

Higher Education
Administrative Accountability Report
Special Provisions, Sec. 6
FY2026

Institution Code: 711 Institution Name: Texas A&M University

Name	Position	Funding Source	Salary (09/01/24)	Base Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Nonsalary Benefits FY 2025						Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
Ahdieh, Robert	Dean	General Revenue										\$ -	
		Designated	\$ 540,488.63	\$ 556,703.29						\$ 108,520.06		\$ 665,223.35	Admin Stipend
		Total	\$ 540,488.63	\$ 556,703.29	3.00%				\$ -	\$ 108,520.06		\$ 665,223.35	Merit
Akin, Lisa K	Chief Compliance Officer	General Revenue	\$ 270,375.00	\$ 278,486.28								\$ 278,486.28	
		Total	\$ 270,375.00	\$ 278,486.28	3.00%					\$ -		\$ 278,486.28	Merit
Alexander, Michael S	Assistant Dean	General Revenue										\$ -	
		Designated	\$ 199,072.80	\$ 206,438.52						\$ 12,100.00		\$ 218,538.52	Teaching in excess 100%, Cont Ed, Extra pay
		Restricted								\$ 1,000.00		\$ 1,000.00	Extra Pay Outside Regular Job Duty
		Total	\$ 199,072.80	\$ 206,438.52	3.70%					\$ 13,100.00		\$ 219,538.52	Merit
Alexander-Packard, Gerianne	Associate Vice President for Research	General Revenue	\$ 181,764.88	\$ 188,581.03						\$ 60,500.00		\$ 249,081.03	Admin stipend
		Total	\$ 181,764.88	\$ 188,581.03	3.75%					\$ 60,500.00		\$ 249,081.03	Merit
Aliseda, Ernest	Associate Vice President	General Revenue		\$ 325,000.06								\$ 325,000.06	
		Total	\$ -	\$ 325,000.06	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 325,000.06	Hired 8/15/2025
Bayer Barbara A	Assistant Dean	General Revenue	\$ 230,412.12	\$ 240,780.72						\$ 15,000.00		\$ 255,780.72	One-time merit
		Total	\$ 230,412.12	\$ 240,780.72	4.50%	\$ -	\$ -	\$ -	\$ -	\$ 15,000.00	\$ -	\$ 255,780.72	Merit
Bell, Lesley	Assistant Dean	General Revenue	\$ 207,041.76	\$ 228,900.00								\$ 228,900.00	
		Total	\$ 207,041.76	\$ 228,900.00	10.56%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 228,900.00	Merit, equity
Berry, Heather	Assistant Vice President, Marketing and Communication	Designated		\$ 215,000.00								\$ 215,000.00	
		Total	\$ -	\$ 215,000.00	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 215,000.00	Hired 9/1/2025
Billinger, Kristi	Associate Vice President for Research & Excutive Director of SRS	Designated	\$ 299,729.52	\$ 311,718.72								\$ 311,718.72	
		Total	\$ 299,729.52	\$ 311,718.72	4.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 311,718.72	Merit
Black, Lance	Senior Associate Dean of Innovation and Strategic Projec	General Revenue		\$ 250,920.10						\$ 38,181.78		\$ 289,101.88	Admin stipend
		Total	\$ -	\$ 250,920.10	N/A	\$ -	\$ -	\$ -	\$ -	\$ 38,181.78	\$ -	\$ 289,101.88	Hired 1/1/2025
Boone, Timothy	Interim Dean and Clinical Professor	Designated	\$ 656,200.04	\$ 770,000.00								\$ 770,000.00	
		Total	\$ 656,200.04	\$ 770,000.00	17.34%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 770,000.00	Temporary increase for interim appointment
Boyle, Jason	Assistant Vice President	General Revenue		\$ 175,000.08								\$ 175,000.08	
		Total	\$ -	\$ 175,000.08	N/A							\$ 175,000.08	Promotion 8/1/2025
Braden, Robert E	Vice President and Chief Marketing and	General Revenue	\$ 550,000.08	\$ 550,000.08						\$ 16,500.00		\$ 566,500.08	One-time merit

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						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
	Communications Officer	Total	\$ 550,000.08	\$ 550,000.08	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 16,500.00	\$-	\$ 566,500.08	
Brannstrom, Christian	Professor & Associate Dean	General Revenue	\$ 164,888.91	\$ 171,810.00						\$ 38,501.40		\$ 210,311.40	Admin stipend, dept head stipend
		Restricted								\$ 9,000.00		\$ 9,000.00	Distinguished chair stipend
		Total	\$ 164,888.91	\$ 171,810.00	4.20%					\$ 47,501.40		\$ 219,311.40	Merit
Brisco, Kristine	Assistant Dean	General Revenue	\$ 208,500.00	\$ 229,440.00								\$ 229,440.00	
		Total	\$ 208,500.00	\$ 229,440.00	10.04%					\$ -		\$ 229,440.00	Merit
Brown, Kelly	Associate Vice President	General Revenue										\$ -	
		Restricted	\$ 220,925.76	\$ 227,553.48								\$ 227,553.48	
		Total	\$ 220,925.76	\$ 227,553.48	3.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 227,553.48	Merit
Bryk, Mary	Associate Dean for Academic Affairs	General Revenue	\$ 131,136.83	\$ 135,333.22						\$ 22,000.00		\$ 157,333.22	Admin stipend
		Total	\$ 131,136.83	\$ 135,333.22	3.20%					\$ 22,000.00		\$ 157,333.22	Merit
Burton, Jeffery	Associate Vice President for Finance and Deputy Chief Financial Officer	General Revenue	\$ 337,350.12	\$ 337,350.12						\$ 14,000.00		\$ 351,350.12	One-time merit
		Total	\$ 337,350.12	\$ 337,350.12	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 14,000.00	\$-	\$ 351,350.12	
Chamberland-Tremblay, Jean-Francoi	Associate Dean for Faculty Success	General Revenue	\$ 250,979.30	\$ 261,018.45						\$ 19,199.95		\$ 280,218.40	Admin stipend
		Total	\$ 250,979.30	\$ 261,018.45	4.00%	\$ -	\$ -	\$ -	\$ -	\$ 19,199.95	\$-	\$ 280,218.40	Merit
Cherry, Robert C	Associate Dean	General Revenue	\$ 198,466.44	\$ 214,641.72								\$ 214,641.72	
		Designated								\$ 15,722.22		\$ 15,722.22	Teaching in excess of 100%, One-time merit
		Total	\$ 198,466.44	\$ 214,641.72	8.15%					\$ 15,722.22	\$-	\$ 230,363.94	Merit, Equity
Coates, Craig	Associate Dean for Programmatic Success	General Revenue	\$ 131,771.64	\$ 135,988.38						\$ 29,503.98		\$ 165,492.36	Admin stipend
		Designated								\$ 2,496.01		\$ 2,496.01	Admin stipend
		Total	\$ 131,771.64	\$ 135,988.38	3.20%	\$ -	\$ -	\$ -	\$ -	\$ 31,999.99	\$-	\$ 167,988.37	Merit
Cook, Terence L	Assitant Dean	General Revenue	\$ 142,193.52	\$ 144,681.96								\$ 144,681.96	
		Total	\$ 142,193.52	\$ 144,681.96	1.75%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 144,681.96	Merit
Crawford, John W.	Vice President for Finance & Chief Financial Officer	General Revenue	\$ 457,800.00	\$ 457,800.00						\$ 13,734.00		\$ 471,534.00	One-time merit
		Total	\$ 457,800.00	\$ 457,800.00	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 13,734.00	\$-	\$ 471,534.00	
Creel, Brady	Assistant Dean for Strategic Communication and Chief of Staff	Designated								\$ 17,760.00		\$ 17,760.00	Temporary increase
		Restricted	\$ 169,152.96	\$ 177,610.20						\$ 10,000.00		\$ 187,610.20	One-time merit
		Total	\$ 169,152.96	\$ 177,610.20	5.00%	\$ -	\$ -	\$ -	\$ -	\$ 27,760.00	\$-	\$ 205,370.20	Merit

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						Cash Bonus	Practice Plan Benefits	Housing Allow.	Car Allow.	Other	Non Cash Comp		
Criscione, Charles	Associate Dean, Graduate and Professional School	General Revenue	\$ 156,420.77	\$ 161,895.50						\$ 28,905.91		\$ 190,801.41	Admin stipend
		Total	\$ 156,420.77	\$ 161,895.50	3.50%	\$ -	\$ -	\$ -	\$ -	\$ 28,905.91	\$-	\$ 190,801.41	Merit
Criscitiello, Michael	Associate Dean for Research and Graduate Studies	General Revenue	\$ 194,255.71	\$ 200,569.10						\$ 30,799.97		\$ 231,369.07	Admin stipend, One time merit
		Restricted								\$ 4,000.04		\$ 4,000.04	Distinguished chair stipend
		Total	\$ 194,255.71	\$ 200,569.10	3.25%	\$ -	\$ -	\$ -	\$ -	\$ 34,800.01	\$-	\$ 235,369.11	Merit
Crooks, Viviene	Assistant Dean	Functional & Gener	\$ 157,440.00	\$ 160,195.20								\$ 160,195.20	
		Total	\$ 157,440.00	\$ 160,195.20	1.75%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 160,195.20	Merit
Crouch, Elizabeth	Associate Dean	General Revenue	\$ -	\$ 176,474.00								\$ 176,474.00	
		Designated	\$ 179,069.88	\$ 7,967.89								\$ 7,967.89	
		Total	\$ 179,069.88	\$ 184,441.89	3.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 184,441.89	Merit
Curtis, Kari	Assistant Dean	General Revenue	\$ 170,352.00	\$ 175,462.56								\$ 175,462.56	
		Total	\$ 170,352.00	\$ 175,462.56	3.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 175,462.56	Merit
Day, Leslie	Assistant Dean of Pre-Clerkship Education	General Revenue	\$ 176,387.70	\$ 184,325.20						\$ 29,999.97		\$ 214,325.17	Admin stipend
		Total	\$ 176,387.70	\$ 184,325.20	4.50%					\$ 29,999.97		\$ 214,325.17	Merit
Deer, Shannon	Associate Dean of Undergraduate Programs	General Revenue								\$ 12,500.00		\$ 12,500.00	One time merit
		Designated	\$ 187,192.35	\$ 195,616.00						\$ 114,144.13		\$ 309,760.13	Admin stipend, teaching in excess of 100%, Cont Ed
		Total	\$ 187,192.35	\$ 195,616.00	4.50%					\$ 126,644.13		\$ 322,260.13	Merit
Deigaard, William	Associate Vice President	General Revenue		\$ 235,050.00								\$ 235,050.00	
		Designated	\$ 239,847.24	\$ 4,796.94								\$ 4,796.94	
		Total	\$ 239,847.24	\$ 239,846.94	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 239,846.94	
De Miranda, Michael	Dean	General Revenue	\$ 308,357.50	\$ 317,608.28						\$ 131,070.49		\$ 448,678.77	Admin stipend
		Restricted								\$ 952.50		\$ 952.50	Admin stipend
		Total	\$ 308,357.50	\$ 317,608.28	3.00%	\$ -	\$ -	\$ -	\$ -	\$ 132,022.99	\$-	\$ 449,631.27	Merit
Depoy, Darren	Professor and Associate Dean, Research Infrastructure	General Revenue	\$ 223,730.91	\$ 231,561.00						\$ 27,500.00		\$ 259,061.00	Admin stipend
		Total	\$ 223,730.91	\$ 231,561.00	3.50%	\$ -	\$ -	\$ -	\$ -	\$ 27,500.00	\$-	\$ 259,061.00	Merit
Dillard Joseph B	Assistant Dean	General Revenue	\$ 214,142.28	\$ 220,994.88								\$ 220,994.88	
		Total	\$ 214,142.28	\$ 220,994.88	3.20%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 220,994.88	Merit
Dobiyanski, Victoria	Associate Vice President Student Affairs	General Revenue		\$ 222,000.00								\$ 222,000.00	
		Designated	\$ 181,900.17										

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						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
		Auxiliary	\$ 32,100.03									\$ -	
		Total	\$ 214,000.20	\$ 222,000.00	3.74%	\$ -	\$ -	\$ -	\$ -		\$-	\$ 222,000.00	Merit
Dorsey Alicia M	Associate Vice President	General Revenue	\$ 257,690.88	\$ 262,844.60								\$ 262,844.60	
		Total	\$ 257,690.88	\$ 262,844.60	2.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 262,844.60	Merit
Dorsey, Leroy G	Senior Associate Dean for Faculty Affairs & Professor	General Revenue	\$ 209,000.08	\$ 215,688.00								\$ 243,188.00	Admin stipend
		Total	\$ 209,000.08	\$ 215,688.00	3.20%	\$ -	\$ -	\$ -	\$ -	\$ 27,500.00	\$-	\$ 243,188.00	Merit
Doty, Timothy	Assistant Vice President, Marketing & Communications	General Revenue	\$ 200,000.04	\$ 207,000.00								\$ 207,000.00	
		Total	\$ 200,000.04	\$ 207,000.00	3.50%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 207,000.00	Merit
Dye, William	Assistant Dean of Graduate Programs	General Revenue	\$ 178,987.56	\$ 183,909.72								\$ 196,409.72	One time merit
		Designated										\$ 50,499.93	Extra pay outside regular job duty
		Total	\$ 178,987.56	\$ 183,909.72	2.75%	\$ -	\$ -	\$ -	\$ -	\$ 12,500.00	\$-	\$ 246,909.65	Merit
Errisuriz, Arturo	Assistant Dean	General Revenue	\$ 148,734.36	\$ 154,336.20								\$ 154,336.20	
		Designated										\$ 1,500.00	One time merit
		Total	\$ 148,734.36	\$ 154,336.20	3.77%							\$ 155,836.20	Merit
Escobar-Lemmon, Maria	Executive Associate Dean & Professor	General Revenue	\$ 251,559.00	\$ 294,515.43								\$ 294,515.43	
		Designated										\$ 33,000.00	Admin stipend
		Total	\$ 251,559.00	\$ 294,515.43	17.08%							\$ 327,515.43	Merit, equity
Evans, Ed	Associate Vice President	General Revenue										\$ -	
		Designated	\$ 244,260.72	\$ 244,260.72								\$ 244,260.72	
		Total	\$ 244,260.72	\$ 244,260.72	0.00%							\$ 244,260.72	
Fadamiro, Henry	Associate Vice President for Strategic Initiatives	General Revenue										\$ 67,874.95	Admin Stipend
		Designated	\$ 284,816.84	\$ 295,497.51								\$ 295,497.51	
		Total	\$ 284,816.84	\$ 295,497.51	3.75%							\$ 363,372.46	Merit
Fluckey, James	Associate Dean of Research	General Revenue	\$ 167,189.00	\$ 218,810.24								\$ 261,550.62	Admin stipend, Temp salary
		Total	\$ 167,189.00	\$ 218,810.24	30.88%	\$ -	\$ -	\$ -	\$ -	\$ 42,740.38	\$-	\$ 261,550.62	Merit, Promotion
Fry, Richard M	Associate Vice President	General Revenue		\$ 220,981.80								\$ 220,981.80	
		Designated	\$ 213,200.04									\$ -	
		Total	\$ 213,200.04	\$ 220,981.80	3.65%							\$ 220,981.80	Merit
Gagne,, Jeffrey	Assistant Dean for Faculty Success	General Revenue	\$ 111,131.19	\$ 114,206.31								\$ 132,206.31	Admin stipend

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						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
		Total	\$ 111,131.19	\$ 114,206.31	2.77%	\$ -	\$ -	\$ -	\$ -	\$ 18,000.00	\$-	\$ 132,206.31	Merit
Garza, Juan E	Assistant Vice President	General Revenue	\$ 255,383.94	\$ 268,825.20								\$ 268,825.20	
		Designated	\$ 13,441.26									\$ -	
		Total	\$ 268,825.20	\$ 268,825.20	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 268,825.20	
Georghiades, Costas	Interim Vice President for Research	General Revenue	\$ 433,873.60	\$ 446,889.79						\$ 46,219.50		\$ 493,109.29	Admin stipend, distinguished chair stipend
		Restricted								\$ 10,909.08		\$ 10,909.08	Distinguished chair stipend
		Total	\$ 433,873.60	\$ 446,889.79	3.00%	\$ -	\$ -	\$ -	\$ -	\$ 57,128.58	\$-	\$ 504,018.37	Merit
Gibson, Jeremy	Senior Associate Dean of Academic Affairs and Medical Education	General Revenue	\$ 340,000.11	\$ 355,470.08						\$ 59,999.94		\$ 415,470.02	Admin stipend
		Designated										\$ -	
		Total	\$ 340,000.11	\$ 355,470.08	4.55%	\$ -	\$ -	\$ -	\$ -	\$ 59,999.94	\$-	\$ 415,470.02	Merit
Gonzalez, Elsa	Assistant Provost - Faculty	General Revenue										\$ -	
		Designated	\$ 128,333.42	\$ 130,771.79						\$ 61,669.63		\$ 192,441.42	Admin stipend
		Total	\$ 128,333.42	\$ 130,771.79	1.90%	\$ -	\$ -	\$ -	\$ -	\$ 61,669.63	\$-	\$ 192,441.42	Merit
Goodey, Joanna	Instructinoal Professor & Associate Dean for Faculty Suc	General Revenue	\$ 121,293.00	\$ 125,541.00						\$ 17,500.00		\$ 143,041.00	Admin stipend
		Designated								\$ 2,000.00		\$ 2,000.00	Admin stipend
		Total	\$ 121,293.00	\$ 125,541.00	3.50%	\$ -	\$ -	\$ -	\$ -	\$ 19,500.00	\$-	\$ 145,041.00	Merit
Green, Pamela	Associate Vice President	General Revenue	\$ 236,627.88	\$ 245,616.00								\$ 245,616.00	
		Total	\$ 236,627.88	\$ 245,616.00	3.80%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 245,616.00	Merit
Gunaseelan, Simi	Assistant Dean of Evaluation and Assessment	General Revenue		\$ 150,000.01						\$ 4,155.85		\$ 154,155.86	Admin stipend
		Total	\$ -	\$ 150,000.01	N/A	\$ -	\$ -	\$ -	\$ -	\$ 4,155.85	\$-	\$ 154,155.86	Assigned 6/1/2025
Gustavus, Kevin	Assistant Dean of Business Services	General Revenue		\$ 187,975.10						\$ 11,712.49		\$ 199,687.59	Temporary increase, one time merit
		Designated								\$ 7,500.00		\$ 7,500.00	One time merit
		Total	\$ -	\$ 187,975.10	N/A	\$ -	\$ -	\$ -	\$ -	\$ 19,212.49	\$-	\$ 207,187.59	Promoted 2/1/2025
Guye, Kristopher	Assistant Vice President	Designated	\$ 219,523.68	\$ 219,523.68								\$ 219,523.68	
		Total	\$ 219,523.68	\$ 219,523.68	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 219,523.68	
Hanks Cheryl L	Chief Administrative Officer	General Revenue	\$ 276,276.00	\$ 95,592.00								\$ 95,592.00	
		Designated		\$ 191,184.00								\$ 191,184.00	
		Total	\$ 276,276.00	\$ 286,776.00	3.80%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 286,776.00	Merit
Hansmann, Sandra	Instructional Professor and Assistant Provost	General Revenue		\$ 154,000.00						\$ 47,000.03		\$ 201,000.03	Admin stipend

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						Cash Bonus	Practice Plan Benefits	Housing Allow.	Car Allow.	Other	Non Cash Comp		
		Total	\$ -	\$ 154,000.00	N/A	\$ -	\$ -	\$ -	\$ -	\$ 47,000.03	\$-	\$ 201,000.03	Appointed 6/1/2025
Hardy, Michael	Deputy Chief Government Relations Officer	General Revenue	\$ 60,060.00	\$ 61,861.80								\$ 61,861.80	
		Designated	\$ 180,180.00	\$ 185,585.40								\$ 185,585.40	
		Total	\$ 240,240.00	\$ 247,447.20	3.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 247,447.20	Merit
Harlin, Julie	Associate Dean	General Revenue	\$ 124,718.88	\$ 128,772.30						\$ 51,282.44		\$ 180,054.74	Admin stipend
		Total	\$ 124,718.88	\$ 128,772.30	3.25%	\$ -	\$ -	\$ -	\$ -	\$ 51,282.44	\$-	\$ 180,054.74	Merit
Harrell, Kristen A	Assistant Vice President, Student Affairs	General Revenue	\$ 117,040.03									\$ -	
		Designated	\$ 44,000.01	\$ 182,000.00								\$ 182,000.00	
		Auxiliary	\$ 14,960.00									\$ -	
		Total	\$ 176,000.04	\$ 182,000.00	3.41%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 182,000.00	Merit
Harris, Stefanie	Associate Dean for Faculty Affairs	General Revenue	\$ 121,230.00	\$ 129,105.10						\$ 33,000.00		\$ 162,105.10	Admin stipend
		Total	\$ 121,230.00	\$ 129,105.10	6.50%	\$ -	\$ -	\$ -	\$ -	\$ 33,000.00	\$-	\$ 162,105.10	Merit, equity
Heidick, Venesa	Assistant Vice President	General Revenue	\$ 202,559.76	\$ 208,560.00						\$ 5,000.00		\$ 213,560.00	One time merit
		Total	\$ 202,559.76	\$ 208,560.00	2.96%	\$ -	\$ -	\$ -	\$ -	\$ 5,000.00	\$-	\$ 213,560.00	Merit
Helge, Terri	Professor & Associate Dean	General Revenue	\$ 204,064.40	\$ 223,564.40						\$ 20,000.00		\$ 243,564.40	Admin stipend
		Designated								\$ 10,000.00		\$ 10,000.00	One time merit
		Total	\$ 204,064.40	\$ 223,564.40	9.56%	\$ -	\$ -	\$ -	\$ -	\$ 30,000.00	\$-	\$ 253,564.40	Merit, equity
Herman, James	Clinical Professor and Associate Dean for Undergraduate Programs	General Revenue	\$ 170,598.78	\$ 179,128.70						\$ 48,000.04		\$ 227,128.74	Admin stipend
		Designated								\$ 800.00		\$ 800.00	One time merit
		Total	\$ 170,598.78	\$ 179,128.70	5.00%	\$ -	\$ -	\$ -	\$ -	\$ 48,800.04	\$-	\$ 227,928.74	Merit
Hillin, Madison	Chief Financial Officer, Bush Foundation	Designated	\$ 165,360.00	\$ 170,321.00								\$ 170,321.00	
		Total	\$ 165,360.00	\$ 170,321.00	3.00%							\$ 170,321.00	Merit
Hinckley, Richard S	Associate Vice President for Brand & Business Development	General Revenue	\$ 216,460.53	\$ 216,460.53						\$ 10,000.00		\$ 226,460.53	One time merit
		Designated	\$ 116,555.67	\$ 116,555.67								\$ 116,555.67	
		Total	\$ 333,016.20	\$ 333,016.20	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 10,000.00	\$-	\$ 343,016.20	
Hobbs, Jill	Assistant Dean	General Revenue	\$ 197,631.24	\$ 204,208.20								\$ 204,208.20	
		Designated								\$ 2,000.00		\$ 2,000.00	One time merit
		Total	\$ 197,631.24	\$ 204,208.20	3.33%	\$ -	\$ -	\$ -	\$ -	\$ 2,000.00	\$-	\$ 206,208.20	Merit
Hogan, Harry	Senior Associate Dean	General Revenue	\$ 286,356.07	\$ 299,242.10						\$ 32,787.37		\$ 332,029.47	Admin stipend

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Institution Code: 711 Institution Name: Texas A&M University

Name	Position	Funding Source	Salary (09/01/24)	Base Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Nonsalary Benefits FY 2025						Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow.	Car Allow.	Other	Non Cash Comp		
		Total	\$ 286,356.07	\$ 299,242.10	4.50%	\$ -	\$ -	\$ -	\$ -	\$ 32,787.37	\$-	\$ 332,029.47	Merit
Hudson, Holly	Associate Vice President	General Revenue	\$ 213,885.12	\$ 224,579.40								\$ 224,579.40	
		Total	\$ 213,885.12	\$ 224,579.40	5.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 224,579.40	Merit
Irby, Beverly J	Professor & Associate Dean	General Revenue	\$ 260,136.14	\$ 268,331.10						\$ 47,648.70		\$ 315,979.80	Admin stipend
		Total	\$ 260,136.14	\$ 268,331.10	3.15%	\$ -	\$ -	\$ -	\$ -	\$ 47,648.70	\$-	\$ 315,979.80	Merit
Jasperson, Jon	Associate Dean for Academic Innovation	General Revenue	\$ 189,362.43	\$ 197,883.70						\$ 57,076.35		\$ 254,960.05	Admin stipend, one time payment
										\$ 46,750.00		\$ 46,750.00	Teaching in excess of 100%
		Total	\$ 189,362.43	\$ 197,883.70	4.50%	\$ -	\$ -	\$ -	\$ -	\$ 103,826.35	\$-	\$ 301,710.05	Merit
Jayaraman, Arul	Executive Associate Dean	General Revenue	\$ 377,009.60	\$ 405,813.10						\$ 38,400.01		\$ 444,213.11	Admin stipend
		Total	\$ 377,009.60	\$ 405,813.10	7.64%	\$ -	\$ -	\$ -	\$ -	\$ 38,400.01	\$-	\$ 444,213.11	Merit
Jeffrey, Justin	Assistant Vice President, Student Affairs	General Revenue	\$ 129,888.03	\$ 140,245.00								\$ 140,245.00	
		Designated	\$ 46,112.01	\$ 43,755.20								\$ 43,755.20	
		Total	\$ 176,000.04	\$ 184,000.20	4.55%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 184,000.20	Merit
Johnson, James M	Associate Vice President and Chief of Police	General Revenue	\$ 236,997.54	\$ 242,966.00						\$ 3,245.80		\$ 246,211.80	Hazard duty pay
		Designated	\$ 12,606.25	\$ 12,923.80						\$ 172.50		\$ 13,096.30	
		Restricted	\$ 2,521.25	\$ 2,584.74						\$ 31.70		\$ 2,616.44	
		Total	\$ 252,125.04	\$ 258,474.54	2.52%	\$ -	\$ -	\$ -	\$ -	\$ 3,450.00	\$-	\$ 261,924.54	Merit
Johnson, Michael D	Associate Provost for Academic Enhancement and Interim Vice Provost for Faculty Affairs	General Revenue	\$ 266,030.81	\$ 287,738.90						\$ 63,969.29		\$ 351,708.19	Admin stipend
		Designated										\$ -	
		Total	\$ 266,030.81	\$ 287,738.90	8.16%	\$ -	\$ -	\$ -	\$ -	\$ 63,969.29	\$-	\$ 351,708.19	Title change 7/2025, merit
Judah, Henry	Vice President for Human Resources & Organizational Effectiveness	General Revenue		\$ 350,000.00						\$ 10,374.12		\$ 360,374.12	Temporary increase
										\$ 32,243.85		\$ 32,243.85	Temporary increase
		Total	\$ -	\$ 350,000.00	N/A	\$ -	\$ -	\$ -	\$ -	\$ 42,617.97	\$-	\$ 392,617.97	Interim 10/2024, Promoted 5/1/2025
Kalafatis, Mary	Assistant Vice President for Finance	General Revenue	\$ 164,247.96	\$ 170,817.80								\$ 170,817.80	
		Designated								\$ 5,000.00		\$ 5,000.00	One time payment
		Total	\$ 164,247.96	\$ 170,817.80	4.00%	\$ -	\$ -	\$ -	\$ -	\$ 5,000.00	\$-	\$ 175,817.80	Merit
Kilby, Jessica Ann	Assistant Vice President for Finance	General Revenue	\$ 234,780.00	\$ 241,780.00								\$ 241,780.00	
		Total	\$ 234,780.00	\$ 241,780.00	2.98%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 241,780.00	Merit
Klein, Patricia	Executive Associate Dan	General Revenue	\$ 184,117.68	\$ 190,653.80						\$ 49,999.95		\$ 240,653.75	Admin stipend

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Institution Code: 711 Institution Name: Texas A&M University

Name	Position	Funding Source	Salary (09/01/24)	Base Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Nonsalary Benefits FY 2025						Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow.	Car Allow.	Other	Non Cash Comp		
		Total	\$ 184,117.68	\$ 190,653.80	3.55%	\$ -	\$ -	\$ -	\$ -	\$ 49,999.95	\$-	\$ 240,653.75	Merit
Kopycinski, Julie	Chief Government Relations Offier	General Revenue	\$ 157,300.04	\$ 132,561.00								\$ 132,561.00	
		Designated	\$ 128,700.04	\$ 162,019.00								\$ 162,019.00	
		Total	\$ 286,000.08	\$ 294,580.00	3.00%	\$ -	\$ -	\$ -	\$ -		\$-	\$ 294,580.00	Merit
Kurten, Jenna	Assistant Dean for Student Success	General Revenue	\$ 131,983.56	\$ 136,207.00								\$ 136,207.00	
		Designated								\$ 6,000.00		\$ 6,000.00	Teaching in excess of 100%
		Restricted								\$ 5,262.48		\$ 5,262.48	Temporary increase
		Total	\$ 131,983.56	\$ 136,207.00	3.20%	\$ -	\$ -	\$ -	\$ -	\$ 11,262.48	\$-	\$ 147,469.48	Merit
Lange, Peter	Chief Operating Officer and Senior Vice President	General Revenue	\$ 375,000.00	\$ 375,000.00						\$ 15,000.00		\$ 390,000.00	One time merit
		Total	\$ 375,000.00	\$ 375,000.00	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 15,000.00	\$-	\$ 390,000.00	
Lee, Chanam	Executive Associate Dean - Faculty	General Revenue	\$ 178,200.00	\$ 183,546.00						\$ 36,000.00		\$ 219,546.00	Admin stipend
		Designated								\$ 20,000.00		\$ 20,000.00	One time merit
		Total	\$ 178,200.00	\$ 183,546.00	3.00%	\$ -	\$ -	\$ -	\$ -	\$ 56,000.00	\$-	\$ 239,546.00	Promoted 9/1/2023
Lench, Heather	Senior Associate Provost for Faculty Affairs	General Revenue	\$ 262,467.80	\$ 121,949.00						\$ 22,288.20		\$ 144,237.20	Admin stipend
		Designated		\$ 149,049.00						\$ 45,251.80		\$ 194,300.80	Admin stipend
		Total	\$ 262,467.80	\$ 270,998.00	3.25%	\$ -	\$ -	\$ -	\$ -	\$ 67,540.00	\$-	\$ 338,538.00	Merit
Linke, Patrick	Senior Associate Dean for Research and Graduate Studies	Designated		\$ 182,914.00						\$ 25,151.00		\$ 208,065.00	Temporary increase
		Restricted	\$ 273,748.96	\$ 104,522.00						\$ 45,999.92		\$ 150,521.92	Admin stipend, one time merit
		Total	\$ 273,748.96	\$ 287,436.00	5.00%	\$ -	\$ -	\$ -	\$ -	\$ 71,150.92	\$-	\$ 358,586.92	Merit
Lollar, Deborah	Associate Vice President of Transportation Services	Designated	\$ 101,430.01	\$ 102,853.00								\$ 102,853.00	
		Auxiliary	\$ 152,145.00	\$ 160,872.00								\$ 160,872.00	
		Total	\$ 253,575.01	\$ 263,725.00	4.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 263,725.00	Merit
Lucas, Gary	Senior Associate Dean	General Revenue	\$ 255,443.96	\$ 272,944.00								\$ 272,944.00	
		Designated								\$ 102,499.97		\$ 102,499.97	Admin stipend, one time merit
		Total	\$ 255,443.96	\$ 272,944.00	6.85%	\$ -	\$ -	\$ -	\$ -	\$ 102,499.97	\$-	\$ 375,443.97	Merit, equity
Lupiani, Bianca	Vice Provost for Faculty Affairs	General Revenue		\$ 272,944.00						\$ 43,619.13		\$ 316,563.13	Admin stipend
		Total	\$ -	\$ 272,944.00	N/A	\$ -	\$ -	\$ -	\$ -	\$ 43,619.13	\$-	\$ 316,563.13	Transferred in 6/1/2025
Malave, Ceasar	Dean & CEO, Qatar	Restricted	\$ 472,045.26	\$ 486,206.50						\$ 57,750.00		\$ 543,956.50	Dept head stipend
										\$ 43,361.00		\$ 43,361.00	Temporary increase
		Total	\$ 472,045.26	\$ 486,206.50	3.00%	\$ -	\$ -	\$ -	\$ -	\$ 101,111.00	\$-	\$ 587,317.50	Merit

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Institution Code: 711 Institution Name: Texas A&M University

Name	Position	Funding Source	Salary (09/01/24)	Base Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Nonsalary Benefits FY 2025						Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
Marini, Francesca	Associate Professor & Dean for Academic Affairs	General Revenue		\$ 121,322.90						\$ 550.09		\$ 121,872.99	Admin stipend
		Designated								\$ 2,450.00		\$ 2,450.00	One time merit
		Total	\$ -	\$ 121,322.90	N/A	\$ -	\$ -	\$ -	\$ -	\$ 3,000.09	\$-	\$ 124,322.99	Promoted 9/1/2025
McCall, John	Associate Vice President and Controller	General Revenue	\$ 323,628.12	\$ 323,628.12								\$ 323,628.12	
		Designated								\$ 10,000.00		\$ 10,000.00	One time merit
		Total	\$ 323,628.12	\$ 323,628.12	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 10,000.00	\$-	\$ 333,628.12	
McClure, Frederick	Chief Community Engagement Officer	General Revenue	\$ 229,936.92	\$ 234,535.68								\$ 234,535.68	
		Total	\$ 229,936.92	\$ 234,535.68	2.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 234,535.68	Merit
McConnell Deena J	Chief Policy Officer	General Revenue	\$ 342,088.92	\$ 342,088.92						\$ 13,684.00		\$ 355,772.92	One time merit
		Total	\$ 342,088.92	\$ 342,088.92	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 13,684.00	\$-	\$ 355,772.92	
McLaughlin, Sarah	Assistant Dean of Business Services	General Revenue	\$ 181,257.72	\$ 187,492.30						\$ 9,062.88		\$ 196,555.18	Temporary increase
		Designated								\$ 4,550.00		\$ 4,550.00	One time merit
		Total	\$ 181,257.72	\$ 187,492.30	3.44%	\$ -	\$ -	\$ -	\$ -	\$ 13,612.88	\$-	\$ 201,105.18	Merit
McLaughlin, Timothy	Professor & Dean	General Revenue	\$ 292,355.69	\$ 304,049.90						\$ 92,444.33		\$ 396,494.23	Admin stipend
		Total	\$ 292,355.69	\$ 304,049.90	4.00%	\$ -	\$ -	\$ -	\$ -	\$ 92,444.33	\$-	\$ 396,494.23	Merit
McLawhon, Ryan	Assistant Dean for Academic Services & Student Affairs	Restricted	\$ 169,152.96	\$ 177,610.20						\$ 27,760.00		\$ 205,370.20	Temporary increase, one time merit
		Total	\$ 169,152.96	\$ 177,610.20	5.00%	\$ -	\$ -	\$ -	\$ -	\$ 27,760.00	\$-	\$ 205,370.20	Merit
McNamara, Ann	Professor & Interim Associate Dean for Faculty Affairs	Restricted		\$ 160,282.20						\$ 2,500.00		\$ 162,782.20	One-time merit
		Total	\$ -	\$ 160,282.20	N/A	\$ -	\$ -	\$ -	\$ -	\$ 2,500.00	\$-	\$ 162,782.20	Promotion 7/21/2025
Mikeal, Adam	Associate Vice President	General Revenue	\$ 226,665.00	\$ 226,665.00								\$ 226,665.00	
		Total	\$ 226,665.00	\$ 226,665.00	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 226,665.00	
Mitchell, LM	Assistant Vice President	General Revenue	\$ 239,400.00	\$ 258,900.00								\$ 258,900.00	
		Total	\$ 239,400.00	\$ 258,900.00	8.15%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 258,900.00	Merit
Monroe, Joy	Assistant Dean	Designated	\$ 110,664.12	\$ 114,205.30								\$ 114,205.30	
		Total	\$ 110,664.12	\$ 114,205.30	3.20%					\$ -	\$-	\$ 114,205.30	Merit
Mosbo-Ballestro, Julie	University Librarian and Assistant Provost	General Revenue	\$ 293,896.08	\$ 305,651.90								\$ 305,651.90	
		Total	\$ 293,896.08	\$ 305,651.90	4.00%					\$ -	\$-	\$ 305,651.90	Merit

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Institution Code:711

Institution Name:Texas A&M University

Name	Position	Funding Source	Salary (09/01/24)	Base Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Nonsalary Benefits FY 2025						Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
Nevill, Dedra P	Assistant Dean, Alumni and Donor Relations	General Revenue	\$ 198,180.00	\$ 205,716.00								\$ 205,716.00	
		Total	\$ 198,180.00	\$ 205,716.00	3.80%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 205,716.00	Merit
Nickles, Rosalie	Assistant Dean	Restricted	\$ 258,108.00	\$ 271,013.40								\$ 308,117.40	Temporary increase, one time merit
		Total	\$ 258,108.00	\$ 271,013.40	5.00%							\$ 308,117.40	Merit
North, Simon	Professor and Executive Associate Dean	General Revenue	\$ 208,629.00	\$ 208,629.00								\$ 252,629.00	Admin stipend
		Total	\$ 208,629.00	\$ 208,629.00	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 44,000.00	\$-	\$ 252,629.00	Promoted 7/1/2025
Ogilvie, Andrea	Assistant Dean, Student Success	General Revenue	\$ 211,814.90	\$ 218,169.40								\$ 218,169.40	
		Total	\$ 211,814.90	\$ 218,169.40	3.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 218,169.40	Promoted 9/1/24
Oliva, Rogelio	Professor & Associate Dean for Research and Scholarsh	General Revenue		\$ 295,094.90								\$ 309,578.53	Admin stipend, one time payment
		Total	\$ -	\$ 295,094.90	N/A	\$ -	\$ -	\$ -	\$ -	\$ 14,483.63	\$-	\$ 309,578.53	Promoted 5/1/2025
Palsole Sunay V	Assistant Vice Chancellor	General Revenue	\$ 212,991.48	\$ 220,446.20								\$ 220,446.20	
		Total	\$ 212,991.48	\$ 220,446.20	3.50%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 220,446.20	Merit
Pantuso, Terri	Instructional Associate Professor & Associate Dean	General Revenue	\$ 70,740.00	\$ 73,665.00								\$ 73,665.00	
		Total	\$ 70,740.00	\$ 73,665.00	4.13%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 73,665.00	Merit
Parker, Gerald W	Associate Dean	General Revenue	\$ 354,837.48	\$ 266,854.00								\$ 267,654.00	One time merit
		Designated	\$ 37,595.04	\$ 37,595.00								\$ 37,595.00	
		Other (Agency)	\$ -	\$ 87,983.37								\$ 87,983.37	
		Total	\$ 392,432.52	\$ 392,432.37	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 800.00	\$-	\$ 393,232.37	
Pentzer, Emily	Professor and Associate Dean for Research	General Revenue		\$ 168,147.00								\$ 182,147.00	Admin stipend
		Total	\$ -	\$ 168,147.00	N/A	\$ -	\$ -	\$ -	\$ -	\$ 14,000.00	\$-	\$ 182,147.00	Transferred in 1/1/2025
Pettibon, II Joseph P	Senior Vice President for Strategy and Business Services	General Revenue	\$ 382,637.04	\$ 246,984.00								\$ 246,984.00	
		Designated		\$ 173,916.00								\$ 193,047.00	One time merit
		Total	\$ 382,637.04	\$ 420,900.00	10.00%	\$ -	\$ -	\$ -	\$ -	\$ 19,131.00	\$-	\$ 440,031.00	Promoted 5/1/2025
Pierson, Edwin L	Vice President for Information Technology	Designated	\$ 352,854.36	\$ 352,854.36								\$ 352,854.36	
		Total	\$ 352,854.36	\$ 352,854.36	0.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 352,854.36	
Porter, Jay	Associate Dean - Faculty	General Revenue	\$ 259,893.48	\$ 270,893.50								\$ 294,893.52	Admin stipend
		Total	\$ 259,893.48	\$ 270,893.50	4.23%	\$ -	\$ -	\$ -	\$ -	\$ 24,000.02	\$-	\$ 294,893.52	Merit
Powers, Timothy	Assistant Vice President & Chief of Staff to the Provost	General Revenue	\$ 225,720.00	\$ 237,006.00								\$ 237,006.00	

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Institution Code: 711 Institution Name: Texas A&M University

Name	Position	Funding Source	Salary (09/01/24)	Base Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Nonsalary Benefits FY 2025						Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
		Total	\$ 225,720.00	\$ 237,006.00	5.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 237,006.00	Merit
Price, Angie	Associate Dean	General Revenue	\$ 220,243.10	\$ 226,850.40						\$ 47,049.97		\$ 273,900.37	Admin stipend
		Total	\$ 220,243.10	\$ 226,850.40	3.00%	\$ -	\$ -	\$ -	\$ -	\$ 47,049.97	\$-	\$ 273,900.37	Merit
Reed, Christopher	Associate Vice President for Enrollment Management and Chief Enrollment Officer	General Revenue	\$ 255,000.00	\$ 262,650.00								\$ 262,650.00	
		Total	\$ 255,000.00	\$ 262,650.00	3.00%	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 262,650.00	Merit
Reed, Katherine	Assistant Dean	General Revenue	\$ 114,400.08	\$ 117,832.10						\$ 9,100.00		\$ 126,932.10	Interim increase, teaching in excess of 100%
		Designated								\$ 15,400.00		\$ 15,400.00	One time payment, teaching in excess of 100%
		Total	\$ 114,400.08	\$ 117,832.10	3.00%	\$ -	\$ -	\$ -	\$ -	\$ 24,500.00		\$ 142,332.10	Merit
Rhoades, Kala	Assistant Vice President of Internal Communications and Effectiveness	General Revenue	\$ 185,000.04	\$ 191,475.00								\$ 191,475.00	
		Total	\$ 185,000.04	\$ 191,475.00	3.50%	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 191,475.00	Merit
Rivera, Omar	Associate Professor & Associate Dean	General Revenue	\$ 94,590.00	\$ 101,393.90						\$ 27,500.00		\$ 128,893.90	Admin stipend
		Total	\$ 94,590.00	\$ 101,393.90	7.19%					\$ 27,500.00		\$ 128,893.90	Merit, equity
Roark, Erin	Assoc Vice President for Research	General Revenue										\$ -	
		Designated	\$ 160,234.03	\$ 166,242.80						\$ 44,000.00		\$ 210,242.80	Admin stipend, one time merit
		Total	\$ 160,234.03	\$ 166,242.80	3.75%	\$ -	\$ -	\$ -	\$ -	\$ 44,000.00	\$-	\$ 210,242.80	Merit
Robertson, Christina	Assistant Vice President	Designated	\$ 221,260.08	\$ 229,009.90						\$ 4,609.55		\$ 233,619.45	Interim increase
		Total	\$ 221,260.08	\$ 229,009.90	3.50%	\$ -	\$ -	\$ -	\$ -	\$ 4,609.55	\$-	\$ 233,619.45	Merit
Rojo Del Busto, Katherine A	Assoc Vice President	General Revenue										\$ -	
		Designated	\$ 323,242.08	\$ 336,171.70						\$ 4,000.00		\$ 340,171.70	One time merit
		Total	\$ 323,242.08	\$ 336,171.70	4.00%	\$ -	\$ -	\$ -	\$ -	\$ 4,000.00	\$-	\$ 340,171.70	Merit
Rojo Del Busto, Mario	Associate Dean	General Revenue	\$ 143,487.50									\$ -	
		Designated	\$ 175,373.62	\$ 329,224.10								\$ 329,224.10	
		Total	\$ 318,861.12	\$ 329,224.10	3.25%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 329,224.10	Merit
Rush, Bonnie	Dean - Faculty	General Revenue		\$ 264,000.00						\$ 15,090.91		\$ 279,090.91	Admin Stipend
		Total	\$ -	\$ 264,000.00	N/A	\$ -	\$ -	\$ -	\$ -	\$ 15,090.91	\$-	\$ 279,090.91	Hired 8/1/2025
Sams, Alan	Executive Vice President and Provost	General Revenue	\$ 288,750.11	\$ 297,412.50						\$ 297,550.00		\$ 594,962.50	Admin stipend, one time merit
		Total	\$ 288,750.11	\$ 297,412.50	3.00%	\$ -	\$ -	\$ -	\$ -	\$ 297,550.00	\$-	\$ 594,962.50	
Schmiedt, Daniel	Associate Vice President	Designated	\$ 238,324.33	\$ 240,500.30								\$ 240,500.30	

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Institution Code: 711 Institution Name: Texas A&M University

Name	Position	Funding Source	Salary (09/01/24)	Base Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Nonsalary Benefits FY 2025						Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
		Total	\$ 238,324.33	\$ 240,500.30	0.91%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 240,500.30	Merit
Schulze, Stephen	Associate Vice President	General Revenue	\$ 261,830.04	\$ 269,685.00								\$ 269,685.00	
		Total	\$ 261,830.04	\$ 269,685.00	3.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 269,685.00	Merit
Schwartz, Elizabeth	Chief Human Resources Officer	General Revenue	\$ 23,673.98	\$ 24,684.50								\$ 24,684.50	
		Designated	\$ 46,031.54	\$ 47,094.90								\$ 47,094.90	
		Agrilife	\$ 146,101.04	\$ 149,012.30								\$ 149,012.30	
		Total	\$ 215,806.56	\$ 220,791.70	2.31%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 220,791.70	Merit
Scott, Timothy	Chief of Staff for the President	General Revenue	\$ 215,318.29	\$ 215,318.29						\$ 195,395.40		\$ 410,713.69	Admin stipend
		Total	\$ 215,318.29	\$ 215,318.29	0.00%	\$ -	\$ -	\$ -	\$ -	\$ 195,395.40	\$-	\$ 410,713.69	
Seipp, Adam	Associate Dean	General Revenue	\$ 122,265.00	\$ 130,212.00						\$ 38,500.00		\$ 168,712.00	Admin stipend
		Total	\$ 122,265.00	\$ 130,212.00	6.50%	\$ -	\$ -	\$ -	\$ -	\$ 38,500.00	\$-	\$ 168,712.00	Merit
Shafer, C	Chief of Campus & Community Enrichment	General Revenue	\$ 173,249.95	\$ 178,447.39						\$ 66,345.51		\$ 244,792.90	Admin stipend
		Total	\$ 173,249.95	\$ 178,447.39	3.00%	\$ -	\$ -	\$ -	\$ -	\$ 66,345.51	\$-	\$ 244,792.90	Merit
Shandley, Robert	Associate Dean & Professor	General Revenue	\$ 197,904.63	\$ 203,742.77						\$ 22,000.00		\$ 225,742.77	Admin stipend
		Total	\$ 197,904.63	\$ 203,742.77	2.95%	\$ -	\$ -	\$ -	\$ -	\$ 22,000.00	\$-	\$ 225,742.77	Merit
Sharp, Nate	Dean - Faculty	General Revenue	\$ 529,827.54	\$ 545,722.32						\$ 132,015.40		\$ 677,737.72	Admin stipend
		Designated	\$ -	\$ -						\$ 105,700.00		\$ 105,700.00	Continuing education
		Total	\$ 529,827.54	\$ 545,722.32	3.00%	\$ -	\$ -	\$ -	\$ -	\$ 237,715.40	\$-	\$ 783,437.72	Merit
Shenkir Annette L	Associate Vice President for Research	General Revenue	\$ 246,942.24	\$ 251,615.64						\$ 5,000.00		\$ 256,615.64	One time merit
		Total	\$ 246,942.24	\$ 251,615.64	1.89%	\$ -	\$ -	\$ -	\$ -	\$ 5,000.00	\$-	\$ 256,615.64	Merit
Sherman, John	Dean - Faculty	General Revenue	\$ 363,000.00	\$ 373,890.00						\$ 37,000.04		\$ 410,890.04	Admin stipend
		Total	\$ 363,000.00	\$ 373,890.00	3.00%	\$ -	\$ -	\$ -	\$ -	\$ 37,000.04	\$-	\$ 410,890.04	Merit
Shive, Holly	Associate Vice President	General Revenue	\$ 226,972.80	\$ 233,781.96								\$ 233,781.96	
		Total	\$ 226,972.80	\$ 233,781.96	3.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 233,781.96	Merit
Skaggs, Chris L	Associate Vice Chancellor & Associate Dean	General Revenue	\$ 177,298.88	\$ 184,390.80						\$ 47,850.00		\$ 232,240.80	Admin stipend
		Total	\$ 177,298.88	\$ 184,390.80	4.00%	\$ -	\$ -	\$ -	\$ -	\$ 47,850.00	\$-	\$ 232,240.80	Merit
Smith, Jennifer	Assistant Vice President	General Revenue	\$ 198,367.68	\$ 208,367.64								\$ 208,367.64	
		Total	\$ 198,367.68	\$ 208,367.64	5.04%	\$ -	\$ -	\$ -	\$ -		\$-	\$ 208,367.64	Merit

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Institution Code: 711 Institution Name: Texas A&M University

Name	Position	Funding Source	Salary (09/01/24)	Base Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Nonsalary Benefits FY 2025						Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
Sridhar, Shrihari	Professor and Senior Associate Dean	General Revenue	\$ 392,015.34	\$ 407,695.05						\$ 99,605.78		\$ 507,300.83	Admin stipend, one time merit payment
		Designated								\$ 79,900.00		\$ 79,900.00	Teaching in excess of 100%, Continuing education
		Restricted								\$ 7,300.00		\$ 7,300.00	Teaching in excess of 100%
		Total	\$ 392,015.34	\$ 407,695.05	4.00%	\$ -	\$ -	\$ -	\$ -	\$ 186,805.78	\$-	\$ 594,500.83	Merit
Srinivasa, Arun	Associate Dean for Student Success	General Revenue								\$ 19,199.95		\$ 19,199.95	Admin stipend
		Designated	\$ 262,848.85	\$ 273,362.76								\$ 273,362.76	
		Research								\$ 19,166.70		\$ 19,166.70	Distinguished chair stipend
		Total	\$ 262,848.85	\$ 273,362.76	4.00%	\$ -	\$ -	\$ -	\$ -	\$ 38,366.65	\$-	\$ 311,729.41	Merit
St. Martin, Timothy	Assistant Vice President of Web & Digital Experience	General Revenue	\$ 200,000.04	\$ 207,000.00								\$ 207,000.00	
		Designated	\$ -	\$ -						\$ 1,564.58		\$ 1,564.58	One time merit
		Total	\$ 200,000.04	\$ 207,000.00	3.50%	\$ -	\$ -	\$ -	\$ -	\$ 1,564.58	\$-	\$ 208,564.58	Merit
Strawser, Jerry	Professor & Associate Dean	General Revenue	\$ 386,937.99	\$ 398,546.10						\$ 100,977.63		\$ 499,523.73	Admin stipend, one time merit
		Designated	\$ -	\$ -						\$ 43,500.00		\$ 43,500.00	Teaching in excess of 100%, extra pay outside regular job
		Total	\$ 386,937.99	\$ 398,546.10	3.00%	\$ -	\$ -	\$ -	\$ -	\$ 144,477.63	\$-	\$ 543,023.73	Merit
Tawney, Cari	Assistant Vice President for Finance	General Revenue	\$ 170,000.04	\$ 177,000.00								\$ 177,000.00	
		Total	\$ 170,000.04	\$ 177,000.00	4.12%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 177,000.00	Merit
Taylor, Michelle	Professor & Associate Dean	General Revenue	\$ 211,679.27	\$ 238,305.30						\$ 22,000.00		\$ 260,305.30	Admin stipend
		Total	\$ 211,679.27	\$ 238,305.30	12.58%	\$ -	\$ -	\$ -	\$ -	\$ 22,000.00	\$-	\$ 260,305.30	Merit, equity
Tofel, David	Assistant Vice President	General Revenue		\$ 176,999.88						\$ 2,000.00		\$ 178,999.88	One time merit
		Total	\$ -	\$ 176,999.88	N/A	\$ -	\$ -	\$ -	\$ -	\$ 2,000.00	\$-	\$ 178,999.88	Promoted 12/1/24
Tong, Fuhui	Interim Associate Provost & Dean	General Revenue	\$ 222,581.37	\$ 231,484.66						\$ 127,418.72		\$ 358,903.38	Admin stipend
		Total	\$ 222,581.37	\$ 231,484.66	4.00%	\$ -	\$ -	\$ -	\$ -	\$ 127,418.72	\$-	\$ 358,903.38	Title change 7/15/2024
Upton, Matthew G	Assistant Dean	Designated	\$ 132,187.80	\$ 136,417.80						\$ 5,000.00		\$ 141,417.80	One-time merit
		Total	\$ 132,187.80	\$ 136,417.80	3.20%	\$ -	\$ -	\$ -	\$ -	\$ 5,000.00	\$-	\$ 141,417.80	Merit
Veals, Yolanda	Assitant Dean	General Revenue	\$ 208,000.08	\$ 214,760.04						\$ 800.00		\$ 215,560.04	One-time merit
		Total	\$ 208,000.08	\$ 214,760.04	3.25%					\$ 800.00		\$ 215,560.04	Merit
Vemulapali, Ramesh	Executive Associate Dean	General Revenue	\$ 237,256.25	\$ 247,339.62						\$ 51,499.95		\$ 298,839.57	Admin stipend, one time merit
		Total	\$ 237,256.25	\$ 247,339.62	4.25%					\$ 51,499.95		\$ 298,839.57	Merit

Higher Education
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Institution Code: 711 Institution Name: Texas A&M University

Name	Position	Funding Source	Salary (09/01/24)	Base Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Nonsalary Benefits FY 2025						Total Comp.	
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp		
Versaw, Wayne	Associate Dean, Academic Initiatives	General Revenue	\$ 129,267.00	\$ 138,573.00						\$ 20,000.00		\$ 158,573.00	Admin stipend
		Designated										\$ -	
		Total	\$ 129,267.00	\$ 138,573.00	7.20%					\$ 20,000.00		\$ 158,573.00	Merit, equity
Walker, Duncan	Associate Dean	General Revenue	\$ 252,288.49							\$ 19,199.95		\$ 19,199.95	Admin stipend
		Designated	\$ 12,265.69	\$ 272,226.24								\$ 272,226.24	
		Total	\$ 264,554.18	\$ 272,226.24	2.90%					\$ 19,199.95		\$ 291,426.19	Merit
Walton, Shannon	Assistant Dean	General Revenue	\$ 138,600.00	\$ 145,044.96						\$ 4,500.00		\$ 149,544.96	One time merit, interim increase
		Total	\$ 138,600.00	\$ 145,044.96	4.65%					\$ 4,500.00		\$ 149,544.96	Merit
Watson, Arthur	Assistant Provost	General Revenue	\$ 190,000.08	\$ 193,800.00						\$ 1,213.51		\$ 195,013.51	Interim increase
		Designated								\$ 6,000.00		\$ 6,000.00	Teaching in excess of 100%
		Total	\$ 190,000.08	\$ 193,800.00	2.00%					\$ 7,213.51		\$ 201,013.51	Promoted 10/1/2024
Welch, Ben	Associate Dean for Executive Education	General Revenue	\$ 131,042.43	\$ 134,973.72						\$ 5,000.00		\$ 139,973.72	One time merit, extra pay outside regular job duty
		Designated								\$ 378,742.61		\$ 378,742.61	Admin stipend, continuing education
		Total	\$ 131,042.43	\$ 134,973.72	3.00%					\$ 383,742.61		\$ 518,716.33	Merit
Welsh, Mark A	President	Designated	\$ 960,300.03	\$ 960,999.63				\$ 131,045.40		\$ 131,045.40		\$ 1,223,090.43	Contract incentive
		Restricted	\$ 139,700.01	\$ 139,000.41				\$ 18,954.60		\$ 18,954.60		\$ 176,909.61	
		Total	\$ 1,100,000.04	\$ 1,100,000.04	0.00%			\$ 150,000.00		\$ 150,000.00		\$ 1,400,000.04	
Werner, Cynthia	Senior Executive Associate Dean	General Revenue	\$ 140,643.00	\$ 148,343.00						\$ 55,002.00		\$ 203,345.00	Admin stipend , department head stipend
		Total	\$ 140,643.00	\$ 148,383.00	5.50%					\$ 55,002.00		\$ 203,385.00	Merit
Whitfield, Jennifer	Assistant Provost - Faculty	General Revenue	\$ 141,460.05	\$ 156,616.35						\$ 40,608.00		\$ 197,224.35	Admin stipend, extra pay outside regular job duty
		Total	\$ 141,460.05	\$ 156,616.35	10.71%	\$ -	\$ -	\$ -	\$ -	\$ 40,608.00	\$-	\$ 197,224.35	Merit, equity
Wilkinson, Heather	Associate Vice President	General Revenue	\$ 27,771.89									\$ -	
		Designated	\$ 207,583.12	\$ 243,004.08						\$ 48,400.00		\$ 291,404.08	Admin stipend, One time merit
		Total	\$ 235,355.01	\$ 243,004.08	3.25%	\$ -	\$ -	\$ -	\$ -	\$ 48,400.00	\$-	\$ 291,404.08	Merit
Williams, Leslie	Senior Associate Vice President	General Revenue	\$ 144,685.50	\$ 159,154.08								\$ 159,154.08	
		Designated	\$ 144,685.50	\$ 159,154.08								\$ 159,154.08	
		Total	\$ 289,371.00	\$ 318,308.16	10.00%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 318,308.16	Promotion
Wittneben, Mitchell	Assistant Vice President	General Revenue	\$ 226,872.00	\$ 226,872.00								\$ 226,872.00	
		Total	\$ 226,872.00	\$ 226,872.00	0.00%	\$ -	\$ -	\$ -	\$ -		\$-	\$ 226,872.00	

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Name	Position	Funding Source	Salary (09/01/24)	Base Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Nonsalary Benefits FY 2025						Total Comp.		
						Cash Bonus	Practice Plan Benefits	Housing Allow	Car Allow.	Other	Non Cash Comp			
Woods, Connie J. Jr.	Senior Associate Vice President	General Revenue	\$ 336,078.00	\$ 342,799.56								\$ 342,799.56		
		Designated						\$ 9,400.00		\$ 9,400.00	Continuing education			
		Total	\$ 336,078.00	\$ 342,799.56	2.00%	\$ -	\$ -	\$ -	\$ -	\$ 9,400.00	\$-	\$ 352,199.56	Merit	
Wright, Amy	Associate Dean of Student Affairs	General Revenue	\$ 336,078.00	\$ 342,799.56								\$ 342,799.56		
		Designated						\$ 9,400.00		\$ 9,400.00	Continuing education			
		Total	\$ 336,078.00	\$ 342,799.56	2.00%	\$ -	\$ -	\$ -	\$ -	\$ 9,400.00	\$-	\$ 352,199.56	Merit	
Wright Deborah G	Associate Vice President for Finance	General Revenue	\$ 141,305.46	\$ 252,119.21								\$ 252,119.21		
		Designated	\$ 141,305.46	\$ 44,491.63								\$ 44,491.63		
		Total	\$ 282,610.92	\$ 296,610.84	4.95%	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 296,610.84	Merit	
Yates, Alice	Chief Executive Officer Bush Foundation	General Revenue										\$ -		
		Designated		\$ 275,000.04								\$ 275,000.04		
		Total	\$ -	\$ 275,000.04	N/A	\$ -	\$ -	\$ -	\$ -	\$ -	\$-	\$ 275,000.04	Hired 3/1/2025	
Zhang, Dan	Associate Dean for Faculty Affairs	General Revenue	\$ 242,721.60	\$ 250,081.40								\$ 14,569.32	\$ 264,650.72	Admin stipend
		Designated										\$ 25,496.31	\$ 25,496.31	
		Total	\$ 242,721.60	\$ 250,081.40	3.03%	\$ -	\$ -	\$ -	\$ -	\$ 40,065.63	\$-	\$ 290,147.03	Merit	
Zoran Mark J	Dean - Faculty	General Revenue	\$ 343,200.00	\$ 353,496.13								\$ 176,799.98	\$ 530,296.11	Admin stipend
		Total	\$ 343,200.00	\$ 353,496.13	3.00%	\$ -	\$ -	\$ -	\$ -	\$ 176,799.98	\$-	\$ 530,296.11	Merit	