

Higher Education
Administrative Accountability Report
Special Provisions, Art. III, Sec. 5.7
FY 2020

Institution Code: 749

Institution Name: Texas A&M University-San Antonio

A Employee Name	B Position (Title Description)	C Funding Source	D FY 2026 Salary	E Percentage Salary Increase	Nonsalary Benefits FY 2026							L Total Compensation	M Explanation / Comments
					F One-time Payment (Merit)	G One-time Payment (Non-Merit)	H Housing Allowance	I Car Allowance	J Communication Allowance	K Non-Cash Compensation	Deferred Salary Compensation		
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Salvador Hector Ochoa	President		General Revenue \$85,076 Other E&G Income \$0 Institutional Funds \$339,244 Total	\$424,320 2.00%	\$0 \$0 \$0 \$424,320	\$0 \$0 \$50,000 \$424,320	\$0 \$0 \$0 \$424,320	\$0 \$0 \$0 \$424,320	\$0 \$0 \$0 \$424,320	\$0 \$0 \$50,000 \$424,320	\$0 \$0 \$0 \$424,320	\$85,076 \$0 \$424,320	
Mohamed Abdelrahman	Provost & Vice President, Academic Affairs		General Revenue \$0 Other E&G Income \$0 Institutional Funds \$258,975 Total	\$258,975 2.10%	\$0 \$0 \$0 \$258,975	\$0 \$0 \$0 \$258,975	\$0 \$0 \$0 \$258,975	\$0 \$0 \$0 \$258,975	\$0 \$0 \$0 \$258,975	\$0 \$0 \$0 \$258,975	\$0 \$0 \$0 \$258,975	\$0 \$0 \$258,975	
Adriana Rojas	Vice President, Finance & Administration/CFO		General Revenue \$235,000 Other E&G Income \$0 Institutional Funds \$0 Total	\$235,000 13.53%	\$0 \$0 \$0 \$235,000	\$0 \$0 \$0 \$235,000	\$0 \$0 \$0 \$235,000	\$0 \$0 \$0 \$235,000	\$0 \$0 \$0 \$235,000	\$0 \$0 \$0 \$235,000	\$0 \$0 \$0 \$235,000	\$235,000 \$0 \$235,000	
Jessica Loudermilk	Vice President, Strategic Communications & Chief of Staff II		General Revenue \$11,337 Other E&G Income \$198,212 Institutional Funds \$0 Total	\$209,549 3.10%	\$0 \$0 \$0 \$209,549	\$0 \$0 \$0 \$209,549	\$0 \$0 \$0 \$209,549	\$0 \$0 \$0 \$209,549	\$0 \$0 \$0 \$209,549	\$0 \$0 \$0 \$209,549	\$0 \$0 \$0 \$209,549	\$11,337 \$198,212 \$0 \$209,549	
Gwendolyn Notestine	Vice President, Advancement & External Relations		General Revenue \$0 Other E&G Income \$0 Institutional Funds \$199,095 Total	\$199,095 2.10%	\$0 \$0 \$0 \$199,095	\$0 \$0 \$0 \$199,095	\$0 \$0 \$0 \$199,095	\$0 \$0 \$0 \$199,095	\$0 \$0 \$0 \$199,095	\$0 \$0 \$0 \$199,095	\$0 \$0 \$0 \$199,095	\$0 \$0 \$199,095	
Juan Guardia	Vice President, Student Affairs		General Revenue \$199,095 Other E&G Income \$0 Institutional Funds \$0 Total	\$199,095 2.10%	\$0 \$0 \$0 \$199,095	\$0 \$0 \$0 \$199,095	\$0 \$0 \$0 \$199,095	\$0 \$0 \$0 \$199,095	\$0 \$0 \$0 \$199,095	\$0 \$0 \$0 \$199,095	\$0 \$0 \$0 \$199,095	\$199,095 \$0 \$199,095	
Brandy McLellan	Vice President, Enrollment Management		General Revenue \$0 Other E&G Income \$0 Institutional Funds \$195,188 Total	\$195,188 2.10%	\$0 \$0 \$0 \$195,188	\$0 \$0 \$0 \$195,188	\$0 \$0 \$0 \$195,188	\$0 \$0 \$0 \$195,188	\$0 \$0 \$0 \$195,188	\$0 \$0 \$0 \$195,188	\$0 \$0 \$0 \$195,188	\$0 \$0 \$195,188	
Darnell Smith	Athletic Director		General Revenue \$0 Institutional Funds \$0 Auxiliary Funds \$107,238 Total	\$107,238 1.10%	\$0 \$0 \$0 \$107,238	\$0 \$0 \$0 \$107,238	\$0 \$0 \$0 \$107,238	\$0 \$0 \$0 \$107,238	\$0 \$0 \$0 \$107,238	\$0 \$0 \$0 \$107,238	\$0 \$0 \$0 \$107,238	\$0 \$0 \$107,238	
Vacant	Chief Information Officer		General Revenue \$4,044 Other E&G Income \$83,072 Institutional Funds \$97,530 Total	\$184,646 0.00%	\$0 \$0 \$0 \$184,646	\$0 \$0 \$0 \$184,646	\$0 \$0 \$0 \$184,646	\$0 \$0 \$0 \$184,646	\$0 \$0 \$0 \$184,646	\$0 \$0 \$0 \$184,646	\$0 \$0 \$0 \$184,646	\$4,044 \$83,072 \$97,530 \$184,646	

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					\$0	\$0	\$0	\$0	\$0	\$0	\$0		
Martha C. Olivos-Gonzalez	Chief Human Resources Officer	General Revenue	\$144,186		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$144,186
		Other E&G Income	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Institutional Funds	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Total	\$144,186	2.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$144,186
Roger Stearns	Chief of Police	General Revenue	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Other E&G Income	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Institutional Funds	\$115,884		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$115,884
		Total	\$115,884	2.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$115,884
Vacant	Vice President for Research	General Revenue	\$175,432		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$175,432
		Institutional Funds	\$5,295		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$5,295
		Restricted Funds	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Total	\$180,727	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$180,727
Juan Ortiz	Controller	General Revenue	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Other E&G Income	\$160,808		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$160,808
		Institutional Funds	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Total	\$160,808	-4.28%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$160,808
Donald Brocker	Chief Technology Officer	General Revenue	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Other E&G Income	\$2,549		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$2,549
		Institutional Funds	\$146,517		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$146,517
		Total	\$149,066	2.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$149,066
Duane Williams	Associate Provost	General Revenue	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Institutional Funds	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Restricted Funds	\$145,783		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$145,783
		Total	\$145,783	3.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$145,783
Sarah McBride	Associate Vice President, University Communications	General Revenue	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Other E&G Income	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Institutional Funds	\$134,771		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$134,771
		Total	\$134,771	2.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$134,771
Vanessa Torres	Assistant Vice President, Enrollment Management	General Revenue	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Institutional Funds	\$130,867		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$130,867
		Restricted Funds	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Total	\$130,867	3.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$130,867
Zeak Naifeh	Associate Vice President, Dean of Students	General Revenue	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Institutional Funds	\$131,840		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$131,840
		Restricted Funds	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Total	\$131,840	7.21%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$131,840
													Compensation Increase in FY25

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Kimberly Rottet	Associate Vice President, Dean of Students	General Revenue Institutional Funds Restricted Funds	\$0 \$120,000 \$0	\$0.00% <u>\$120,000</u>	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$120,000 \$0		
Adriana Contreras	Associate Vice President Executive Director, Experiential Learning	General Revenue Institutional Funds Restricted Funds	\$0 \$109,560 \$14,898	2.10% <u>\$124,458</u>	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$109,560 \$14,898		
Adrian Jackson	Associate Vice President, University Marketing & Digital Strategy	General Revenue Other E&G Income Institutional Funds	\$80,884 \$0 \$40,436	1.10% <u>\$121,320</u>	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$80,884 \$0 \$40,436		
Johnathan Cooper	Chief Information Security Officer	General Revenue Other E&G Income Institutional Funds	\$100,344 \$0 \$22,176	2.10% <u>\$122,520</u>	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$100,344 \$0 \$22,176		
Vacant	Associate Vice President Enrollment Strategy & Operations	General Revenue Other E&G Income Institutional Funds	\$80,409 \$0 \$35,839	0.00% <u>\$116,248</u>	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$80,409 \$0 \$35,839		
Jane K. Mims	Assistant Vice Provost, Institutional Effectiveness	General Revenue Other E&G Income Institutional Funds	\$0 \$124,076 \$2,481	2.10% <u>\$126,557</u>	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$124,076 \$2,481		
Vacant	Dean College of Business	General Revenue Other E&G Income Institutional Funds	\$84,953 \$117,045 \$5,052	0.00% <u>\$207,050</u>	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$84,953 \$117,045 \$5,052		
Amy Lewis	Interim Dean College of Business	General Revenue Other E&G Income Institutional Funds	\$52,808 \$119,486 \$0	0.00% <u>\$172,294</u>	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$52,808 \$119,486 \$0		
Emma Savage-Davis	Dean College of Education & Human Development	General Revenue Other E&G Income Institutional Funds	\$159,457 \$0 \$29,428		\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$159,457 \$0 \$29,428		

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Debra A. Feakes	Dean College of Arts & Sciences	General Revenue	\$131,312		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$131,312
		Other E&G Income	\$45,734		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$45,734
		Institutional Funds	\$5,306		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$5,306
		Total	\$182,352	2.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$182,352
Ting Liu	Dean Graduate Studies	General Revenue	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Other E&G Income	\$97,952		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$97,952
		Restricted Funding	\$72,163		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$72,163
		Total	\$170,115	3.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$170,115
Syed Harun	Associate Professor & Associate Dean	General Revenue			\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Other E&G Income	\$141,587		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$141,587
		Institutional Funds	\$50,773		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$50,773
		Total	\$192,360	18.63%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$192,360
Katherine Gillen	Associate Dean & Professor	General Revenue	\$105,508		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$105,508
		Other E&G Income	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Restricted Funds	\$3,051		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$3,051
		Total	\$108,559	-17.54%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$108,559
Robin Kapavik	Professor & Associate Dean	General Revenue			\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Other E&G Income	\$103,978		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$103,978
		Restricted Funds	\$13,764		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$13,764
		Total	\$117,742	3.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$117,742
Heather Olague	Assistant Dean, Students	General Revenue	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$0
		Other E&G Income	\$78,870		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$78,870
		Restricted Funds	\$14,811		\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$14,811
		Total	\$93,681	3.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$93,681