

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

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
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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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
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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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation							
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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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	
			\$91,516	0.00%							\$91,516	
		Auxiliaries	\$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	
			\$106,657	4.00%							\$106,657	
		Designated	\$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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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Mollick, Andre V.	Associate Dean, Robert C. Vackar College of Business and Entrepreneurship	Designated	\$33,325	1.27%							\$33,325	Administrative stipend - 100% Faculty.
			\$33,325	1.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$33,325	
Huerta, Maria C.	Associate Dean, School of Nursing	Designated	\$33,196	2.36%							\$33,196	Administrative stipend - 100% Faculty.
			\$33,196	2.36%	\$0	\$0	\$0	\$0	\$0	\$0	\$33,196	
Islam, Nazmul	Associate Dean, College of Engineering and Computer Science	Designated	\$32,658	1.15%							\$32,658	Administrative stipend - 100% Faculty.
			\$32,658	1.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$32,658	
Zaidan, Frederic	Senior Associate Dean, College of Sciences	Designated	\$32,526	0.00%							\$32,526	Effective 6/2/2025. Administrative stipend - 100% Faculty.
			\$32,526	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$32,526	
Hughes, J. K.	Associate Dean, Robert C. Vackar College of Business and Entrepreneurship	Designated	\$32,512	1.26%							\$32,512	Administrative stipend - 100% Faculty.
			\$32,512	1.26%	\$0	\$0	\$0	\$0	\$0	\$0	\$32,512	
Cavazos, Lionel J.	Associate Dean, College of Education and P16 Integration	Designated	\$31,440	0.88%							\$31,440	Administrative stipend - 100% Faculty.
			\$31,440	0.88%	\$0	\$0	\$0	\$0	\$0	\$0	\$31,440	
Ledingham, Christopher M.	Senior Associate Dean, College of Health Professions	Designated	\$30,671	12.21%							\$30,671	Administrative stipend - 100% Faculty.
			\$30,671	12.21%	\$0	\$0	\$0	\$0	\$0	\$0	\$30,671	
Donner, William R.	Senior Associate Dean, College of Liberal Arts	Designated	\$30,307	0.00%							\$30,307	Effective 9/1/2025. Administrative stipend - 100% Faculty.
			\$30,307	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$30,307	
Villarreal Sosa, Leticia	Associate Dean, School of Social Work	Designated	\$29,599	1.08%							\$29,599	Administrative stipend - 100% Faculty.
			\$29,599	1.08%	\$0	\$0	\$0	\$0	\$0	\$0	\$29,599	
Pujol Pereira Mikita, Engil I.	Associate Dean, College of Sciences	Designated	\$28,790	0.00%							\$28,790	Effective 6/2/2025. Administrative stipend - 100% Faculty.
			\$28,790	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$28,790	
Estrada, Veronica L.	Associate Dean, College of Education and P16 Integration	Designated	\$28,224	0.98%							\$28,224	Administrative stipend - 100% Faculty.

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			\$28,224	0.98%	\$0	\$0	\$0	\$0	\$0	\$0	\$28,224	
Karabulut, Murat	Associate Dean, College of Health Professions	Designated	\$27,444	0.84%							\$27,444	Administrative stipend - 100% Faculty.
			\$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%							\$26,935	Administrative stipend - 100% Faculty.
			\$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%							\$26,891	Administrative stipend - 100% Faculty.
			\$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%							\$26,873	Effective 9/1/2025. Administrative stipend - 100% Faculty.
			\$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%							\$26,553	Effective 6/2/2025. Administrative stipend - 100% Faculty.
			\$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%							\$26,254	Effective 9/1/2025. Administrative stipend - 100% Faculty.
			\$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%							\$26,171	Effective 9/1/2025. Administrative stipend - 100% Faculty.
			\$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%							\$26,082	Administrative stipend - 100% Faculty.
			\$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%							\$26,035	Effective 9/1/2025. Administrative stipend - 100% Faculty.
			\$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%							\$25,956	Administrative stipend - 100% Faculty.
			\$25,956	0.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$25,956	

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

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
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Bembo, Gladys	Associate Dean, School of Podiatric Medicine	General Revenue	\$20,000	0.00%							\$20,000	Administrative stipend - 100% Faculty.
			\$20,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$20,000	