

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

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

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					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	\$124,000		\$0	\$0	\$0	\$0	\$0	\$0	\$124,000	
		Auxiliaries	\$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	\$116,665		\$0	\$0	\$0	\$0	\$0	\$0	\$116,665	
		Grant	\$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	\$136,272		\$0	\$0	\$0	\$0	\$0	\$0	\$136,272	
		E&G Income	\$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	\$128,662		\$0	\$0	\$0	\$0	\$0	\$0	\$128,662	
		Designated - Other	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Auxiliaries	\$1,418		\$0	\$0	\$0	\$0	\$0	\$0	\$1,418	
		Designated	\$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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Melinda Holt	Dean - College Science and Engineering Technology (COSET)	Designated E&G Income	\$216,768		\$0	\$0	\$0	\$0	\$0	\$0	\$216,768	
			\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$216,768	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$216,768	
Chien Pin Li	Dean - College of Humanities and Social Sciences (CHSS)	Designated	\$217,008		\$0	\$0	\$0	\$0	\$0	\$0	\$217,008	
			\$217,008	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$217,008	
Jason Vest	Dean - College of Arts and Media (CAM)	E&G Income	\$215,016		\$0	\$0	\$0	\$0	\$0	\$0	\$215,016	New Hire 07/01/2025
			\$215,016	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$215,016	
Stacey Victor	Dean - College of Education (COE)	E&G Income	\$219,384		\$0	\$0	\$0	\$0	\$0	\$0	\$219,384	
			\$219,384	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$219,384	
Phillip Lyons	Dean - Criminal Justice College & Center (COCJ)	Other E&G Income	\$59,376		\$0	\$0	\$0	\$0	\$0	\$0	\$59,376	Other: Cell Phone Supplement
		E&G Income	\$178,128		\$0	\$0	\$0	\$0	\$0	\$0	\$178,128	
		Designated	\$0		\$0	\$0	\$0	\$0	\$900	\$0	\$900	
			\$237,504	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$238,404	
Ryan Zapalac	Dean - College of Health Sciences (COHS)	E&G Income	\$215,016		\$0	\$0	\$0	\$0	\$0	\$0	\$215,016	Promotion to Dean 03/01/2025
			\$215,016	52.16%	\$0	\$0	\$0	\$0	\$0	\$0	\$215,016	
Kenneth Hendrickson	Dean - Graduate Studies & Associate Provost for Community Engagement	E&G Income	\$209,304		\$0	\$0	\$0	\$0	\$0	\$0	\$209,304	
			\$209,304	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$209,304	
Kimberly Bell	Dean - Honors College	E&G Income	\$127,464		\$0	\$0	\$0	\$0	\$0	\$0	\$127,464	
			\$127,464	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$127,464	
Shani Robinson	Sr. Associate Dean - COBA	E&G Income	\$228,552		\$0	\$0	\$0	\$0	\$0	\$0	\$228,552	
			\$228,552	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$228,552	
Fred Forgey	Associate Dean - COBA	E&G Income	\$188,352		\$0	\$0	\$0	\$0	\$0	\$0	\$188,352	Additional Duties Stipend 09/01/2025
			\$188,352	7.62%	\$0	\$0	\$0	\$0	\$0	\$0	\$188,352	
Natalie Hegwood	Assistant Dean - COBA	E&G Income	\$138,672		\$0	\$0	\$0	\$0	\$0	\$0	\$138,672	
		Designated - Other	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$138,672	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$138,672	

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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	Salary difference from FY25 report due to calculation error
			\$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	\$154,980		
		Other E&G Income	\$34,020		\$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	\$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	\$202,662		
		E&G Income - Other	\$7,746		\$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	\$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	\$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	\$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	\$91,614		
		Designated - Other	\$36,538		\$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	\$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	\$128,109	Salary difference from FY25 report due to calculation error	
			\$128,109	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,109		