

Texas A&M International University



Higher Education
Administrative Accountability Report
SB 1, 89th Legislature, Article III, Sec. 5.7
FY 2026

Institution Name: Texas A&M International University
Institution Code: 761

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Employee Name	Position	Funding Source	Salary 9/1/2024	FY 2026 Salary	% Salary Increase	Non-Salary Benefits FY 2026						Total Compensation	Explanation/ Comments
						One-time Payment (Merit)	One-time Payment (Non-Merit)	Housing Allowance	Car Allowance	Communication Allowance	Deferred Compensation		
Juan Castillo	Interim President / Vice President for Finance & Administration	Designated	\$256,894	\$468,138	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$468,138	Appointed Interim President from 10/1/2024 to 9/30/2025; Merit increases effective 11/1/2024 & 9/1/2025
			Total	\$256,894	\$468,138	82.23%	\$0	\$0	\$0	\$0	\$0	\$468,138	
Claudia San Miguel	Provost & Vice President for Academic Affairs	Designated	\$220,000	\$226,600	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$226,600	Merit increase effective 11/1/2024
			Total	\$220,000	\$226,600	3.00%	\$0	\$0	\$0	\$0	\$0	\$226,600	
Rosanne Palacios	Vice President for Institutional Advancement	Designated	\$200,000	\$206,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$206,000	Merit increase effective 11/1/2024
			Total	\$200,000	\$206,000	3.00%	\$0	\$0	\$0	\$0	\$0	\$206,000	
Juan G. Garcia, Jr.	Vice President for Enrollment Management	Designated	\$185,000	\$190,550	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$190,550	Merit increase effective 11/1/2024
			Total	\$185,000	\$190,550	3.00%	\$0	\$0	\$0	\$0	\$0	\$190,550	
Rosalinda Garcia	Vice President for Student Engagement	Designated	\$195,000	\$200,850	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$200,850	Merit increase effective 11/1/2024
			Total	\$195,000	\$200,850	3.00%	\$0	\$0	\$0	\$0	\$0	\$200,850	
Ruby Ynalvez	Associate Vice President for Research & Sponsored Projects	General Revenue	\$135,000	\$135,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	
			Total	\$135,000	\$135,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$135,000	
Robert Wilkinson	Associate Vice President for Institutional Assessment, Research & Planning	General Revenue	\$124,202	\$124,202	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$124,202	
			Total	\$124,202	\$124,202	0.00%	\$0	\$0	\$0	\$0	\$0	\$124,202	
Fred Juarez III	Associate Vice President for Finance & Administration & Assistant CFO	Designated	\$150,000	\$169,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$169,000	Market adjustment effective 9/1/2025
			Total	\$150,000	\$169,000	12.67%	\$0	\$0	\$0	\$0	\$0	\$169,000	
Trevor Liddle	Associate Vice President for Campus Safety & Planning	Designated	\$0	\$152,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$152,000	Promoted to Associate VP effective 12/1/2024
			Total	\$0	\$152,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$152,000	
Miguel Munoa	Associate Vice President for Information Technology/CIO	Designated	\$166,432	\$171,675	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$171,675	Merit increase effective 11/1/2024
			Total	\$166,432	\$171,675	3.15%	\$0	\$0	\$0	\$0	\$0	\$171,675	
Scheiby Gonzalez Fisher	Associate Vice President for Enrollment Management	General Revenue	\$86,849	\$90,522	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$90,522	Merit increase effective 11/1/2024
			Designated	\$31,651	\$32,990	\$0	\$0	\$0	\$0	\$0	\$0	\$32,990	
			Total	\$118,500	\$123,512	4.23%	\$0	\$0	\$0	\$0	\$0	\$123,512	
Sean Madden	Associate Provost	Designated	\$124,593	\$128,331	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$128,331	Merit increase effective 11/1/2024
			Total	\$124,593	\$128,331	3.00%	\$0	\$0	\$0	\$0	\$0	\$128,331	
Ariadne Gonzalez	Associate Provost	Designated Restricted	\$114,000	\$119,130	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$119,130	Merit increase effective 11/1/2024
			Restricted	\$6,000	\$6,270	\$0	\$0	\$0	\$0	\$0	\$0	\$6,270	
			Total	\$120,000	\$125,400	4.50%	\$0	\$0	\$0	\$0	\$0	\$125,400	

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Marcus A. Ynalvez	Dean, College of Arts & Sciences	General Revenue	\$172,167	\$184,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$184,000	Promoted to Dean effective 8/1/2025
			Total	\$172,167	\$184,000	6.87%	\$0	\$0	\$0	\$0	\$0	\$184,000	
Luis Perez-Bates	Dean, A.R. Sanchez Jr. School of Business	General Revenue	\$225,000	\$225,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$225,000	
			Total	\$225,000	\$225,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$225,000	
Elda Ramirez	Dean, College of Nursing & Health Sciences	General Revenue	\$0	\$190,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$190,000	Hired 8/16/2025
			Total	\$0	\$190,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$190,000	
Lola Norris	Dean, Graduate School	General Revenue	\$135,000	\$135,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	
			Total	\$135,000	\$135,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$135,000	
Alfredo Ramirez	Dean, College of Education	General Revenue	\$0	\$144,313	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$144,313	Appointed Dean, College of Education effective 7/1/2025; Merit increase effective 11/1/2024
			Restricted	\$0	\$16,035	\$0	\$0	\$0	\$0	\$0	\$0	\$16,035	
James G. O'Meara	Dean, Global & Community Engagement	Designated	\$0	\$181,575	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$181,575	Appointed Dean, Global & Community Engagement effective 7/1/2025; Merit increase effective 11/1/2024
			Total	\$0	\$181,575	0.00%	\$0	\$0	\$0	\$0	\$0	\$181,575	
Colleen Harris	Dean, Killam Library	General Revenue	\$109,275	\$112,225	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$112,225	Merit increase effective 11/1/2024
			Designated	\$15,725	\$16,150	\$0	\$0	\$0	\$0	\$0	\$0	\$16,150	
Kenneth Tobin	Associate Dean, College of Arts & Sciences	General Revenue	\$120,572	\$104,212	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$104,212	Promoted to Associate Dean effective 9/1/2025
			Restricted	\$7,155	\$27,419	\$0	\$0	\$0	\$0	\$0	\$0	\$27,419	
Bernice Sanchez	Interim Associate Dean, College of Arts & Sciences	General Revenue	\$0	\$126,315	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$126,315	Appointed Interim Associate Dean effective 7/1/2025
			Total	\$0	\$126,315	0.00%	\$0	\$0	\$0	\$0	\$0	\$126,315	
Balaji Janamanchi	Interim Associate Dean, A.R. Sanchez School of Business	General Revenue	\$117,385	\$120,906	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$120,906	Merit increase effective 11/1/2024
			Restricted	\$44,128	\$45,302	\$0	\$0	\$0	\$0	\$0	\$0	\$45,302	
			Total	\$161,513	\$166,208	2.91%	\$0	\$0	\$0	\$0	\$0	\$166,208	

