720	\$ 248,710	\$720 Longevity	
			\$ 247,990	5.08%	\$ -	\$ -	\$ -	\$ -	\$ 720	\$ -		\$ 248,710
Pushkala Raman	Assoc. Dean, Business	General Revenue	\$ 134,327						\$ 9,480	\$ 143,807	\$12,000 Administrative Stipend; 25% Faculty Appointment	
			\$ 47,708						\$ 2,520	\$ 50,228		
			\$ 182,035	0.38%	\$ -	\$ -	\$ -	\$ -	\$ 12,000	\$ -		\$ 194,035
Dewaynna Horn	Assoc. Dean Accreditation, Business	General Revenue	\$ 168,026						\$ 12,000	\$ 180,026	\$12,000 Administrative Stipend; 25% Faculty Appointment	
			\$ 168,026	-2.00%	\$ -	\$ -	\$ -	\$ -	\$ 12,000	\$ -		\$ 180,026

Note: Vacant positions are no longer reported. This change has been implemented to align with GAA reporting requirements and peer universities.