

**HIGHER EDUCATION**  
**Administrative Accountability Report**

FY 2026

**Institution Code:** 710  
**Institution Name:** The Texas A&M System Administrative and General Offices

Name	Position	Funding Source	Current Salary	% Change	Non-Salary Benefits					Total Compensation	Comments
					Communication Allowance	Housing Allowance	Retention Pay	Deferred Comp Award	Extra Pay Outside Regular Job		
Glenn Allen Hegar Jr	Chancellor	Institutional Funds	\$ 1,200,000	0.00%			200,000			\$ 1,400,000	Hired July 1, 2025
Susan G Ballabina	Executive Vice Chancellor	Appropriated Funds	\$ 600,000	0.00%	1,080		40,000			\$ 641,080	Hired July 1, 2025
Phillip A Ray	Vice Chancellor, Business Affairs	Appropriated Funds	\$ 612,129	3.00%	1,080		40,000			\$ 653,209	
James R Hallmark	Vice Chancellor, Academic Affairs	Appropriated Funds	\$ 567,788	3.00%	1,080		40,000			\$ 608,868	
Ryan Griffin	Vice Chancellor and Chief Financial Officer	Appropriated Funds	\$ 550,000	0.00%			40,000			\$ 590,000	Hired July 21, 2025
Yossef A Elabd	Vice Chancellor, Research	Appropriated Funds TAMU Restricted Funds	\$ 556,973 \$ 556,973	3.00%			40,000 20,000			\$ 596,973 \$ 20,000	
Robert B Moore	General Counsel	Institutional Funds	\$ 530,000	0.00%	1,080					\$ 531,080	Promoted August 1, 2025
Christopher Bryan	Vice Chancellor, Marketing and Communications	Appropriated Funds	\$ 435,000	0.00%	1,080		40,000			\$ 476,080	Hired July 1, 2025
Leslie Cobb	Vice Chancellor, Government Relations	Appropriated Funds	\$ 435,000	0.00%	1,080		40,000			\$ 476,080	Hired August 2, 2025
Amanda H Dotson	Chief Auditor	Appropriated Funds	\$ 427,450	3.00%					30,000	\$ 457,450	Promoted February 6, 2025
David A Staack	Deputy Vice Chancellor	Appropriated Funds Restricted Funds	\$ 452,077 \$ 452,077	8.99%						\$ 452,077	
Korry Castillo	Chief Strategy Officer	Appropriated Funds	\$ 450,000	0.00%	1,080					\$ 451,080	
Ernissee Stephen Putna	Associate Vice Chancellor	Appropriated Funds	\$ 437,750	3.00%						\$ 437,750	
Lauri S Deviney	Deputy Vice Chancellor	Appropriated Funds	\$ 365,614	3.00%	1,080					\$ 366,694	
Kimberly McCuistion	Associate Vice Chancellor	Institutional Funds	\$ 355,350	3.00%	720					\$ 356,070	
Dustin R Bryant	Associate Vice Chancellor	Institutional Funds	\$ 333,992	3.00%	1,080					\$ 335,072	
Shonda Gibson	Senior Associate Vice Chancellor	Appropriated Funds	\$ 282,529	3.00%						\$ 282,529	
Kerry Kinirons	Assistant Vice Chancellor	Institutional Funds	\$ 272,673	2.75%	1,080					\$ 273,753	
Blake R Decker	Associate Vice Chancellor	Appropriated Funds	\$ 264,056	3.00%	1,080					\$ 265,136	
Luis E Gonzalez	Associate Vice Chancellor	Institutional Funds Appropriated Funds	\$ 143,660 \$ 131,395		1,080					\$ 143,660 \$ 132,475	
Valerie R Offutt	Assistant Vice Chancellor	Institutional Funds	\$ 242,313	2.85%	1,080					\$ 243,393	
Emily Howell	Associate Vice Chancellor	Appropriated Funds	\$ 228,256	3.65%						\$ 228,256	
Kimberly Rynearson	Assistant Vice Chancellor	Institutional Funds	\$ 225,389	3.20%						\$ 225,389	

**HIGHER EDUCATION**  
**Administrative Accountability Report**

FY 2026

**Institution Code:** 710

**Institution Name:** The Texas A&M System Administrative and General Offices

<b>Name</b>	<b>Position</b>	<b>Funding Source</b>	<b>Current Salary</b>	<b>% Change</b>	<b>Non-Salary Benefits</b>					<b>Total Compensation</b>	<b>Comments</b>	
					<b>Communication Allowance</b>	<b>Housing Allowance</b>	<b>Retention Pay</b>	<b>Deferred Comp Award</b>	<b>Extra Pay Outside Regular Job</b>	<b>One-Time Merit</b>		
Michael Gibson	Assistant Vice Chancellor	Appropriated Funds	\$ 217,101	3.65%							\$ 217,101	
Sharmila Pathikonda	Associate Vice Chancellor	Appropriated Funds	\$ 216,300	3.00%					7,500		\$ 223,800	
Stacey Silverman	Assistant Vice Chancellor	Appropriated Funds	\$ 209,597	2.55%		1,080					\$ 210,677	
Jordan Ross Smith	Assistant Vice Chancellor	Appropriated Funds	\$ 207,300	3.65%							\$ 207,300	
Isaiah D Vance	Assistant Vice Chancellor	Institutional Funds	\$ 190,164	3.00%		1,080					\$ 191,244	
Christopher Cockrum	Assistant Vice Chancellor	Appropriated Funds	\$ 174,128	0.00%		1,080			3,000		\$ 178,208	