

Higher Education  
 Administrative Accountability Report  
 Special Provisions, Art. III, Sec. 5.7  
 FY 2026

Institution Code:	751	Institution Name:	East Texas A&M University									
A	B	C	D	E	F	G	H	I	J	K	L	M
Employee Name	Position (Title Description)	Funding Source	FY2026	Nonsalary Benefits FY 2026								Explanation / Comments
				Percentage Salary Increase	One-time Payment (Merit)	Deferred Compensation	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
Dr. Mark Rudin	President & CEO	General Revenue	\$54,574									\$54,574
		Other E&G Income	\$11,345									\$11,345
		Designated	\$382,904			\$60,000	\$60,000					\$502,904
		<b>Total</b>	<b>\$448,823</b>	<b>3.00%</b>	<b>\$0</b>	<b>\$60,000</b>	<b>\$60,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$568,823</b>	
Dr. Nancy Albers	Dean	General Revenue	\$186,276									\$186,276
	College of Business	Other E&G Income	\$38,724									\$38,724
		Designated										\$0
		<b>Total</b>	<b>\$225,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$225,000</b>	
Dr. Fabio Ambrosio	Assistant Dean & Professor	General Revenue	\$149,021									\$149,021
	College of Business	Other E&G Income	\$30,979									\$30,979
		Designated										\$0
		<b>Total</b>	<b>\$180,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$180,000</b>	
Dr. Muruvvet Atinc	Chief Academic Officer	General Revenue	\$107,229									\$107,229
	Extended University	Other E&G Income	\$22,291									\$22,291
		Designated										\$0
		<b>Total</b>	<b>\$129,520</b>	<b>3.80%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$129,520</b>	
Nicole Askew	Chief of Staff	General Revenue	\$99,347									\$99,347
		Other E&G Income	\$20,653									\$20,653
		Designated										\$0
		<b>Total</b>	<b>\$120,000</b>	<b>20.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$120,000</b>	
Sarah Baker	Associate Vice President	General Revenue	\$147,729									\$147,729
	Finance & Administration	Other E&G Income	\$30,711									\$30,711
		Designated										\$0
		<b>Total</b>	<b>\$178,440</b>	<b>3.74%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$178,440</b>	

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				Percentage Salary Increase	One-time Payment (Merit)	Deferred Compensation	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		
Dr. Sri Beldona	Chief Academic Officer & Special Assistant to the President	General Revenue										\$0 <i>New Appointment 03-15-2025</i>
		Other E&G Income										\$0
		Designated	\$208,000									\$208,000
		<b>Total</b>	<b>\$208,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$208,000</b>	
Dr. Kathryn Dixon	Associate Professor & Assistant Dean	General Revenue	\$78,859									\$78,859 <i>Includes administrative stipend of \$15,000</i>
	College of Education & Human Services	Other E&G Income	\$16,394									\$16,394
		Designated										\$0
		Grant										\$0
		<b>Total</b>	<b>\$95,253</b>	<b>2.01%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$95,253</b>	
Dr. Ricky Dobbs	Sr. Vice Provost & Associate VP of Student Success	General Revenue	\$184,280									\$184,280
	Academic Affairs	Other E&G Income	\$38,309									\$38,309
		Designated										\$0
		Grant										\$0
		<b>Total</b>	<b>\$222,589</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$222,589</b>	
Dr. Brent Donham	Vice President for Research and Economic Development	General Revenue	\$182,764									\$182,764
		Other E&G Income	\$37,994									\$37,994
		Designated										\$0
		<b>Total</b>	<b>\$220,758</b>	<b>2.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$220,758</b>	
Mattie Dunlap	Assistant Vice Provost & Dean of Library	General Revenue	\$114,560									\$114,560
		Other E&G Income	\$23,815									\$23,815
		Designated										\$0
		<b>Total</b>	<b>\$138,375</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$138,375</b>	
Dr. Ryan Erick	Assistant Vice Provost	General Revenue	\$99,347									\$99,347 <i>New Appointment 07-07-2025</i>
	Academic Affairs Student Success	Other E&G Income	\$20,653									\$20,653
		Designated										\$0
		<b>Total</b>	<b>\$120,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$120,000</b>	
Devin Girod	Vice President Philanthropy & Engagement	General Revenue										\$0
		Other E&G Income										\$0
		Designated	\$215,373									\$215,373
		<b>Total</b>	<b>\$215,373</b>	<b>2.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$215,373</b>	

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Employee Name	Position (Title Description)	Funding Source	FY2026	Nonsalary Benefits FY 2026							Total Compensation	Explanation / Comments	
Dr. Andrea Graham	Dean	General Revenue	\$168,046	Percentage Salary Increase	One-time Payment (Merit)	Deferred Compensation	Housing Allowance	Car Allowance	Communication Allowance	Non-Cash Compensation		\$168,046	
	College of Science & Engineering	Other E&G Income	\$34,934									\$34,934	
		Designated										\$0	
		<b>Total</b>	<b>\$202,980</b>	<b>2.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$202,980</b>		
Dr. Raymond Green	Dean	General Revenue	\$156,886								\$156,886		
	College of Education & Human Services	Other E&G Income	\$32,614								\$32,614		
		Designated									\$0		
		<b>Total</b>	<b>\$189,500</b>	<b>1.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$189,500</b>		
Abbie Harper	Chief Operating Officer	General Revenue	\$142,008								\$142,008		
	East Texas A&M - Dallas	Other E&G Income	\$29,522								\$29,522		
		Designated									\$0		
		<b>Total</b>	<b>\$171,530</b>	<b>8.31%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$171,530</b>		
Dr. Demarquis Hayes	Associate Dean	General Revenue	\$88,415								\$88,415 <i>Includes administrative stipend of \$18,000</i>		
	Professor	Other E&G Income	\$18,380								\$18,380		
	College of Education & Human Services	Designated									\$0		
		<b>Total</b>	<b>\$106,795</b>	<b>11.28%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$106,795</b>		
Sandra Hayes	Associate Dean	General Revenue									\$0		
	Library	Other E&G Income									\$0		
		Designated	\$79,898								\$79,898		
		<b>Total</b>	<b>\$79,898</b>	<b>1.75%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$79,898</b>		
Dr. Byron Housewright	Associate Dean of Operations	General Revenue	\$91,068								\$91,068 <i>New Appointment 07-01-2025</i>		
	College of Agricultural Sciences & Natural Resources	Other E&G Income	\$18,932								\$18,932		
		Designated									\$0		
		<b>Total</b>	<b>\$110,000</b>	<b>13.02%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$110,000</b>		
Jennifer Hudson	Assistant Dean	General Revenue	\$3,581								\$3,581 <i>New Appointment 08-01-2025</i>		
	College of Innovation & Design	Other E&G Income	\$745								\$745		
		Designated	\$90,674								\$90,674		
		<b>Total</b>	<b>\$95,000</b>	<b>18.75%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$95,000</b>		

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Dr. Mathew Joseph	Associate Dean & Professor	General Revenue	\$161,750								\$161,750	New Appointment 08-15-2025
	College of Business	Other E&G Income	\$33,625								\$33,625	Administrative Stipend \$18,000 (9months)
		Designated									\$0	Mike & Rita Cross Professorship \$4,500 (9months)
		Restricted	\$4,500								\$4,500	Summer Stipend \$12,375 (3months)
		<b>Total</b>	<b>\$199,875</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$199,875</b>	
Dr. Ashanka Kumari	Associate Dean	General Revenue	\$107,626								\$107,626	New Appointment 08-01-2025
	Graduate Studies	Other E&G Income	\$22,374								\$22,374	
		Designated									\$0	
		<b>Total</b>	<b>\$130,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$130,000</b>	
Dr. Debbie Lelekis	Associate Dean	General Revenue	\$104,315								\$104,315	New Appointment 07-01-2025, Administrative Stipend \$18,000
	College of Humanities, Social Sciences & Arts	Other E&G Income	\$21,685								\$21,685	
		Designated									\$0	
		<b>Total</b>	<b>\$126,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$126,000</b>	
Tina Livingston	Vice President Finance & Administration	General Revenue	\$231,798								\$231,798	
		Other E&G Income	\$48,187								\$48,187	
		Designated									\$0	
		<b>Total</b>	<b>\$279,985</b>	<b>2.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$279,985</b>	
Gina Lowe	Associate Vice President	General Revenue									\$0	
	Philanthropy & Engagement	Other E&G Income									\$0	
		Designated	\$128,896								\$128,896	
		<b>Total</b>	<b>\$128,896</b>	<b>0.70%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$128,896</b>	
Dr. Mark Menaldo	Associate Dean	General Revenue	\$111,766								\$111,766	New Appointment 06-01-2025, Administrative Stipend \$18,000
	College of Humanities, Social Sciences & Arts	Other E&G Income	\$23,234								\$23,234	
		Designated									\$0	
		<b>Total</b>	<b>\$135,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$135,000</b>	

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Dr. Kent Montgomery	Associate Dean	General Revenue	\$127,934									\$127,934
	College of Science & Engineering	Other E&G Income	\$26,596									\$26,596
		Designated										\$0
		<b>Total</b>	<b>\$154,530</b>	<b>1.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$154,530</b>	
Dr. Vanessa Quinn	Associate Dean	General Revenue	\$107,626									\$107,626
	Honors College	Other E&G Income	\$22,374									\$22,374
		Designated										\$0
		<b>Total</b>	<b>\$130,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$130,000</b>	
Dr. Bryan Rank	Dean	General Revenue	\$140,742									\$140,742
	College of Agricultural Sciences & Natural Resources	Other E&G Income	\$29,258									\$29,258
		Designated										\$0
		<b>Total</b>	<b>\$170,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$170,000</b>	
Dr. Joseph Romero	Dean	General Revenue	\$153,491									\$153,491
	College of Humanities, Social Sciences & Arts	Other E&G Income	\$31,909									\$31,909
		Designated										\$720
		<b>Total</b>	<b>\$185,400</b>	<b>3.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$720</b>	<b>\$0</b>	<b>\$186,120</b>	
Judy Sackfield	Vice President Student Affairs &	General Revenue	\$181,872									\$181,872
	Dean of Students / Interim Vice President	Other E&G Income	\$37,809									\$37,809
	Enrollment Management	Designated										\$0
		<b>Total</b>	<b>\$219,681</b>	<b>2.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$219,681</b>	
Dr. April Sanders	Dean	General Revenue	\$132,463									\$132,463
	College of Innovation & Design	Other E&G Income	\$27,537									\$27,537
		Designated										\$0
		<b>Total</b>	<b>\$160,000</b>	<b>23.08%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$160,000</b>	
Dr. Jennifer Schroeder	Dean	General Revenue	\$150,913									\$150,913
	Graduate Studies	Other E&G Income	\$31,373									\$31,373
		Designated										\$0
		<b>Total</b>	<b>\$182,286</b>	<b>1.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$182,286</b>	

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Katelyn Severance	Chief Ethics & Compliance Officer	General Revenue	\$103,023									\$103,023	
		Other E&G Income	\$21,417									\$21,417	
		Designated										\$0	
		<b>Total</b>	<b>\$124,440</b>	<b>2.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$124,440</b>		
Dr. Tammi Vacha-Haase	Vice President & Provost	General Revenue	\$253,610									\$253,610	
		Other E&G Income	\$52,722									\$52,722	
		Designated										\$0	
		<b>Total</b>	<b>\$306,332</b>	<b>2.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$306,332</b>		
Dr. Erin Webster-Garrett	Dean	General Revenue	\$139,086									\$139,086	
	Honors College	Other E&G Income	\$28,914									\$28,914	
		Designated										\$0	
		<b>Total</b>	<b>\$168,000</b>	<b>5.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$168,000</b>		