

# **Texas A&M International University**



## **Higher Education**

### **Administrative Accountability Report**

**HB 1, 88<sup>th</sup> Legislature, Article III, Sec. 5.7**

**FY 2025**

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Institution Name: Texas A&M International University  
Institution Code: 761

Employee Name	Position	Funding Source	FY 2025 Salary	% Salary Increase	Non-Salary Benefits FY 2024						Total Compensation	Explanation/ Comments
					One-time Payment (Merit)	One-time Payment (Non-Merit)	Housing Allowance	Car Allowance	Communication Allowance	Deferred Compensation		
Pablo Arenaz	President	General Revenue	\$65,940		\$0	\$0	\$7,200	\$0	\$0	\$0	\$73,140	Merit increase effective 9/1/2024
		Institutional Funds	\$386,460		\$15,000	\$0	\$42,800	\$0	\$0	\$50,000	\$494,260	President through 10/3/2024
		<b>Total</b>	<b>\$452,400</b>	<b>4.00%</b>	<b>\$15,000</b>	<b>\$0</b>	<b>\$50,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$50,000</b>	<b>\$567,400</b>	
Claudia San Miguel	Provost & Vice President for Academic Affairs	Institutional Funds	\$220,000		\$0	\$0	\$0	\$0	\$0	\$0	\$220,000	
		<b>Total</b>	<b>\$220,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$220,000</b>	
Juan J. Castillo	Vice President for Finance & Administration	Institutional Funds	\$256,894		\$0	\$0	\$0	\$0	\$0	\$0	\$256,894	Merit increase effective 11/1/2023
		<b>Total</b>	<b>\$256,894</b>	<b>6.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$256,894</b>	
Rosanne Palacios	Vice President for Institutional Advancement	Institutional Funds	\$200,000		\$0	\$0	\$0	\$0	\$0	\$0	\$200,000	
		<b>Total</b>	<b>\$200,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$200,000</b>	
Juan G. Garcia, Jr.	Vice President for Enrollment Management	Institutional Funds	\$185,000		\$0	\$0	\$0	\$0	\$0	\$0	\$185,000	
		<b>Total</b>	<b>\$185,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$185,000</b>	
Rosalinda Garcia	Vice President for Student Engagement	Institutional Funds	\$195,000		\$0	\$0	\$0	\$0	\$0	\$0	\$195,000	
		<b>Total</b>	<b>\$195,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$195,000</b>	
Ruby Ynalvez	Associate Vice President for Research & Sponsored Projects	General Revenue	\$135,000		\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	Appointed AVP effective 8/1/2024
		<b>Total</b>	<b>\$135,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$135,000</b>	
Robert Wilkinson	Associate Vice President for Institutional Assessment, Research & Planning	General Revenue	\$124,202		\$0	\$0	\$0	\$0	\$0	\$0	\$124,202	Merit increase effective 11/1/2023
		<b>Total</b>	<b>\$124,202</b>	<b>3.70%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$124,202</b>	
Fred Juarez III	Associate Vice President for Finance & Administration & Assistant CFO	Institutional Funds	\$150,000		\$0	\$0	\$0	\$0	\$0	\$0	\$150,000	
		<b>Total</b>	<b>\$150,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$150,000</b>	
Miguel Munoa	Associate Vice President for Information Technology/CIO	Institutional Funds	\$166,432		\$0	\$0	\$0	\$0	\$0	\$0	\$166,432	Merit increase effective 11/1/2023
		<b>Total</b>	<b>\$166,432</b>	<b>4.02%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$166,432</b>	
Scheiby Gonzalez Fisher	Associate Vice President for Enrollment Management	General Revenue	\$86,849		\$0	\$0	\$0	\$0	\$0	\$0	\$86,849	
		Institutional Funds	\$31,651		\$0	\$0	\$0	\$0	\$0	\$0	\$31,651	
		<b>Total</b>	<b>\$118,500</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$118,500</b>	
Maria E. Calderon	Assistant Vice President for Global Initiatives	Institutional Funds	\$101,827		\$0	\$0	\$0	\$0	\$0	\$0	\$101,827	Merit increase effective 11/1/2023
		<b>Total</b>	<b>\$101,827</b>	<b>4.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$101,827</b>	
Sean Maddan	Associate Provost	Institutional Funds	\$124,593		\$0	\$0	\$0	\$0	\$0	\$0	\$124,593	Appointed Assoc. Provost effective 8/1/2024
		<b>Total</b>	<b>\$124,593</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$124,593</b>	

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					One-time Payment (Merit)	One-time Payment (Non-Merit)	Housing Allowance	Car Allowance	Communication Allowance	Deferred Compensation		
Ariadne Gonzalez	Associate Provost	Institutional Funds	\$114,000		\$0	\$0	\$0	\$0	\$0	\$0	\$114,000	Appointed Assoc. Provost effective 11/1/2023
		Restricted Funds	\$6,000								\$6,000	
		<b>Total</b>	<b>\$120,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$120,000</b>	
Marcus A. Ynalvez	Interim Dean, College of Arts & Sciences	General Revenue	\$172,167		\$0	\$0	\$0	\$0	\$0	\$0	\$172,167	Appointed Interim Dean effective 6/1/2024
		<b>Total</b>	<b>\$172,167</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$172,167</b>	
Robert S. Sears	Dean, A.R. Sanchez Jr. School of Business	General Revenue	\$225,000		\$0	\$0	\$0	\$0	\$0	\$0	\$225,000	Hired 6/1/2024
		<b>Total</b>	<b>\$225,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$225,000</b>	
Marivic Torregosa	Dean, College of Nursing & Health Sciences	General Revenue	\$141,152		\$0	\$0	\$0	\$0	\$0	\$0	\$141,152	Merit increase effective 11/1/2023
		Restricted Funds	\$34,192								\$34,192	
		<b>Total</b>	<b>\$175,344</b>	<b>4.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$175,344</b>	
Lola Norris	Dean, Graduate School	General Revenue	\$135,000		\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	Merit increase effective 11/1/2023 Appointed Dean effective 6/1/2024
		<b>Total</b>	<b>\$135,000</b>	<b>9.97%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$135,000</b>	
Alfredo Ramirez	Dean, University College	General Revenue	\$139,500		\$0	\$0	\$0	\$0	\$0	\$0	\$139,500	Appointed Dean effective 10/1/2023
		Restricted	\$15,500		\$0	\$0	\$0	\$0	\$0	\$0	\$15,500	
		<b>Total</b>	<b>\$155,000</b>	<b>-0.28%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$155,000</b>	
James G. O'Meara	Dean, College of Education	General Revenue	\$173,519		\$0	\$0	\$0	\$0	\$0	\$0	\$173,519	Merit increase effective 11/1/2023
		Restricted	\$3,541		\$0	\$0	\$0	\$0	\$0	\$0	\$3,541	
		<b>Total</b>	<b>\$177,060</b>	<b>3.80%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$177,060</b>	
Colleen Harris	Dean, Killam Library	General Revenue	\$109,275		\$0	\$0	\$0	\$0	\$0	\$0	\$109,275	Hired 5/1/2024
		Restricted	\$15,725		\$0	\$0	\$0	\$0	\$0	\$0	\$15,725	
		<b>Total</b>	<b>\$125,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$125,000</b>	
Kenneth Tobin	Interim Associate Dean, College of Arts & Sciences	General Revenue	\$120,572		\$0	\$0	\$0	\$0	\$0	\$0	\$120,572	Appointed Interim Assoc. Dean effective 7/1/2024
		Restricted	\$7,155		\$0	\$0	\$0	\$0	\$0	\$0	\$7,155	
		<b>Total</b>	<b>\$127,727</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$127,727</b>	
Debbie Lelekis	Interim Associate Dean, College of Arts & Sciences	General Revenue	\$111,080		\$0	\$0	\$0	\$0	\$0	\$0	\$111,080	Appointed Interim Assoc. Dean effective 7/1/2024
		<b>Total</b>	<b>\$111,080</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$111,080</b>	
Balaji Janamanchi	Interim Associate Dean, A.R. Sanchez School of Business	General Revenue	\$117,385		\$0	\$0	\$0	\$0	\$0	\$0	\$117,385	Merit increase effective 11/1/2023
		Restricted	\$44,128		\$0	\$0	\$0	\$0	\$0	\$0	\$44,128	
		<b>Total</b>	<b>\$161,513</b>	<b>3.87%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$161,513</b>	

