

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

**Institution Code:** 753

**Institution Name:** SAM HOUSTON STATE UNIVERSITY

A	B	C	D	E	F						G	H	I	J	K	L
					Nonsalary Benefits FY 2026											
Name	Position	Funding Source	Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation						
Alisa White	President	E&G Income Designated	\$65,945 \$495,805 \$561,750	0.00%	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$9,000 \$9,000	\$0 \$900 \$900	\$0 \$0 \$0	\$65,945 \$505,705 \$571,650				Other: Cell Phone Supplement	
Sumanth Yenduri	Provost and Senior Vice President for Academic Affairs	E&G Income	\$355,000 \$355,000	N/A	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$355,000 \$355,000				New Hire 07/17/2025	
Amanda Withers	Chief Financial Officer & Senior Vice President for Operations	Designated	\$318,312 \$318,312	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$318,312 \$318,312					
Heather Thielemann	Sr. Vice President for Strategic Enrollment & Innovation & CIO	E&G Income	\$289,200 \$289,200	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$289,200 \$289,200					
Bobby Williams	Director of Athletics	Auxiliaries	\$285,000 \$285,000	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$285,000 \$285,000					
Dannie Moore	Vice President for Student Affairs	Auxiliary Designated	\$126,432 \$113,568 \$240,000	4.35%	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$126,432 \$113,568 \$240,000				Market Adjustment 09/01/2025	
Matthew Bethea	Vice President for University Advancement	Designated	\$270,375 \$270,375	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$270,375 \$270,375					
Jeffrey Harris	Chief Marketing Officer & Public Information Officer	Designated - Other	\$171,624 \$171,624	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$171,624 \$171,624					
Jeanine Bias	AVP Student Experience & Chief Retention Officer	Designated	\$190,000 \$190,000	19.10%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$190,000 \$190,000				Re-Org 03/01/2025	
David Glaser	Chief Strategy Officer	Designated	\$220,000 \$220,000	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$220,000 \$220,000					
McCartney Johnson	Deputy to the President	Designated	\$166,176 \$166,176	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$166,176 \$166,176					
Anne Gaillard	Vice Provost - Academic Affairs	E&G Income	\$218,424 \$218,424	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$218,424 \$218,424					
Chad Hargrave	Vice President for Research and Strategic Partnerships & Chief Research Officer	Designated	\$215,000 \$215,000	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$215,000 \$215,000					

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A Name	B Position	C Funding Source	D Salary (09/01/25)	E Percentage Salary Increase Over FY 2025	F G H I J K L Nonsalary Benefits FY 2026						L Total Compensation	Explanation/Comments
					F	G	H	I	J	K		
Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation							
Brian Loft	Associate Vice President for Research and Sponsored Programs	Other E&G	\$185,000 \$185,000	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$185,000 \$185,000	
William Angrove	Associate Vice President & Chief Online Education Officer	Designated - Other	\$215,328 \$215,328	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$215,328 \$215,328	
Fanny Chisum	Assistant Vice President for Online Operations	Designated - Other	\$151,608 \$151,608	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$151,608 \$151,608	
Somer Franklin	Associate VP for Academic Affairs	Designated	\$181,896 \$181,896	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$181,896 \$181,896	
Juan Nunez	Vice President for Facilities Management	E&G Income	\$229,920 \$229,920	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$229,920 \$229,920	
Rhonda Beassie	Vice President Administration	E&G Income	\$230,000 \$230,000	10.61%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$230,000 \$230,000	Re-Org 07/01/2025
Kevin Morris	Asst VP Safety Ops & Police Chief	E&G Income	\$166,704 \$166,704	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$166,704 \$166,704	
Fawzi Noman	Associate Vice President for Academic & Research Technologies	Designated - Other	\$115,514 \$38,014 \$153,528	0.00%	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$115,514 \$38,014 \$153,528	
Philip Cody	Assistant VP for Undergraduate Student Success	Designated	\$145,000 \$145,000	3.57%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$145,000 \$145,000	6 Month Increase 03/01/2025
Megan St. Vigne	Associate Vice President for Enrollment Success	Designated - Other	\$140,088 \$140,088	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$140,088 \$140,088	
John Jordan	Associate Vice President for Enrollment Services	Designated - Other	\$156,024 \$156,024	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$156,024 \$156,024	
Steven Frey	AVP Chief Tech & Info Sec Officer	Designated - Other	\$175,008 \$175,008	13.74%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$175,008 \$175,008	Reclass/Re-Org 12/01/2024

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					Nonsalary Benefits FY 2026												
Name	Position	Funding Source	Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation							
Jacob Chandler	Associate Vice President for Innovation	Designated - Other	\$197,608		\$0	\$0	\$0	\$0	\$0	\$0	\$197,608						
			\$197,608	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$197,608						
Kristina Beltran	Assistant Vice President for Data, Analytics, & Decision Support / Interim VP Enrollment	E&G Income	\$160,344		\$0	\$0	\$0	\$0	\$0	\$0	\$160,344	Appointed Interim VP Enrollment 01/01/2025					
			\$160,344	28.95%	\$0	\$0	\$0	\$0	\$0	\$0	\$160,344						
Erica Bumpurs	AVP for Student Health & Wellbeing	Designated - Other Auxiliaries	\$124,000		\$0	\$0	\$0	\$0	\$0	\$0	\$124,000						
			\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0						
			\$124,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,000						
Joellen Tipton	Asst VP of Student Living & Transition Programs	Auxiliaries	\$130,200		\$0	\$0	\$0	\$0	\$0	\$0	\$130,200	Reclassification 06/01/2025					
			\$130,200	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$130,200						
Chelsea Smith	Assistant VP & Dean of Students	Designated	\$130,000		\$0	\$0	\$0	\$0	\$0	\$0	\$130,000						
			\$130,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,000						
Gene Roberts	Assoc Dean & Director Student Legal & Mediation Services	Auxiliaries Grant	\$116,665		\$0	\$0	\$0	\$0	\$0	\$0	\$116,665						
			\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0						
			\$116,665	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$116,665						
Charles Vienne	Associate Vice President for Alumni Relations and Annual Giving	Designated	\$125,064		\$0	\$0	\$0	\$0	\$0	\$0	\$125,064						
			\$125,064	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$125,064						
Kevin Fralicks	Associate Vice President for Development	E&G Income	\$190,000		\$0	\$0	\$0	\$0	\$0	\$0	\$190,000						
			\$190,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,000						
Leah Mulligan	Assistant Vice President for Donor Relations	Designated E&G Income	\$136,272		\$0	\$0	\$0	\$0	\$0	\$0	\$136,272						
			\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0						
			\$136,272	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$136,272						
Russell Martinez	Assistant VP Marketing & Branding	E&G Income Designated - Other Auxiliaries Designated	\$128,662		\$0	\$0	\$0	\$0	\$0	\$0	\$128,662						
			\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0						
			\$1,418		\$0	\$0	\$0	\$0	\$0	\$0	\$1,418						
			\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0						
			\$130,080	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,080						
Sharmistha Self	Dean - College of Business Administration (COBA)	E&G Income	\$292,896		\$0	\$0	\$0	\$0	\$0	\$0	\$292,896						
			\$292,896	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$292,896						

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					<b>Nonsalary Benefits FY 2026</b>							
<b>Name</b>	<b>Position</b>	<b>Funding Source</b>	<b>Salary (09/01/25)</b>	<b>Percentage Salary Increase Over FY 2025</b>	<b>Cash Bonuses</b>	<b>Practice Plan Benefits</b>	<b>Housing Allowance</b>	<b>Car Allowance</b>	<b>Other</b>	<b>Non-Cash Compensation</b>	<b>Total Compensation</b>	<b>Explanation/Comments</b>
Melinda Holt	Dean - College Science and Engineering Technology (COSET)	Designated E&G Income	\$216,768 \$0 \$216,768	0.00% 0.00%	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$216,768 \$0 \$216,768	
Chien Pin Li	Dean - College of Humanities and Social Sciences (CHSS)	Designated	\$217,008 \$217,008	0.00% 0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$217,008 \$217,008	
Jason Vest	Dean - College of Arts and Media (CAM)	E&G Income	\$215,016 \$215,016	N/A	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$215,016 \$215,016	New Hire 07/01/2025
Stacey Victor	Dean - College of Education (COE)	E&G Income	\$219,384 \$219,384	0.00% 0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$219,384 \$219,384	
Phillip Lyons	Dean - Criminal Justice College & Center (COCJ)	Other E&G Income E&G Income Designated	\$59,376 \$178,128 \$0 \$237,504	0.00% 0.00%	\$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0	\$0 \$0 \$900 \$0	\$0 \$0 \$0 \$0	\$59,376 \$178,128 \$900 \$238,404	Other: Cell Phone Supplement	
Ryan Zapalac	Dean - College of Health Sciences (COHS)	E&G Income	\$215,016 \$215,016	52.16% 0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$215,016 \$215,016	Promotion to Dean 03/01/2025
Kenneth Hendrickson	Dean - Graduate Studies & Associate Provost for Community Engagement	E&G Income	\$209,304 \$209,304	0.00% 0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$209,304 \$209,304	
Kimberly Bell	Dean - Honors College	E&G Income	\$127,464 \$127,464	0.00% 0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$127,464 \$127,464	
Shani Robinson	Sr. Associate Dean - COBA	E&G Income	\$228,552 \$228,552	0.00% 0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$228,552 \$228,552	
Fred Forgey	Associate Dean - COBA	E&G Income	\$188,352 \$188,352	7.62% 0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$188,352 \$188,352	Additional Duties Stipend 09/01/2025
Natalie Hegwood	Assistant Dean - COBA	E&G Income Designated - Other	\$138,672 \$0 \$138,672	0.00% 0.00%	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$138,672 \$0 \$138,672	

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Name	Position	Funding Source	Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation						
Brooke Nodeland	Assistant Dean - Development Assessmant Stud Svcs/ Assoc Prof - COCJ	E&G Income	\$139,024		\$0	\$0	\$0	\$0	\$0	\$0	\$139,024				Appointed Assistant Dean 09/01/2025	
			\$139,024	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$139,024					
Dustin Jones	Associate Dean - COSET	E&G Income	\$133,200		\$0	\$0	\$0	\$0	\$0	\$0	\$133,200					
			\$133,200	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$133,200					
Li-Jen Lester	Associate Dean - COSET	E&G Income	\$148,152		\$0	\$0	\$0	\$0	\$0	\$0	\$148,152					
			\$148,152	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$148,152					
Carroll Nardone	Associate Dean/Professor - CHSS	E&G Income	\$124,032		\$0	\$0	\$0	\$0	\$0	\$0	\$124,032					
			\$124,032	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,032					
Leif French	Sr. Associate Dean - CHSS	E&G Income Designated - Other	\$134,837		\$0	\$0	\$0	\$0	\$0	\$0	\$134,837					
			\$57,787		\$0	\$0	\$0	\$0	\$0	\$0	\$57,787					
			\$192,624	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$192,624					
Brian Gibbs	Associate Dean/Professor - CAM	E&G Income Designated - Other	\$119,040		\$0	\$0	\$0	\$0	\$0	\$0	\$119,040					
			\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0					
			\$119,040	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$119,040					
Michael Henderson	Associate Dean - CAM	E&G Income	\$153,552		\$0	\$0	\$0	\$0	\$0	\$0	\$153,552					
			\$153,552	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$153,552					
Abbie Strunc	Associate Dean - Acad Admin & Enrollment	E&G Income	\$142,184		\$0	\$0	\$0	\$0	\$0	\$0	\$142,184					
			\$142,184	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$142,184					
Casey Brown	Associate Dean Educational Assessment & Accountability	E&G Income Designated	\$132,528		\$0	\$0	\$0	\$0	\$0	\$0	\$132,528	6 Month Increase 03/01/2025				
			\$20,000		\$0	\$0	\$0	\$0	\$0	\$0	\$20,000					
			\$152,528	12.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$152,528					
Helen Berg	Associate Dean Student Success & Partnerships	E&G Income Designated	\$124,800		\$0	\$0	\$0	\$0	\$0	\$0	\$124,800					
			\$20,000		\$0	\$0	\$0	\$0	\$0	\$0	\$20,000					
			\$144,800	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$144,800					
Maribeth Jorgensen	Assistant Dean For Research / Associate Professor - COE	E&G Income	\$110,160		\$0	\$0	\$0	\$0	\$0	\$0	\$110,160	Promotion w/Tenure 09/01/2025				
			\$110,160	6.45%	\$0	\$0	\$0	\$0	\$0	\$0	\$110,160					

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Danielle Boisvert	Senior Associate Dean - COCJ	E&G Income	\$154,980	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$154,980						
		Other E&G Income	\$34,020	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$34,020						
			\$189,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$189,000						
Janet Mullings	Associate Dean (Part Time) - COCJ	Designated - Other	\$84,398	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$84,398						
			\$84,398	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$84,398						
Randall Garner	Associate Dean / Director Criminal Justice Center / Professor - COCJ	E&G Income	\$202,662	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$202,662						
		E&G Income - Other	\$7,746	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$7,746						
			\$210,408	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$210,408						
Ronald Reed	Associate Dean - COHS	Designated	\$136,008	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$136,008					Appointed Associate Dean 04/16/2025	
			\$136,008	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$136,008						
Jennifer Bunn	Associate Dean - COHS	E&G Income	\$141,312	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$141,312						
			\$141,312	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$141,312						
Mary Williams	Assistant Dean/Assoc Prof - COHS		\$132,792	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$132,792					Appointed Assistant Dean 06/01/2025	
			\$132,792	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$132,792						
Patrick Lewis	Associate Dean/Professor - Honors College	E&G Income	\$91,614	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$91,614						
		Designated - Other	\$36,538	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$36,538						
			\$128,152	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,152						
Tracy Bilsing	Associate Dean/Associate Professor - Honors College	E&G Income	\$97,224	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$97,224					Department Chair Role for English Department ended 05/31/2025	
			\$97,224	-5.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$97,224						
Justin Williams	Assistant Dean/Professor - Honors College	E&G Income	\$128,109	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$128,109					Salary difference from FY25 report due to calculation error	
			\$128,109	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,109						