

**Higher Education
Administrative Accountability Report
FY 2025**

Institution Code: 734 **Institution Name:** Lamar University

A Name	B Position	C Funding Source	D Salary (09/01/24)	E Percentage Salary Increase Over FY 2024	H	I	J	L Total Compensation	M Explanation / Comments
					Housing Allowance	Car Allowance	Other		
Jaime R. Taylor	President	General Revenue	\$ 68,354	7.00%	\$ -	\$ -	\$ 130	68,484	Other-Longevity
		Designated	457,444	7.00%		12,000	130	469,574	Other-Longevity
		Total	\$ 525,798	7.00%	\$ -	\$ 12,000	\$ 260	\$ 538,058	Merit
Mark A. Robinson	Vice President for Operations & Chief Financial Officer	General Revenue	\$ 286,340	3.00%	\$ -	\$ 10,000	\$ -	296,340	Merit
		Total	\$ 286,340	3.00%	\$ -	\$ 10,000	\$ -	296,340	
Sameul Jator	Senior Associate Provost Academic Affairs	General Revenue	\$ 215,208	3.00%	\$ -	\$ -	\$ -	215,208	Merit
		Total	\$ 215,208	3.00%	\$ -	\$ -	\$ -	215,208	
Gene Theodori	Associate Provost	General Revenue	\$ 196,730	3.00%	\$ -	\$ -	\$ -	196,730	Merit
		Total	\$ 196,730	3.00%	\$ -	\$ -	\$ -	196,730	
Che-Jen Lin	Associate Provost for Research ORSP	General Revenue	\$ 210,483	3.00%	\$ -	\$ -	\$ 2,680	213,163	Other-Longevity
		Total	\$ 210,483	3.00%	\$ -	\$ -	\$ 2,680	213,163	Merit
Sean Stewart	Vice President, Information Technology,CIO	General Revenue	\$ 200,000	13.55%	\$ -	\$ -	\$ 2,640	202,640	Other-Longevity
		Total	\$ 200,000	13.55%	\$ -	\$ -	\$ 2,640	202,640	Market Adjustment
Spencer Sims	Associate Vice President, Finance & Controller	General Revenue	\$ 153,213	3.00%	\$ -	\$ -	\$ 2,880	156,093	Other-Longevity
		Total	\$ 153,213	3.00%	\$ -	\$ -	\$ 2,880	156,093	Merit
Juan Zabala	Vice President University Advancement	General Revenue	\$ 228,094	3.00%	\$ -	\$ -	\$ 5,520	233,614	Other-Longevity & Cell Phone
		Total	\$ 228,094	3.00%	\$ -	\$ -	\$ 5,520	233,614	Merit
Freddie Titus	Vice President, Student Affairs & Strategic Initiatives	Designated	\$ 211,000	N/A	\$ -	\$ -	\$ -	211,000	Promotion
		Total	\$ 211,000	N/A	\$ -	\$ -	\$ -	211,000	
Katrina Brent	Vice President, Enrollment Management and Marketing	General Revenue	\$ 200,000	13.55%	\$ -	\$ -	\$ 2,160	202,160	Other-Longevity
		Total	\$ 200,000	13.55%	\$ -	\$ -	\$ 2,160	202,160	Market Adjustment
Jeffrey S. O'Malley	Vice President, Director of Athletics	Auxiliary	\$ 254,000	8.16%	\$ -	\$ 10,000	\$ -	264,000	Market Adjustment
		Total	\$ 254,000	8.16%	\$ -	\$ 10,000	\$ -	264,000	
Brett Welch	Vice Provost Digital Learning & Dean of Graduate Studies	General Revenue	\$ 286,340	N/A	\$ -	\$ -	\$ 960	287,300	Other-Longevity
		Total	\$ 286,340	N/A	\$ -	\$ -	\$ 960	287,300	Promotion to Interim
Jeffrey Spoeri	Associate Vice President University Advancement	General Revenue	\$ 140,689	3.00%	\$ -	\$ -	\$ 760	141,449	Other-Longevity
		Total	\$ 140,689	3.00%	\$ -	\$ -	\$ 760	141,449	Merit
David Martin	Associate Vice President Facilities Management	General Revenue	\$ 161,710	3.00%	\$ -	\$ -	\$ 960	162,670	Other-Longevity
		Total	\$ 161,710	3.00%	\$ -	\$ -	\$ 960	162,670	Merit
Marsha R. Worthy	Associate Vice President, Human Resources	General Revenue	\$ 153,213	3.00%	\$ -	\$ -	\$ -	153,213	Merit
		Total	\$ 153,213	3.00%	\$ -	\$ -	\$ -	153,213	
Kenneth L. Rodriguez	Associate Vice President, Budget and Financial Planning	General Revenue	\$ 149,350	3.00%	\$ -	\$ -	\$ 1,680	151,030	Other-Longevity

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			Salary (09/01/24)	Percentage Salary Increase Over FY 2024	Housing Allowance	Car Allowance	Other	Total Compensation				
		Total	\$ 149,350	3.00%	\$ -	\$ -	\$ 1,680	\$ 151,030	Merit			
Jason Baldwin	Associate Athletic Director/CFO	Auxiliary Designated	\$ 88,065	3.00%	\$ -	\$ -	\$ -	\$ 88,065	Merit			
			\$ 29,355	3.00%	\$ -	\$ -	\$ -	\$ 29,355	Merit			
		Total	\$ 117,420	3.00%	\$ -	\$ -	\$ -	\$ 117,420				
Shawn Gray	Associate Vice President, Student Affairs	Designated	\$ 151,990	N/A	\$ -	\$ -	\$ 3,780	\$ 155,770	Other-Longevity & Cell Phone Promotion			
		Total	\$ 151,990	N/A	\$ -	\$ -	\$ 3,780	\$ 155,770				
Deidra Mayer	Associate Vice President, Admissions, Aid, & Scholarships	General Revenue	\$ 127,308	3.00%	\$ -	\$ -	\$ 1,920	\$ 129,228	Other-Longevity			
		Total	\$ 127,308	3.00%	\$ -	\$ -	\$ 1,920	\$ 129,228	Merit			
Katherine Miller	Assistant Vice President, Planning and Construction	General Revenue	\$ 144,527	3.00%	\$ -	\$ -	\$ 2,640	\$ 147,167	Other-Longevity			
		Total	\$ 144,527	3.00%	\$ -	\$ -	\$ 2,640	\$ 147,167	Merit			
Gabriel Crosby	Assistant Vice President, Student Success	General Revenue	\$ 109,141	3.00%	\$ -	\$ -	\$ -	\$ 109,141	Merit			
		Total	\$ 109,141	3.00%	\$ -	\$ -	\$ -	\$ 109,141				
Steven Veron	Assistant Vice President, IT Operations	General Revenue	\$ 108,150	3.00%	\$ -	\$ -	\$ 1,440	\$ 109,590	Other-Longevity			
		Total	\$ 108,150	3.00%	\$ -	\$ -	\$ 1,440	\$ 109,590	Merit			
Taylor Stephenson	Assistant Vice President, ERP Operations	General Revenue	\$ 133,900	3.00%	\$ -	\$ -	\$ 2,640	\$ 136,540	Other-Longevity			
		Total	\$ 133,900	3.00%	\$ -	\$ -	\$ 2,640	\$ 136,540	Merit			
Srinivas Varadaraj	Assistant Vice President, IT Enterprise Services	General Revenue	\$ 126,690	3.00%	\$ -	\$ -	\$ 2,440	\$ 129,130	Other-Longevity			
		Total	\$ 126,690	3.00%	\$ -	\$ -	\$ 2,440	\$ 129,130	Merit			
Kyle Boudreaux	Assistant Vice President, IT Enterprise Services	General Revenue	\$ 123,600	3.00%	\$ -	\$ -	\$ -	\$ 123,600	Merit			
		Total	\$ 123,600	3.00%	\$ -	\$ -	\$ -	\$ 123,600				
Theresa Hefner-Babb	Assistant Provost, Accreditation and Assessment	General Revenue	\$ 125,186	3.00%	\$ -	\$ -	\$ 2,880	\$ 128,066	Other-Longevity			
		Total	\$ 125,186	3.00%	\$ -	\$ -	\$ 2,880	\$ 128,066	Merit			
Brian Craig	Dean, College of Engineering	General Revenue	\$ 214,375	3.00%	\$ -	\$ -	\$ 2,780	\$ 217,155	Other-Longevity			
		Total	\$ 214,375	3.00%	\$ -	\$ -	\$ 2,780	\$ 217,155	Merit			
Lynn Maurer	Dean, College of Arts & Sciences	General Revenue Restricted	\$ 114,211	3.00%	\$ -	\$ -	\$ 360	\$ 114,571	Other-Longevity			
			\$ 93,445	3.00%			\$ 360	\$ 93,805	Other-Longevity			
		Total	\$ 207,656	3.00%	\$ -	\$ -	\$ 360	\$ 208,016	Merit			
Joby John	Dean, College of Business	General Revenue Designated	\$ 206,250	N/A	\$ -	\$ -	\$ -	\$ 206,250	New Hire			
			\$ 68,750	N/A			\$ -	\$ 68,750				
		Total	\$ 275,000	N/A	\$ -	\$ -	\$ -	\$ 275,000				
Alberto Ruiz	Dean, College of Education and Human Development	General Revenue	\$ 203,940	3.00%	\$ -	\$ -	\$ -	\$ 203,940	Merit			
		Total	\$ 203,940	3.00%	\$ -	\$ -	\$ -	\$ 203,940				
Christopher G. Wright	Dean, College of Fine Arts and Communications	General Revenue	\$ 193,640	3.00%	\$ -	\$ -	\$ -	\$ 193,640	Merit			
		Total	\$ 193,640	3.00%	\$ -	\$ -	\$ -	\$ 193,640				

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Tilisa N. Thibodeaux	Dean, Honors College and TALH	General Revenue	\$ 68,959	3.00%	\$ -	\$ -	\$ 340	\$ 69,299	Other-Longevity
		General Revenue	\$ 41,375	3.00%	\$ -	\$ -	\$ 340	\$ 41,715	Other-Longevity
		Restricted	\$ 27,583	3.00%	\$ -	\$ -	\$ 340	\$ 27,923	Other-Longevity
		Total	\$ 137,917	3.00%	\$ -	\$ -	\$ 1,020	\$ 138,937	Merit
Vivienne McClendo	Dean, Library	General Revenue	\$ 145,000	N/A	\$ -	\$ -	\$ -	\$ 145,000	New Hire
		Total	\$ 145,000	N/A	\$ -	\$ -	\$ -	\$ 145,000	
Johnny O'Connor	Associate Dean, Educational Leadership College of Education & Human Development	General Revenue	\$ 144,200	3.00%	\$ -	\$ -	\$ -	\$ 144,200	Merit
		Total	\$ 144,200	3.00%	\$ -	\$ -	\$ -	\$ 144,200	
Jon P. Gray	Assoc. Dean, College of Education and Human Development	General Revenue	\$ 144,200	3.00%	\$ -	\$ -	\$ -	\$ 144,200	Merit
		Total	\$ 144,200	3.00%	\$ -	\$ -	\$ -	\$ 144,200	
Jeremy Alm	Associate Dean, College of Arts and Sciences	General Revenue	\$ 123,335	3.00%	\$ -	\$ -	\$ -	\$ 123,335	Merit
		Total	\$ 123,335	3.00%	\$ -	\$ -	\$ -	\$ 123,335	
Xiangyang Lei	Associate Dean, Research and Retention	General Revenue	\$ 115,729	3.00%	\$ -	\$ -	\$ 1,920	\$ 117,649	Other-Longevity
		Total	\$ 115,729	3.00%	\$ -	\$ -	\$ 1,920	\$ 117,649	Merit
Jeannette Fresne	Associate Dean, College of Fine Arts and Communication	General Revenue	\$ 121,540	N/A	\$ -	\$ -	\$ -	\$ 121,540	New Hire
		Total	\$ 121,540	N/A	\$ -	\$ -	\$ -	\$ 121,540	
Michael Saar	Associate Dean, Library	General Revenue	\$ 100,692	3.00%	\$ -	\$ -	\$ -	\$ 100,692	Merit
		Total	\$ 100,692	3.00%	\$ -	\$ -	\$ -	\$ 100,692	
Jiang Zhou	Associate Dean, Engineering	General Revenue	\$ 161,861	3.00%	\$ -	\$ -	\$ -	\$ 161,861	Merit
		Total	\$ 161,861	3.00%	\$ -	\$ -	\$ -	\$ 161,861	
Hector Flores	Deputy Chief of Operation/Chief of Police	General Revenue	\$ 165,830	3.00%	\$ -	\$ -	\$ 2,880	\$ 168,710	Other-Longevity & Cell Phone
		Total	\$ 165,830	3.00%	\$ -	\$ -	\$ 2,880	\$ 168,710	Merit