

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

**Institution Code:** 732 **Institution Name:** Texas A&M University-Kingsville

A Name	B Position	C Funding Source	D FY2025 Salary	E Percentage Salary Increase	F Nonsalary Benefits FY 2025						L Total Compensation	M Explanation / Comments
					F One-time Payment (Merit)	G One-time Payment (Non-Merit)	H Housing Allowance	I Car Allowance	J Communication Allowance	K Non-Cash Compensation		
					Robert Vela	President	Designated	\$431,600		\$15,000		
		Total	\$431,600	4.00%	\$0	\$0	\$0	\$0	\$0	\$50,000	\$496,600	
James Palmer	Provost & Senior Vice President for Academic Affairs	General Revenue	\$261,208		\$0	\$0	\$0	\$0	\$0	\$0	\$261,208	
		Restricted	\$5,331		\$0	\$0	\$0	\$0	\$0	\$0	\$5,331	
		Total	\$266,539	2.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$266,539	
Jacob Flournoy	Vice President for Finance & Chief Financial Officer	General Revenue	\$258,679		\$0	\$0	\$0	\$0	\$0	\$0	\$258,679	
		Total	\$258,679	2.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$258,679	
Rito Silva	Vice President of Enrollment Management & Student Affairs	Designated	\$228,198		\$0	\$0	\$0	\$0	\$0	\$0	\$228,198	
		Total	\$228,198	2.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$228,198	
Rosalind Alderman	Vice President of Enrollment Management	General Revenue	\$215,282		\$0	\$0	\$0	\$0	\$0	\$0	\$215,282	
		Total	\$215,282	2.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$215,282	
John Dove	Associate Vice President & Chief Information Officer	Designated	\$186,372		\$0	\$0	\$0	\$0	\$0	\$0	\$186,372	
		Total	\$186,372	2.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$186,372	
Jose Espiritu Nolasco	Vice President for Research & Innovation	General Revenue	\$207,050		\$0	\$0	\$0	\$0	\$0	\$0	\$207,050	
		Total	\$207,050	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$207,050	
Chris Vera	Associate Vice President for Campus Operations	General Revenue	\$184,527		\$0	\$0	\$0	\$0	\$0	\$0	\$184,527	
		Total	\$184,527	8.55%	\$0	\$0	\$0	\$0	\$0	\$0	\$184,527	
Joanne Castro	Associate Vice President for Financial Services	General Revenue	\$164,024		\$0	\$0	\$0	\$0	\$0	\$0	\$164,024	
		Total	\$164,024	2.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$164,024	
Kirsten Compary	Assistant Vice President for Student Affairs/Dean of Students	Auxiliary	\$137,499		\$0	\$0	\$0	\$0	\$0	\$0	\$137,499	
		Designated	\$5,072		\$0	\$0	\$0	\$0	\$0	\$0	\$5,072	
		Total	\$142,571	2.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,072	
Maria Martinez	Associate Vice President for Student Access	Designated	\$69,197		\$0	\$0	\$0	\$0	\$0	\$0	\$69,197	
		Restricted	\$69,198		\$0	\$0	\$0	\$0	\$0	\$0	\$69,198	
		Total	\$138,395	2.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$138,395	



