

**Higher Education  
Administrative Accountability Report  
Special Provisions, Sec 5.7  
FY2026**

**Institution Code:**

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

A Employee Name	B Position (Title Description)	C Funding Source	Nonsalary Benefits FY 2026								L Total Compensation	M Explanation / Comments
			D FY 2026 Salary	E Percentage Salary Increase	F One-time Payment (Merit)	G One-time Payment (Non-Merit)	H Administrative Allowance	I Temporary Allowance	J Educational Allowance	K Deferred Compensation		
Robert Vela	President	Institutional Funds	\$444,548	\$0	\$0	\$0	\$0	\$0	\$0	\$73,015	\$517,563	Deferred Compensation Payout
		Total	\$444,548	3.00%	\$0	\$0	\$0	\$0	\$0	\$73,015	\$517,563	
Henry Burgos	Chief Administrative Officer	Institutional Funds	\$208,638	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$208,638	
		Total	\$208,638	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$208,638	
James Palmer	Provost & Senior Vice President of Academic Affairs	General Revenue	\$279,866	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$279,866	
		Total	\$279,866	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$279,866	
Jacob Flournoy	Vice President for Finance & Chief Financial Officer	General Revenue	\$274,200	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$274,200	
		Total	\$274,200	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$274,200	
Rito Silva	Vice President of Student Affairs & Community Relations	Institutional Funds	\$235,044	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$235,044	
		Total	\$235,044	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$235,044	
Rosalind Alderman	Vice President for Enrollment Management	General Revenue	\$226,046	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$226,046	
		Total	\$226,046	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$226,046	
Gabriel Cavazos	Director, Information Technology	Institutional Funds	\$115,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$115,000	
		Total	\$115,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,000	
Jose Espiritu Nolasco	Vice President of Research & Innovation	General Revenue	\$213,262	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$213,262	
		Total	\$213,262	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$213,262	
Chris Vera	Associate Vice President, Campus Operations	General Revenue	\$126,709	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$126,709	
		Institutional Funds	\$63,354	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$63,354	
		Total	\$190,063	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$126,709	
Joanne Castro	Associate Vice President for Financial Services	General Revenue	\$177,392	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$177,392	
		Total	\$177,392	8.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$177,392	
Kirsten Company	Associate Vice President, Student Affairs	Institutional Funds	\$146,848	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$146,848	
		Total	\$146,848	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$146,848	
Maria Martinez	Associate Vice President for Student Access	Institutional Funds	\$71,274	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$71,274	
		Federal Funds	\$71,274	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$71,274	
		Total	\$142,548	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$142,548	
Adriana Garza	Chief Marketing & Communications Officer	Institutional Funds	\$148,470	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$148,470	
		Total	\$148,470	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$148,470	

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Kristina Wilson	Chief of Performance Excellence & Strategy	Institutional Funds	\$174,224	\$0	\$0	\$0	\$0	\$0	\$0	\$174,224	
		Total	\$174,224	3.00%	\$0	\$0	\$0	\$0	\$0	\$174,224	
Jason Geiken	Vice President of University Advancement & Chief Foundation Officer	Institutional Funds	\$221,450	\$0	\$0	\$0	\$0	\$0	\$0	\$221,450	
		Total	\$221,450	0.00%	\$0	\$0	\$0	\$0	\$0	\$221,450	
Michael Salinas	Executive Director of Athletics	Auxiliary	\$202,800	\$0	\$0	\$0	\$0	\$0	\$0	\$202,800	
		Total	\$202,800	4.00%	\$0	\$0	\$0	\$0	\$0	\$202,800	
Evangelina Lopez	Associate Vice President, People & Culture	Institutional Funds	\$167,091	\$0	\$0	\$0	\$0	\$0	\$0	\$167,091	
		Total	\$167,091	4.00%	\$0	\$0	\$0	\$0	\$0	\$167,091	
Darin Hoskisson	Associate Vice President of Academic Affairs & Dean of Graduate Studies	General Revenue	\$169,950	\$0	\$0	\$0	\$0	\$0	\$0	\$169,950	
		Total	\$169,950	3.00%	\$0	\$0	\$0	\$0	\$0	\$169,950	
Maria Velez-Hernandez	Dean of Undergraduate Studies	General Revenue	\$174,900	\$0	\$0	\$0	\$0	\$0	\$0	\$174,900	
		Total	\$174,900	6.00%	\$0	\$0	\$0	\$0	\$0	\$174,900	
Fidel Bem	Dean of Academic Advising & Retention	Institutional Funds	\$143,000	\$0	\$0	\$0	\$0	\$0	\$0	\$143,000	
		Total	\$143,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$143,000	
Shad D. Nelson	Dean, Dick & Mary Lewis Kleberg College of Agriculture & Natural Resources	General Revenue	\$231,163	\$0	\$0	\$0	\$0	\$0	\$0	\$231,163	
		Institutional Funds	\$15,823	\$0	\$0	\$0	\$0	\$0	\$0	\$15,823	
		Federal Funds	\$11,557	\$0	\$0	\$0	\$0	\$0	\$0	\$11,557	
		Total	\$258,543	4.00%	\$0	\$0	\$0	\$0	\$0	\$258,543	
Scott Jones	Tenured Professor & Interim Dean, College of Arts & Sciences	General Revenue	\$99,250	\$0	\$0	\$0	\$78,336	\$0	\$0	\$177,586	
		Total	\$99,250	0.00%	\$0	\$0	\$0	\$78,336	\$0	\$0	\$177,586
Brent Kinghorn	Interim Dean, College of Business Administration	General Revenue	\$174,776	\$0	\$0	\$0	\$20,315	\$0	\$0	\$195,091	
		Total	\$174,776	0.00%	\$0	\$0	\$0	\$20,315	\$0	\$0	\$195,091
Kathleen Lynch-Davis	Dean, College of Education & Human Performance	General Revenue	\$191,000	\$0	\$0	\$0	\$0	\$0	\$0	\$191,000	
		Total	\$191,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$191,000	
Heidi Taboada	Dean, Frank H. Dotterweich College of Engineering	General Revenue	\$251,879	\$0	\$0	\$0	\$0	\$0	\$0	\$251,879	
		Total	\$251,879	4.00%	\$0	\$0	\$0	\$0	\$0	\$251,879	
Jason Apple	Associate Dean of Academic Affairs, Dick & Mary Lewis Kleberg College of Agriculture & Natural Resources	General Revenue	\$141,364	\$0	\$0	\$8,000	\$0	\$0	\$0	\$149,364	
		Total	\$141,364	0.00%	\$0	\$0	\$8,000	\$0	\$0	\$149,364	
Bart Ballard	Associate Dean of Academic Affairs, Dick & Mary Lewis Kleberg College of Agriculture & Natural Resources	General Revenue	\$150,015	\$0	\$0	\$7,200	\$0	\$0	\$0	\$157,215	
		Total	\$150,015	0.00%	\$0	\$0	\$7,200	\$0	\$0	\$157,215	
Michael Muzheve	Interim Associate Dean College of Arts & Sciences	General Revenue	\$99,198	\$0	\$0	\$0	\$7,200	\$0	\$0	\$106,398	
		Total	\$99,198	2.00%	\$0	\$0	\$0	\$7,200	\$0	\$106,398	

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Jennifer Sholtis	Interim Associate Dean College of Arts & Sciences	General Revenue	\$120,959	\$0	\$0	\$0	\$7,200	\$0	\$0	\$128,159
		Total	\$120,959	2.03%	\$0	\$0	\$0	\$7,200	\$0	\$128,159
Afzel Noore	Associate Dean of Undergraduate Affairs, Frank H. Dotterweich College of Engineering	General Revenue	\$197,437	\$0	\$0	\$0	\$0	\$0	\$0	\$197,437
		Total	\$197,437	3.00%	\$0	\$0	\$0	\$0	\$0	\$197,437
Mahesh Hosur	Associate Dean of Research and Graduate Studies, Frank H. Dotterweich College of Engineering	General Revenue	\$190,327	\$0	\$0	\$0	\$0	\$0	\$0	\$190,327
		Total	\$190,327	3.00%	\$0	\$0	\$0	\$0	\$0	\$190,327
Jeffrey Glick	Associate Dean, Academic Success	General Revenue	\$103,746	\$0	\$0	\$15,036	\$0	\$0	\$0	\$118,782
		Total	\$103,746	3.04%	\$0	\$0	\$15,036	\$0	\$0	\$118,782
Robert Ayala	Associate Vice President for Academic Success	Institutional Funds	\$159,650	\$0	\$0	\$0	\$0	\$0	\$0	\$159,650
		Total	\$159,650	10.10%	\$0	\$0	\$0	\$0	\$0	\$159,650
Julian Cavazos	Chief of Police	General Revenue	\$116,424	\$0	\$0	\$0	\$0	\$0	\$0	\$116,424
		Institutional Funds	\$0					\$7,200		\$7,200
		Total	\$116,424	10.43%	\$0	\$0	\$0	\$7,200	\$0	\$123,624
Jeff West	Executive Director, Chief Workforce Development Officer	General Revenue	\$115,703	\$0	\$0	\$0	\$0	\$0	\$0	\$115,703
		Restricted	\$18,197							\$18,197
		Total	\$133,900	3.00%	\$0	\$0	\$0	\$0	\$0	\$133,900
Anne Thurwalker	Associate Vice President, Development	Institutional Funds	\$113,300	\$0	\$0	\$0	\$0	\$0	\$0	\$113,300
		Total	\$113,300	0.00%	\$0	\$0	\$0	\$0	\$0	\$113,300
Raul Cavazos	Associate Vice President of Enrollment and Financial Aid	General Revenue	\$135,000							\$135,000
		Total	\$135,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$135,000
Cheri Shipman	University Registrar	Institutional Funds	\$105,000							\$105,000
		Total	\$105,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$105,000