

Higher Education
Administrative Accountability Report
GAA Special Provisions Art. III, Sec 7
FY2025

Institution Code: 759 **Institution Name:** University of Houston-Clear Lake

Name	Position	Funding Source	FY26 Salary (09/01/25)	Percentage Increase Over FY 2025 Salary	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
James Walker	President	General Revenue	\$ 65,938					-	\$ 1,440		\$ 67,378	
		Designated Tuition	\$ 291,062				\$ 12,000	\$ 42,840		\$ 345,902	Longevity \$1,440; Deferred Comp Plan \$42,840	
			\$ 357,000	0.00%			\$ 12,000	\$ 44,280		\$ 413,280		
Christopher Maynard	Sr. Vice President and Provost	General Revenue	\$ 265,200	0.00%					\$ -		\$ 265,200	Left as of 10/01/2025
Terry Hanson	VP, Admin & Finance	General Revenue	\$ 240,000	-5.49%					\$ -		\$ 240,000	New hire
Joseph Staley	Vice President, University Advancement	Designated Tuition	\$ 214,602	0.00%					\$ 720		\$ 215,322	Longevity \$720
Jennifer Irvin	Dean, CSE	General Revenue	\$ 211,424	0.00%					\$ 3,840		\$ 215,264	Longevity \$3840
Ed Waller	Dean, College of Business	Designated Tuition	\$ 201,363	0.00%					\$ 3,600		\$ 204,963	Longevity \$3,600
Ann Theodori	VP, Strategic Enrollment Mgmt	General Revenue	\$ 225,000	12.50%					\$ -		\$ 225,000	New Hire, previous was Interim
Tina Powellson	Vice President, Student Affairs	General Revenue	\$ 200,004	0.00%					\$ 1,440		\$ 201,444	Longevity \$1,440
LeeBrian Gaskins	Sr. Assoc VP, IT/CIO	General Revenue	\$ 199,142	0.00%					\$ 2,640		\$ 201,782	Longevity \$2,640
Glenn Sanford	Dean, HSH	Designated Tuition	\$ 199,142	0.00%					\$ 3,120		\$ 202,262	Longevity \$3,120
Elizabeth Lewis	Assoc VP, COO Pearland	General Revenue	\$ 188,651	0.00%					\$ 1,200		\$ 189,851	Longevity \$1200
Kim Martin-Long	Interim Dean, College of Education	General Revenue	\$ 175,000	-6.90%					\$ -		\$ 175,000	Interim
Kathryn Matthew	Vice Provost	Designated Tuition	\$ 186,430	0.00%					\$ 2,640		\$ 189,070	Longevity \$2,640
Allison Gillespie	Chief of Staff/Strat. Officer	Designated Tuition	\$ 180,000	0.00%					\$ 240		\$ 180,240	Longevity \$240
Cynthia Springer	AVP, Human Resources/CHRO	General Revenue	\$ 175,000	5.91%					\$ -		\$ 175,000	New Hire
Deepu Kurian	Assoc VP, Business Operations	General Revenue	\$ 170,000	6.84%					\$ 1,680		\$ 171,680	Longevity \$1680
Troy Voelker	Assoc Dean, College of Business	Designated Tuition	\$ 159,876	0.71%					\$ 2,160		\$ 162,036	Longevity \$2160
Timothy Richardson	Assoc VP, Student Success	General Revenue	\$ 160,075	2.13%					\$ -		\$ 160,075	Left as of 11/01/2025
Douglas Wells	Assoc. VP, Fac/Main/Con	General Revenue	\$ 156,286	0.00%					\$ -		\$ 156,286	
David Garrison	Assoc Dean, CSE	General Revenue	\$ 149,585	3.46%					\$ 2,640		\$ 152,225	Longevity \$2,640
Daniel Ramirez	Assoc. VP, Marketing & Comm	Designated Tuition	\$ 145,338	4.58%					\$ 480		\$ 145,818	Longevity \$480
Andrew Wiemer	Asst VP, Student Engagement	Student Service Fee	\$ 142,802	6.65%					\$ 240		\$ 143,042	Longevity \$240
Matthew Perry	Assoc. Dean, Std /Dir. Housing	Student Service Fee	\$ 108,019	-14.06%					\$ 720		\$ 108,739	Longevity \$720
Christine Walther	Assoc Dean, College of HSH	Designated Tuition	\$ 142,953	8.16%					\$ 1,440		\$ 144,393	Longevity \$1440, employee promoted
Terry Shepherd	Assoc Dean, College of Education	General Revenue	\$ 142,954	6.52%					\$ 1,200		\$ 144,154	Longevity \$1200
Laquala Dixon	Asst. VP/Dean of Students	Student Service Fee	\$ 142,802	6.65%					\$ -		\$ 142,802	New Hire
Russell Miller	Chief of Police, Exe Director of Public Safety	General Revenue	\$ 136,212	0.79%					\$ 1,200		\$ 137,412	Hazardous Duty Pay \$1200
David Brittain	Title IX/Equal Opp Officer	Designated Tuition	\$ 132,608	0.00%					\$ 720		\$ 133,328	Longevity \$720
Kristi Randolph	Asst Dean of Students	Student Service Fee	\$ 85,832	3.74%					\$ 2,400		\$ 88,232	Longevity \$2,400
Ana Rodriguez	Asst. VP, Recruit & Admissions	Student Service Fee	\$ 150,000						\$ -		\$ 150,000	New hire