

Higher Education
Administrative Accountability Report
Article III - Special Provisions Sec. 5.7
FY 2026

Institution Code: 754 **Institution Name:** Texas State University

A Name	B Position	C Funding Source	D Salary (9.1.2025)	E Percentage Salary Increase Over Prior Year	F One-Time Merit	J Other	K Non-Cash Compensation	L Total Compensation	M Explanation / Comments
Algoe, Eric	Exec Vice President, Operations & CFO	Designated	\$414,999.96	3.62%	\$0.00	\$0.00	\$0.00	\$414,999.96	
Aswath, Pranesh	Provost & Exec Vice President Academic Affairs	General Revenue	\$0.00		\$0.00	\$0.00	\$5,357.50	\$5,357.50	Tax Fringe for Feb-Apr Housing.
		Designated	\$422,000.04	2.93%	\$0.00	\$0.00	\$0.00	\$422,000.04	
		Total	\$422,000.04		\$0.00	\$0.00	\$5,357.50	\$427,357.54	
Ausbrooks, Angela	Dean, Applied Arts	General Revenue	\$218,225.04		\$0.00	\$27,000.00	\$0.00	\$245,225.04	Interim Dean Stipend. Promoted from interim 06/25.
Bermea, Gabriel	Assoc Vice Prov Acad Adv & Transitions	Designated	\$130,000.08		\$0.00	\$0.00	\$0.00	\$130,000.08	
Black, Mary	Assoc VP, Budg Plng	Designated	\$215,000.04	7.50%	\$1,000.00	\$0.00	\$0.00	\$216,000.04	
Black, Victoria	Asst VP, Student Success	Designated	\$120,145.44		\$0.00	\$0.00	\$0.00	\$120,145.44	
		General Revenue	\$0.00		\$0.00	\$4,100.00	\$0.00	\$4,100.00	
		Total	\$120,145.44	3.20%	\$0.00	\$4,100.00	\$0.00	\$124,245.44	
Blair, John	Exec Dir, ALERRT Center	Grant	\$93,155.62		\$0.00	\$0.00	\$0.00	\$93,155.62	
		General Revenue	\$135,075.64		\$0.00	\$0.00	\$0.00	\$135,075.64	
		Designated	\$4,657.78	3.00%	\$0.00	\$0.00	\$0.00	\$4,657.78	
		Total	\$232,889.04	3.00%	\$0.00	\$0.00	\$0.00	\$232,889.04	
Blanda, Michael	Assoc VP, Res & Fed Relations	General Revenue	\$242,229.72	4.55%	\$0.00	\$0.00	\$0.00	\$242,229.72	
Borgonah, Darryl	Assoc VP, Financial Services	Designated	\$166,500.00	3.15%	\$800.00	\$0.00	\$0.00	\$167,300.00	
Brennan, Mary	Dean, Liberal Arts	General Revenue	\$242,746.20	4.54%	\$0.00	\$0.00	\$0.00	\$242,746.20	
Brooks, Matthew	Assoc Vice Provost	Designated	\$200,748.00	5.71%	\$0.00	\$0.00	\$0.00	\$200,748.00	
Bruce, Duane	Asst VP & Exec Dir, Student Involvement & Engagement	Designated	\$140,947.68	3.26%	\$500.00	\$0.00	\$0.00	\$141,447.68	
Bryant, Barrett	Dean, Science & Engineering	General Revenue	\$322,372.08	4.50%	\$0.00	\$0.00	\$0.00	\$322,372.08	
Carmichael, Matthew	Asst VP, Public Safety	Designated	\$0.00		\$500.00	\$0.00	\$0.00	\$500.00	
		Auxiliary	\$71,720.02		\$0.00	\$0.00	\$0.00	\$71,720.02	
		General Revenue	\$107,580.02	3.05%	\$0.00	\$0.00	\$0.00	\$107,580.02	
		Total	\$179,300.04	3.05%	\$500.00	\$0.00	\$0.00	\$179,800.04	
Coryell, Donald	Vice President, Intercollegiate Athletics	Auxiliary	\$351,999.96	3.56%	\$35,000.00	\$0.00	\$0.00	\$398,999.96	
Costello, Daniel	Assoc VP, Facilities	Designated	\$0.00		\$1,000.00	\$0.00	\$0.00	\$1,000.00	
		General Revenue	\$217,500.00	3.23%	\$0.00	\$0.00	\$0.00	\$217,500.00	
		Total	\$217,500.00		\$1,000.00	\$0.00	\$0.00	\$218,500.00	

A	B	C	D	E	F	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	One-Time Merit	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Damphousse, Kelly	President	General Revenue	\$65,880.00		\$0.00	\$0.00	\$0.00	\$65,880.00	
		Designated	\$849,120.00	12.27%	\$0.00	\$0.00	\$0.00	\$861,120.00	
		Total	\$915,000.00	12.27%	\$0.00	\$0.00	\$0.00	\$927,000.00	
Day, Beverly	Asst VP, Enrollmt Mgmt/Undgrad Admis	Designated	\$178,257.36	3.00%	\$0.00	\$0.00	\$0.00	\$178,257.36	
Figueroa Flores, Jorge	Vice Prov, Academic Innovation	Designated	\$180,000.00		\$0.00	\$0.00	\$0.00	\$180,000.00	New Hire 08/25.
Finn, Anna	Chief of Staff, Academic Affairs	Designated	\$170,000.04		\$0.00	\$0.00	\$0.00	\$170,000.04	New Hire 07/25.
Fleming, John	Dean, Fine Arts & Communication	General Revenue	\$240,000.00	16.94%	\$0.00	\$0.00	\$0.00	\$240,000.00	
Galloway, Heather	Dean, Honors College	Designated	\$193,719.36	3.00%	\$0.00	\$0.00	\$0.00	\$193,719.36	
Glode, Angela	Dir, Dev & Exec Dir, McCoy College	Designated	\$180,250.08	3.00%	\$0.00	\$0.00	\$0.00	\$180,250.08	
Golato, Andrea	Dean, Graduate College	General Revenue	\$235,783.80	3.00%	\$0.00	\$0.00	\$0.00	\$235,783.80	
Gonzales, Dede	Asst VP, Financial Aid & Scholarships	Designated	\$154,500.00	3.00%	\$0.00	\$0.00	\$0.00	\$154,500.00	
Hall, Matthew	Vice President, Information Technology	Designated	\$348,999.96	3.18%	\$0.00	\$0.00	\$0.00	\$348,999.96	
Hamilton, Andrew	Vice Prov, Academic Success	Designated	\$210,000.00		\$0.00	\$0.00	\$0.00	\$210,000.00	New Hire 07/25.
Hastings, Candace	Assoc Vice Provost, Faculty Success	Designated	\$153,772.08		\$0.00	\$0.00	\$0.00	\$153,772.08	Promoted 01/25.
Hatcher, Alexandria	Asst VP, Equal Opportunity & Title IX	Designated	\$122,002.68	3.00%	\$1,000.00	\$0.00	\$0.00	\$123,002.68	
Hernandez, Cynthia	Vice President, Student Success	Designated	\$290,000.40	4.81%	\$0.00	\$0.00	\$0.00	\$290,000.40	
Holmes, Valerie	Assoc VP, Student Success	Designated	\$166,600.08	4.12%	\$0.00	\$0.00	\$0.00	\$166,600.08	
Housman, Jeff	Asst Vice Prov, Curr & Academic Programs	Designated	\$156,837.00		\$900.00	\$3,000.00	\$0.00	\$160,737.00	Promoted on 03/05.
Hughes, Mark	Assoc VP, Technology Resources	Designated	\$221,886.48	3.00%	\$0.00	\$0.00	\$0.00	\$221,886.48	
Hull, Brooks	Vice President, University Advancement	Designated	\$341,000.04	4.60%	\$0.00	\$0.00	\$0.00	\$353,000.04	
Jensen, Todd	Assoc VP University Advancement	Designated	\$190,190.04	4.50%	\$0.00	\$0.00	\$0.00	\$190,190.04	
Karpe, Yatin	Asst VP, Innov & Commercial	General Revenue	\$214,526.40	9.62%	\$0.00	\$15,000.00	\$0.00	\$229,526.40	Stipend for serving as Co-Director of Materials Application Research Center.
Larson, Jamie	Asst VP, Financial Reprtng & Planning	Designated	\$161,405.28	4.51%	\$500.00	\$0.00	\$0.00	\$161,905.28	
Last, Brett	Assoc VP, Human Resources	Designated	\$211,500.00	3.17%	\$1,000.00	\$0.00	\$0.00	\$212,500.00	
Lessiter, Julie	Vice President, Round Rock Campus	Designated	\$289,275.00	11.26%	\$10,000.00	\$0.00	\$0.00	\$299,275.00	
Lloyd, Lisa	Vice President, Chief of Staff	Designated	\$275,369.40	4.54%	\$0.00	\$0.00	\$0.00	\$275,369.40	
Mace, Robert	Exec Dir, Meadows Ctr	General Revenue	\$158,832.48	3.00%	\$0.00	\$0.00	\$0.00	\$158,832.48	

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Mandayam, Shreekanth	Vice President, Research	General Revenue	\$319,999.56	6.95%	\$0.00	\$0.00	\$0.00	\$319,999.56	
Martinez, Elias	Assoc VP, Marketing & Communications	Designated	\$194,533.80	6.30%	\$1,000.00	\$0.00	\$0.00	\$195,533.80	
Martinez-Prather, Kathy	Dir, TX School Safety Ctr	General Revenue Grant Total	\$147,753.72 \$49,251.25 \$197,004.97	9.09% 9.09%	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00	\$147,753.72 \$49,251.25 \$197,004.97	
Mason, Bobby	Assoc VP, Chief Compliance Officer	Designated	\$240,040.20	3.60%	\$4,243.79	\$0.00	\$0.00	\$244,283.99	
Mattera, William	Assoc VP, Student Success & Chief of Staff	General Revenue Designated Auxiliary Total	\$0.00 \$0.00 \$190,550.04 \$190,550.04		\$0.00 \$1,000.00 \$0.00 \$1,000.00	\$4,500.00 \$0.00 \$0.00 \$4,500.00	\$0.00 \$0.00 \$0.00 \$0.00	\$4,500.00 \$1,000.00 \$190,550.04 \$196,050.04	
Murr, Christopher	Assoc VP, Operations	Designated	\$197,766.12	2.00%	\$0.00	\$0.00	\$0.00	\$197,766.12	
Nevarez, James	Asst VP, Global Operations	Designated	\$140,000.04		\$0.00	\$0.00	\$0.00	\$140,000.04	New Hire 03/25.
O'Malley, Michael	Dean, Education	General Revenue	\$230,008.56	9.12%	\$0.00	\$0.00	\$0.00	\$230,008.56	
Olson, Lonnie	Asst Vice Prov, Program Accreditation/Assessment	Designated	\$115,563.48	4.54%	\$0.00	\$18,000.00	\$0.00	\$133,563.48	Stipend for Interim Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Accreditation Liaison.
Owen, Daniel	Chief Information Security Officer	Designated	\$223,993.20	3.00%	\$0.00	\$0.00	\$0.00	\$223,993.20	
Pantlik, Sandra	Vice President, Marketing and Communications	Designated	\$214,999.92	4.86%	\$0.00	\$0.00	\$0.00	\$214,999.92	
Phillips, Loraine	Assoc Vice Provost, Inst Accreditation	Designated	\$180,000.00		\$0.00	\$0.00	\$0.00	\$180,000.00	New Hire 08/25.
Placzek, Lydia	Asst VP, Strategic Initiatives	Designated	\$113,883.00		\$0.00	\$0.00	\$0.00	\$113,883.00	Promoted 10/24.
Preston, Michael	Assoc VP, Stu Success	Designated	\$173,000.04	3.97%	\$0.00	\$0.00	\$0.00	\$173,000.04	
Ramchander, Sanjay	Dean, Business	General Revenue	\$343,525.80	3.00%	\$0.00	\$0.00	\$0.00	\$343,525.80	
Ray, Gary	Assoc VP, Enrollment Mgmt	Designated	\$243,106.20	2.00%	\$0.00	\$0.00	\$0.00	\$243,106.20	
Roark, Ryan	Asst VP, Online & Extended Programs	Designated	\$136,067.28	3.53%	\$0.00	\$0.00	\$0.00	\$136,067.28	
Rogers, Benjamin	Chief Technology Officer	Designated	\$194,932.68		\$0.00	\$0.00	\$0.00	\$194,932.68	Promoted 06/25.
Roundtree, Aimee	Asst VP, Research	General Revenue	\$175,512.12		\$0.00	\$0.00	\$0.00	\$175,512.12	
		Grant Total	\$0.00 \$175,512.12	6.50%	\$0.00 \$0.00	\$37,807.34 \$37,807.34	\$0.00 \$0.00	\$37,807.34 \$213,319.46	Stipend for an Advisory Board Member of the NSF Grant (1 X \$1,000). Stipend for serving as Co-PI for NSF grant (1 X \$20,334 for FY24, 1 X \$13,090 for FY 25). Stipend for STEM-CLEAR NSF grant support (1 X \$1,666.67 for FY 24, 1 X \$1,716.67 for FY 25)
Sayed, Moussa	Dean, Health Professions	General Revenue	\$319,148.40	4.50%	\$0.00	\$0.00	\$0.00	\$319,148.40	
Sivakumaran, Thillainatarajan	Vice President, TXST Global	Designated	\$303,625.08	10.41%	\$10,000.00	\$0.00	\$0.00	\$313,625.08	

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Sluder, Mallory	Assoc VP, International Affairs	Designated	\$147,084.00	2.00%	\$0.00	\$0.00	\$0.00	\$147,084.00	
Speed, Jennifer	Asst VP, Research Development	General Revenue	\$203,013.00	9.50%	\$0.00	\$0.00	\$0.00	\$203,013.00	
Sriraman, Vedaraman	Sr Vice Provost	Designated	\$248,252.04	7.59%	\$0.00	\$0.00	\$0.00	\$248,252.04	
Strong, Harold	Dir, STAR Park	General Revenue	\$226,599.96		\$0.00	\$0.00	\$0.00	\$226,599.96	
Thompson, Daniel	Asst Vice Provost, Faculty Success	General Revenue	\$70,000.02		\$0.00	\$0.00	\$0.00	\$70,000.02	
		Designated	\$70,000.02		\$0.00	\$0.00	\$0.00	\$70,000.02	
		Total	\$140,000.04		\$0.00	\$0.00	\$0.00	\$140,000.04	New Hire 07/25.
Troxel, Kristina	Asst VP, Alumni Engagement	Designated	\$149,350.08		\$0.00	\$0.00	\$0.00	\$149,350.08	Promoted 02/25.
Turner, George	Assoc VP, Data, Analytics, & IR & Chief Data & Analytics Officer	Designated	\$158,085.00		\$3,000.00	\$0.00	\$0.00	\$161,085.00	Promoted 09/25.
Van Vlack, Valarie	Asst VP & Treasurer	Designated	\$186,000.00	3.19%	\$900.00	\$0.00	\$0.00	\$186,900.00	
Visnak, Kelly	Vice Provost & Univ Librarian	Designated	\$202,898.76	2.00%	\$0.00	\$0.00	\$0.00	\$202,898.76	
Weimer, Nicholas	Asst Vice Provost, Exp & AcadInitiatives	Designated	\$63,725.04		\$800.00	\$13,500.00	\$0.00	\$78,025.04	Performance Award. Temporary Assignment for Interim Assistant Vice Provost for Academic Advising and Transitions.
		Grant	\$63,725.04	3.00%	\$0.00	\$0.00	\$0.00	\$63,725.04	
		Total	\$127,450.08	3.00%	\$800.00	\$13,500.00	\$0.00	\$141,750.08	
Williams, Ronald	Vice Provost, Faculty Success	Designated	\$190,000.08		\$0.00	\$0.00	\$0.00	\$190,000.08	Promoted 07/25.