

**Higher Education - Administrative Accountability Report**  
**Special Provisions, Sec. 5 - Fiscal Year 2026**

**The University of Texas Rio Grande Valley**

**Institution Agency Code: 746**

A  Name	B  Position	C  Funding Source	D  Salary (9.1.2025)	E  Percentage Salary Increase Over Prior Year	F G H I J K  Nonsalary Benefits FY 2026						L  Total Compensation	M  Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Bailey, Guy H.	President	General Revenue Designated	\$65,945 \$761,075 \$827,020	0.00% 5.46% 5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945 \$761,075 \$827,020	
Mueller, Michael B.	Executive Vice President for Finance and Business Affairs, Chief Financial Officer	Designated	\$585,000 \$585,000	34.17% 34.17%	\$0	\$0	\$0	\$0	\$0	\$0	\$585,000	Merit and market adjustment effective 11/1/2024. Market adjustment effective 3/1/2025.
Zayas, Luis H.	Provost and Executive Vice President for Academic Affairs	Designated	\$486,000 \$486,000	8.00% 8.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$486,000	
Saygin, Can	Senior Vice President for Research and Dean, Graduate College	Designated	\$440,000 \$440,000	8.37% 8.37%	\$0	\$0	\$0	\$0	\$0	\$0	\$440,000	
Hinojosa, Magdalena	Executive Vice President for Strategic Initiatives and Student Affairs and Deputy to the President	Designated	\$430,000 \$430,000	0.00% 0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$430,000	Effective 1/1/2025.
Nassour, Kelly A.	Executive Vice President for Institutional Advancement	Designated	\$426,000 \$426,000	4.93% 4.93%	\$0	\$0	\$0	\$0	\$0	\$0	\$426,000	
Conque, Clint S.	Senior Vice President and Director of Athletics	Auxiliaries	\$406,500 \$406,500	24.14% 24.14%	\$0	\$0	\$0	\$0	\$0	\$0	\$406,500	Merit and market adjustment effective 11/1/2024. Promotion effective 5/19/2025.
La Fontaine, Javier	Dean, School of Podiatric Medicine	General Revenue	\$400,000 \$400,000	3.63% 3.63%	\$0	\$0	\$0	\$0	\$0	\$0	\$400,000	
Gotti, Giorgio	Dean, Robert C. Vackar College of Business and Entrepreneurship	Designated	\$356,000 \$356,000	1.71% 1.71%	\$0	\$0	\$0	\$0	\$0	\$0	\$356,000	
Gonzales, Veronica	Senior Vice President for Governmental and Community Relations	Designated	\$348,000 \$348,000	3.57% 3.57%	\$0	\$0	\$0	\$0	\$0	\$0	\$348,000	

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Allen, Samantha S.	Vice President of Human Resources and Regulatory Affairs	Designated	\$347,550	0.00%								\$347,550	Effective 2/1/2025.
			\$347,550	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$347,550	
Hartley, Jason	Vice President and Chief Operating Officer	Designated	\$336,600	12.20%								\$336,600	
			\$336,600	12.20%	\$0	\$0	\$0	\$0	\$0	\$0		\$336,600	
Lehker, Michael W.	Senior Vice President for Health Affairs and Dean of Health Professions	Designated	\$320,000	0.00%								\$320,000	Effective 4/1/2025.
			\$320,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$320,000	
Miller, William L.	Dean, School of Optometry	General Revenue	\$310,000	0.00%								\$310,000	Hired 1/13/2025.
			\$310,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$310,000	
Spencer, Thomas	Senior Associate Vice President for Research Operations	Designated	\$307,050	17.64%								\$307,050	
			\$307,050	17.64%	\$0	\$0	\$0	\$0	\$0	\$0		\$307,050	
Elango, Sambandam	Senior Associate Dean Educational Affairs	General Revenue	\$306,734	2.00%								\$306,734	
			\$306,734	2.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$306,734	
Macri, Lucas	Dean, College of Sciences	Designated	\$290,000	0.00%								\$290,000	Hired 6/2/2025.
			\$290,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$290,000	
Barbour, Laura	Chief Legal Officer	Designated	\$290,000	0.00%								\$290,000	Hired 6/1/2025.
			\$290,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$290,000	
Fuentes, Lilia A.	Dean, School of Nursing	Designated	\$290,000	3.57%								\$290,000	
			\$290,000	3.57%	\$0	\$0	\$0	\$0	\$0	\$0		\$290,000	
Lopez, Elia E.	Senior Associate Vice President for Finance and Fiscal Reporting	Designated	\$287,023	23.09%								\$287,023	Merit effective 11/1/2024. Equity adjustment effective 4/1/2025.
			\$287,023	23.09%	\$0	\$0	\$0	\$0	\$0	\$0		\$287,023	
Wilson, Richard E.	Senior Associate Vice President for Budget and Planning	Designated	\$282,918	22.60%								\$282,918	Merit effective 11/1/2024. Equity adjustment effective 4/1/2025.
			\$282,918	22.60%	\$0	\$0	\$0	\$0	\$0	\$0		\$282,918	

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Gonzales, Patrick M.	Vice President for University Marketing and Communications	Designated	\$281,000	5.64%								\$281,000	
			\$281,000	5.64%	\$0	\$0	\$0	\$0	\$0	\$0		\$281,000	
Villarreal, Veronica	Assistant Vice President of Operations, UT Health Rio Grande Valley	General Revenue	\$275,000	0.00%								\$275,000	Hired 9/1/2025.
			\$275,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$275,000	
Rodriguez, Alma D.	Dean, College of Education and P16 Integration	Designated	\$272,728	19.06%								\$272,728	
			\$272,728	19.06%	\$0	\$0	\$0	\$0	\$0	\$0		\$272,728	
Hernandez, Sofia M.	Chief of Staff and Strategic Initiatives, School of Medicine	General Revenue	\$270,734	2.07%								\$270,734	
			\$270,734	2.07%	\$0	\$0	\$0	\$0	\$0	\$0		\$270,734	
Castilla, Griselda C.	Vice President for Strategic Enrollment	Designated	\$263,537	12.83%								\$263,537	
			\$263,537	12.83%	\$0	\$0	\$0	\$0	\$0	\$0		\$263,537	
Munoz, Maria de Jesus	Assistant Dean for Educational Affairs, Clerkships	General Revenue	\$206,400	9.79%								\$206,400	
			\$51,600	9.79%								\$51,600	
			\$258,000	9.79%	\$0	\$0	\$0	\$0	\$0	\$0		\$258,000	
Freeman, Robert A.	Interim Dean, College of Engineering and Computer Science	Designated	\$250,000	0.00%								\$250,000	Hired 6/1/2025.
			\$250,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$250,000	
Farias, Fred	Associate Dean for External Relations School of Optometry and Associate Vice President for Governmental Relations	General Revenue	\$200,000	0.00%								\$200,000	Hired 6/23/2025.
			\$50,000	0.00%								\$50,000	
			\$250,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$250,000	
Alaniz, Eloy R.	Chief Audit Officer	Designated	\$245,000	19.72%								\$245,000	
			\$245,000	19.72%	\$0	\$0	\$0	\$0	\$0	\$0		\$245,000	

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Scarpelli, Geoffrey	Senior Associate Vice President for Finance	Designated	\$244,771	2.00%								\$244,771	
			\$244,771	2.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$244,771	
Davila-Montes, Jose	Dean, College of Liberal Arts	Designated	\$244,000	27.08%								\$244,000	Merit effective 11/1/2024. Appointment as Dean effective 1/1/2025.
			\$244,000	27.08%	\$0	\$0	\$0	\$0	\$0	\$0		\$244,000	
Torres-Hostos, Luis R.	Dean, School of Social Work	Designated	\$240,800	0.00%								\$240,800	
			\$240,800	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$240,800	
Garza, Manuel R.	Senior Associate Vice President of Workforce and Economic Development	Designated	\$240,096	2.56%								\$240,096	
			\$240,096	2.56%	\$0	\$0	\$0	\$0	\$0	\$0		\$240,096	
Benavides, Isabel	Chief Compliance Officer	Designated	\$240,000	17.76%								\$240,000	
			\$240,000	17.76%	\$0	\$0	\$0	\$0	\$0	\$0		\$240,000	
Newton, Dara M.	Senior Associate Vice President for Outreach and Access	Designated	\$231,770	0.00%								\$231,770	Effective 2/1/2025.
			\$231,770	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$231,770	
Brown, Susan E.	Assistant Vice President for Strategic Analysis	Designated	\$230,500	2.22%								\$230,500	
			\$230,500	2.22%	\$0	\$0	\$0	\$0	\$0	\$0		\$230,500	
Tapia, Beatriz	Associate Dean Faculty Affairs, School of Medicine	General Revenue	\$228,500	1.56%								\$228,500	
			\$228,500	1.56%	\$0	\$0	\$0	\$0	\$0	\$0		\$228,500	
Sanchez, Melba	Assistant Vice President for Budget and Finance, School of Medicine	General Revenue	\$226,000	2.73%								\$226,000	
			\$226,000	2.73%	\$0	\$0	\$0	\$0	\$0	\$0		\$226,000	
Ward, Jeffrey	Dean, College of Fine Arts	Designated	\$225,000	2.74%								\$225,000	
			\$225,000	2.74%	\$0	\$0	\$0	\$0	\$0	\$0		\$225,000	
Charlton, Jonikka P.	Senior Vice Provost for Student Success and Academic Affairs and Dean University College	Designated	\$219,291	2.81%								\$219,291	
			\$219,291	2.81%	\$0	\$0	\$0	\$0	\$0	\$0		\$219,291	

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Shupala, Christine M.	Vice Provost for Institutional Accreditation and Program Development and Analysis	Designated	\$212,680	2.90%								\$212,680	
			\$212,680	2.90%	\$0	\$0	\$0	\$0	\$0	\$0		\$212,680	
Maki, Yutaka	Associate Dean, School of Optometry	General Revenue	\$210,000	0.00%								\$210,000	Hired 8/1/2025.
			\$210,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$210,000	
Lara, Laura R.	Associate Vice President for Planning and Construction	Designated	\$209,000	10.00%								\$209,000	
			\$209,000	10.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$209,000	
Zecca, Francisco	Chief Technology Officer	Designated	\$207,888	2.00%								\$207,888	
			\$207,888	2.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$207,888	
Diaz, Zulmaris	Dean of Honors College	Designated	\$206,000	0.00%								\$206,000	Hired 6/16/2025.
			\$206,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$206,000	
Crouse, Kevin T.	Chief Information Security Officer	Designated	\$204,596	2.00%								\$204,596	
			\$204,596	2.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$204,596	
Valdez, Jose A.	Chief Procurement Officer	Designated	\$202,900	1.45%								\$202,900	
			\$202,900	1.45%	\$0	\$0	\$0	\$0	\$0	\$0		\$202,900	
Saenz, Laura M.	Vice Provost for Curriculum and Institutional Assessment	Designated	\$201,000	3.08%								\$201,000	
			\$201,000	3.08%	\$0	\$0	\$0	\$0	\$0	\$0		\$201,000	
Saavedra, Cinthya M.	Vice Provost for Faculty Affairs	Designated	\$195,000	2.63%								\$195,000	
			\$195,000	2.63%	\$0	\$0	\$0	\$0	\$0	\$0		\$195,000	
Esquierdo, Jennifer J.	Vice Provost for Bilingual Integration	Designated	\$195,000	2.63%								\$195,000	
			\$195,000	2.63%	\$0	\$0	\$0	\$0	\$0	\$0		\$195,000	
Hirst, Stephen	Associate Vice President for Student Affairs	Designated	\$194,100	3.19%								\$194,100	
			\$194,100	3.19%	\$0	\$0	\$0	\$0	\$0	\$0		\$194,100	

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					F <b>Cash Bonuses</b>	G <b>Practice Plan Benefits</b>	H <b>Housing Allowance</b>	I <b>Car Allowance</b>	J <b>Other</b>	K <b>Non-Cash Compensation</b>			
Chavez, Kristina K.	Associate Vice President of Human Resources	Designated	\$192,050	18.55%								\$192,050	
			\$192,050	18.55%	\$0	\$0	\$0	\$0	\$0	\$0		\$192,050	
Ortiz, Jaime	Vice Provost International Study Programs	Designated	\$190,000	0.00%								\$190,000	Hired 11/18/2024.
			\$190,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$190,000	
Gomez, Orlando J.	Assistant Chief Information Officer, School of Medicine	General Revenue	\$185,000	0.00%								\$185,000	Hired 2/3/2025.
			\$185,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$185,000	
Barrera, Marivel M.	Assistant Vice President Revenue Cycle Operations	General Revenue	\$37,000	0.00%								\$37,000	Effective 1/1/2025.
		Designated	\$148,000	0.00%								\$148,000	
			\$185,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$185,000	
Singh, Arya	Assistant Vice President for Research Data and Analytics	Designated	\$181,000	3.43%								\$181,000	
			\$181,000	3.43%	\$0	\$0	\$0	\$0	\$0	\$0		\$181,000	
Dearth, Robert K.	Associate Vice Provost Faculty Affairs	Designated	\$177,307	1.32%								\$177,307	
			\$177,307	1.32%	\$0	\$0	\$0	\$0	\$0	\$0		\$177,307	
Ruiz, Elvira U.	Associate Vice President of Human Resources for Health Affairs	General Revenue	\$175,682	0.00%								\$175,682	Effective 2/1/2025.
			\$175,682	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$175,682	
Hernandez, Abraham	Associate Vice President for Campus Facilities Operations	Designated	\$172,796	2.48%								\$172,796	
			\$172,796	2.48%	\$0	\$0	\$0	\$0	\$0	\$0		\$172,796	
Benavides, Leticia Y.	Associate Vice President Auxiliary Services	Designated	\$165,963	1.23%								\$165,963	
			\$165,963	1.23%	\$0	\$0	\$0	\$0	\$0	\$0		\$165,963	
Azeke, Mercy O.	Assistant Dean Student Affairs, School of Medicine	General Revenue	\$155,065	1.33%								\$155,065	
			\$155,065	1.33%	\$0	\$0	\$0	\$0	\$0	\$0		\$155,065	

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Ramos, Reymundo	Associate Vice President for Student Success	Designated	\$154,979	2.00%								\$154,979	
			\$154,979	2.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$154,979	
Baker, Kelsey	Assistant Dean for Educational Affairs Pre-Clerkships	General Revenue	\$128,778	2.26%								\$128,778	
		Restricted	\$22,725	2.26%								\$22,725	
			\$151,503	2.26%	\$0	\$0	\$0	\$0	\$0	\$0		\$151,503	
Valdez, Cynthia	Associate Vice President for College Access and K-12 Partnerships	Designated	\$151,242	3.42%								\$151,242	
			\$151,242	3.42%	\$0	\$0	\$0	\$0	\$0	\$0		\$151,242	
Colon Velazquez, Glorimar	Assistant Vice President for Research Integrity	Designated	\$150,000	0.00%								\$150,000	
			\$150,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$150,000	
Warren, Muriel R.	Assistant Dean Accreditation, School of Medicine	General Revenue	\$144,103	2.50%								\$144,103	
			\$144,103	2.50%	\$0	\$0	\$0	\$0	\$0	\$0		\$144,103	
Leal Sanchez, Luis B.	Associate Vice President for Development	Designated	\$142,400	2.74%								\$142,400	
			\$142,400	2.74%	\$0	\$0	\$0	\$0	\$0	\$0		\$142,400	
McAlpine, Travis J.	Assistant Vice President for Development - Health Affairs	Designated	\$138,000	0.00%								\$138,000	Effective 6/1/2025.
			\$138,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$138,000	
Sanchez, Richard P.	Associate Vice President of Governmental Relations	Designated	\$134,343	2.17%								\$134,343	
			\$134,343	2.17%	\$0	\$0	\$0	\$0	\$0	\$0		\$134,343	
Amaya, Ismael	Dean of Students	Designated	\$132,000	0.00%								\$132,000	Hired 9/3/2024.
			\$132,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$132,000	
Granado, David M.	Deputy to the Executive Vice President for Academic Affairs	Designated	\$130,650	3.49%								\$130,650	
			\$130,650	3.49%	\$0	\$0	\$0	\$0	\$0	\$0		\$130,650	

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Garrido, Josse A.	Assistant Vice President for Marketing Strategy and Innovation	Designated	\$130,000	0.00%								\$130,000	Hired 8/11/2025.
			\$130,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$130,000	
Quin, Kelli K.	Assistant Vice President for Development	Designated	\$128,000	12.28%								\$128,000	
			\$128,000	12.28%	\$0	\$0	\$0	\$0	\$0	\$0		\$128,000	
Gadson, Rebecca K.	Associate Dean of Policy Management and Director of Residential Life	Designated	\$35,589	0.00%								\$35,589	
		Auxiliaries	\$91,516	0.00%								\$91,516	
			\$127,105	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$127,105	
Rodriguez, Gerardo M.	Assistant Vice President Strategic Space Planning	Designated	\$125,368	2.00%								\$125,368	
			\$125,368	2.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$125,368	
Gutierrez, Eduardo	Assistant Vice Provost for Finance	Designated	\$125,000	8.51%								\$125,000	
			\$125,000	8.51%	\$0	\$0	\$0	\$0	\$0	\$0		\$125,000	
Alvarado, LanLan	Associate Vice President for Advancement Services	Designated	\$121,155	2.50%								\$121,155	
			\$121,155	2.50%	\$0	\$0	\$0	\$0	\$0	\$0		\$121,155	
Cortez, Pedro	Interim Dean, University Library	Designated	\$121,000	0.00%								\$121,000	Hired 1/4/2025.
			\$121,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$121,000	
Aldape, Michael E.	Associate Vice Provost for Secondary Educational Partnerships	General Revenue	\$13,317	4.00%								\$13,317	
		Designated	\$106,657	4.00%								\$106,657	
			\$119,974	4.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$119,974	
Alaniz-McGinnis, Monica J.	Assistant Dean Assessment, School of Medicine	General Revenue	\$119,114	0.00%								\$119,114	
			\$119,114	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$119,114	
Flores, Elisa	Assistant Vice President of Marketing Operations and Client Services	Designated	\$118,720	0.00%								\$118,720	Hired 8/11/2025.
			\$118,720	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$118,720	

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					F <b>Cash Bonuses</b>	G <b>Practice Plan Benefits</b>	H <b>Housing Allowance</b>	I <b>Car Allowance</b>	J <b>Other</b>	K <b>Non-Cash Compensation</b>			
Corrales, Christian	Assistant Vice President of Community Engagement	Designated	\$116,650	0.00%	\$116,650	0.00%	\$0	\$0	\$0	\$0	\$0	\$116,650	
					<u>\$116,650</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$116,650</u>	
McGehee-Valdez, Jennifer	Assistant Vice President for Public Relations and Strategic Communications	Designated	\$116,480	0.00%	\$116,480	0.00%	\$0	\$0	\$0	\$0	\$0	\$116,480	\$116,480 Hired 8/11/2025.
					<u>\$116,480</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$116,480</u>	
Cronn, Maggie	Assistant Vice Provost Faculty Affairs	Designated	\$96,785	20.98%	\$96,785	20.98%	\$0	\$0	\$0	\$0	\$0	\$96,785	\$96,785 Equity adjustment effective 10/1/2024. Merit effective 11/1/2024.
					<u>\$96,785</u>	<u>20.98%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$96,785</u>	
Olivarez, Delma D.	Associate Dean of Students for Student Involvement	Designated	\$95,288	2.00%	\$95,288	2.00%	\$0	\$0	\$0	\$0	\$0	\$95,288	
					<u>\$95,288</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$95,288</u>	
Tarawneh, Constantine M.	Senior Associate Dean, College of Engineering and Computer Science	Designated	\$41,067	0.91%	\$41,067	0.91%	\$0	\$0	\$0	\$0	\$0	\$41,067	\$41,067 Administrative stipend - 100% Faculty.
					<u>\$41,067</u>	<u>0.91%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$41,067</u>	
Sobngwi, Christian K.	Associate Dean, Robert C. Vackar College of Business and Entrepreneurship	Designated	\$38,892	1.38%	\$38,892	1.38%	\$0	\$0	\$0	\$0	\$0	\$38,892	\$38,892 Administrative stipend - 100% Faculty.
					<u>\$38,892</u>	<u>1.38%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$38,892</u>	
Contreras, Salvador	Associate Dean, Graduate College	Designated	\$37,877	0.88%	\$37,877	0.88%	\$0	\$0	\$0	\$0	\$0	\$37,877	\$37,877 Administrative stipend - 100% Faculty.
					<u>\$37,877</u>	<u>0.88%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$37,877</u>	
Quetschke, Volker M.	Associate Dean, Graduate College	Designated	\$36,221	1.21%	\$36,221	1.21%	\$0	\$0	\$0	\$0	\$0	\$36,221	\$36,221 Effective 10/1/2024. Administrative stipend - 100% Faculty.
					<u>\$36,221</u>	<u>1.21%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$36,221</u>	
Huber, Timothy J.	Associate Dean, College of Sciences	Designated	\$35,768	0.00%	\$35,768	0.00%	\$0	\$0	\$0	\$0	\$0	\$35,768	\$35,768 Effective 6/2/2025. Administrative stipend - 100% Faculty.
					<u>\$35,768</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$35,768</u>	
Keniry, Megan E.	Assistant Vice President Research Enhancement	Designated	\$34,440	7.27%	\$34,440	7.27%	\$0	\$0	\$0	\$0	\$0	\$34,440	\$34,440 Effective 7/1/2025. Administrative stipend - 100% Faculty.
					<u>\$34,440</u>	<u>7.27%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$34,440</u>	

**Higher Education - Administrative Accountability Report**  
**Special Provisions, Sec. 5 - Fiscal Year 2026**

**The University of Texas Rio Grande Valley**

**Institution Agency Code: 746**

A  Name	B  Position	C  Funding Source	D  Salary (9.1.2025)	E  Percentage Salary Increase Over Prior Year	F G H I J K  Nonsalary Benefits FY 2026						L  Total Compensation	M  Explanation / Comments	
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation			
Mollick, Andre V.	Associate Dean, Robert C. Vackar College of Business and Entrepreneurship	Designated	\$33,325	1.27%	\$33,325	1.27%	\$0	\$0	\$0	\$0	\$0	\$33,325	\$33,325 Administrative stipend - 100% Faculty.
Huerta, Maria C.	Associate Dean, School of Nursing	Designated	\$33,196	2.36%	\$33,196	2.36%	\$0	\$0	\$0	\$0	\$0	\$33,196	\$33,196 Administrative stipend - 100% Faculty.
Islam, Nazmul	Associate Dean, College of Engineering and Computer Science	Designated	\$32,658	1.15%	\$32,658	1.15%	\$0	\$0	\$0	\$0	\$0	\$32,658	\$32,658 Administrative stipend - 100% Faculty.
Zaidan, Frederic	Senior Associate Dean, College of Sciences	Designated	\$32,526	0.00%	\$32,526	0.00%	\$0	\$0	\$0	\$0	\$0	\$32,526	\$32,526 Effective 6/2/2025. Administrative stipend - 100% Faculty.
Hughes, J. K.	Associate Dean, Robert C. Vackar College of Business and Entrepreneurship	Designated	\$32,512	1.26%	\$32,512	1.26%	\$0	\$0	\$0	\$0	\$0	\$32,512	\$32,512 Administrative stipend - 100% Faculty.
Cavazos, Lionel J.	Associate Dean, College of Education and P16 Integration	Designated	\$31,440	0.88%	\$31,440	0.88%	\$0	\$0	\$0	\$0	\$0	\$31,440	\$31,440 Administrative stipend - 100% Faculty.
Ledingham, Christopher M.	Senior Associate Dean, College of Health Professions	Designated	\$30,671	12.21%	\$30,671	12.21%	\$0	\$0	\$0	\$0	\$0	\$30,671	\$30,671 Administrative stipend - 100% Faculty.
Donner, William R.	Senior Associate Dean, College of Liberal Arts	Designated	\$30,307	0.00%	\$30,307	0.00%	\$0	\$0	\$0	\$0	\$0	\$30,307	\$30,307 Effective 9/1/2025. Administrative stipend - 100% Faculty.
Villarreal Sosa, Leticia	Associate Dean, School of Social Work	Designated	\$29,599	1.08%	\$29,599	1.08%	\$0	\$0	\$0	\$0	\$0	\$29,599	\$29,599 Administrative stipend - 100% Faculty.
Pujol Pereira Mikita, Engil I.	Associate Dean, College of Sciences	Designated	\$28,790	0.00%	\$28,790	0.00%	\$0	\$0	\$0	\$0	\$0	\$28,790	\$28,790 Effective 6/2/2025. Administrative stipend - 100% Faculty.
Estrada, Veronica L.	Associate Dean, College of Education and P16 Integration	Designated	\$28,224	0.98%									\$28,224 Administrative stipend - 100% Faculty.

# Higher Education - Administrative Accountability Report

## Special Provisions, Sec. 5 - Fiscal Year 2026

The University of Texas Rio Grande Valley

**Institution Agency Code: 746**

A	B	C	D	E	F						G	H	I	J	K	L	M	
					Nonsalary Benefits FY 2026													
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments						
Karabulut, Murat	Associate Dean, College of Health Professions	Designated	\$28,224	0.98%	\$0	\$0	\$0	\$0	\$0	\$0	\$28,224							
			\$27,444	0.84%	\$0	\$0	\$0	\$0	\$0	\$0	\$27,444							
Garcia, Criselda	Associate Dean, College of Education and P16 Integration	Designated	\$26,935	1.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,935							
			\$26,935	1.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,935							
Guerra, Federico R.	Associate Dean, College of Education and P16 Integration	Designated	\$26,891	1.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,891							
			\$26,891	1.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,891							
Charlton, Colin T.	Associate Dean, College of Liberal Arts	Designated	\$26,873	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,873							
			\$26,873	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,873							
Gabler, Christopher A.	Associate Dean, College of Sciences	Designated	\$26,553	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,553							
			\$26,553	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,553							
Longoria, Denise A.	Associate Dean, School of Social Work	Designated	\$26,254	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,254							
			\$26,254	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,254							
Gil, Mario	Associate Dean, College of Liberal Arts	Designated	\$26,171	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,171							
			\$26,171	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,171							
Wladyka, Dawid K.	Associate Dean, College of Liberal Arts	Designated	\$26,082	1.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,082							
			\$26,082	1.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,082							
Restifo, Salvatore J.	Associate Dean, College of Liberal Arts	Designated	\$26,035	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,035							
			\$26,035	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,035							
Ramirez, Mark J.	Associate Dean, College of Fine Arts	Designated	\$25,956	0.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$25,956							
			\$25,956	0.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$25,956							

**Higher Education - Administrative Accountability Report**  
**Special Provisions, Sec. 5 - Fiscal Year 2026**  
**The University of Texas Rio Grande Valley**  
**Institution Agency Code: 746**

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation			
Hunter-Holly, Daniel	Associate Dean, College of Fine Arts	Designated	\$25,760	1.25%	\$25,760	1.25%	\$0	\$0	\$0	\$0	\$0	\$25,760	Administrative stipend - 100% Faculty.
Vega, Rosalynn A.	Associate Dean, Honors College	Designated	\$25,736	1.14%	\$25,736	1.14%	\$0	\$0	\$0	\$0	\$0	\$25,736	Administrative stipend - 100% Faculty.
Hernandez, Rebecca M.	Associate Dean, School of Nursing	Designated	\$25,457	0.00%	\$25,457	0.00%	\$0	\$0	\$0	\$0	\$0	\$25,457	Effective 9/1/2025. Administrative stipend - 100% Faculty.
Wang, Lin	Associate Dean, College of Health Professions	Designated	\$25,339	1.21%	\$25,339	1.21%	\$0	\$0	\$0	\$0	\$0	\$25,339	Administrative stipend - 100% Faculty.
Benitez, Laura E.	Associate Dean, College of Engineering and Computer Science	Designated	\$25,154	1.50%	\$25,154	1.50%	\$0	\$0	\$0	\$0	\$0	\$25,154	Administrative stipend - 100% Faculty.
Selber, Kimberly A.	Associate Dean, College of Liberal Arts	Designated	\$24,586	1.10%	\$24,586	1.10%	\$0	\$0	\$0	\$0	\$0	\$24,586	Administrative stipend - 100% Faculty.
Kim, Mi-son	Associate Dean, College of Liberal Arts	Designated	\$23,973	0.00%	\$23,973	0.00%	\$0	\$0	\$0	\$0	\$0	\$23,973	Effective 9/1/2025. Administrative stipend - 100% Faculty.
Cabrera, Lilia D.	Associate Dean, College of Fine Arts	Designated	\$21,481	0.00%	\$21,481	0.00%	\$0	\$0	\$0	\$0	\$0	\$21,481	Effective 9/1/2025. Administrative stipend - 100% Faculty.
Shibuya, Naohiro	Associate Dean, School of Podiatric Medicine	General Revenue	\$20,000	0.00%	\$20,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$20,000	Administrative stipend - 100% Faculty.
Prins, Dustin	Associate Dean, School of Podiatric Medicine	General Revenue	\$20,000	0.00%	\$20,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$20,000	Administrative stipend - 100% Faculty.
Biguetti, Claudia C.	Associate Dean, School of Podiatric Medicine	General Revenue	\$20,000	0.00%	\$20,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$20,000	Administrative stipend - 100% Faculty.

# Higher Education - Administrative Accountability Report

## Special Provisions, Sec. 5 - Fiscal Year 2026

The University of Texas Rio Grande Valley

**Institution Agency Code: 746**