

Higher Education Administrative Accountability Report GAA Special Provisions, Art. III, Sec. 5.7 Salary & Benefit Provisions FY 2026													
Institution Code:	765	Institution Name:	Texas A&M University-Victoria	Non-Salary Benefits FY 2026									
				Percentage FY2026 Salary Increase over FY2025	One-time Payment (Merit)	One-time Payment (Non-Merit)	Housing Allowance	Car Allowance	Communication Allowance	Other	Non-Cash Compensation	Compensation	Explanation / Comments
Name	Position	Funding Source											
Christian Hardigree	President	General Revenue	\$ 65,945								\$ 65,945		Effective 11/1/2025
		Designated Tuition	\$ 359,055				\$ 50,000	\$ 12,000		\$ 100,000.00		\$ 521,055	Other: \$60,000 annual deferred comp effective on third year
			\$ 425,000	NA			\$ 50,000	\$ 12,000				\$ 587,000	Other: \$40,000 one time moving allowance
James Nelson	Interim President	Designated Tuition	\$ 20,000	NA									Effective 9/1/25-10/31/25; \$10,000/month
		Designated Tuition	\$ 310,872						\$ 1,080.00			\$ 331,952	Interim Stipend funded by TAMUV. Base Salary funded by TAMUS
			\$ 330,872										
Joann Olson	Interim Provost	General Revenue	\$ 180,000	0.0%							\$ 180,000		Interim Provost effective 3/20/2024
Beverly Shuford	Vice President for Administration and Finance	Designated Tuition	\$ 172,000	0.0%				\$ 13,200				\$ 185,200	
Jason Lambert	Vice President for Student Affairs	Designated Tuition	\$ 144,043	0.0%			\$ 13,200					\$ 157,243	
Amber Countis	Vice President for Advancement and External Relations	Designated Tuition	\$ 142,000	0.0%			\$ 13,200					\$ 155,200	
Jennifer Ortiz-Garza	Interim Vice President of Enrollment Mgmt.	Designated Tuition	\$ 109,000	NA							\$ 109,000		Interim VP effective 10/6/2025
Daniel White	Interim Associate Provost	General Revenue	\$ 90,009	0.0%							\$ 90,009		Interim Associate Provost effective 1/1/2024
Rachael Martinez	Dean, College of Ed, Health Prof & HD	Designated Tuition	\$ 87,500								\$ 87,500		Effective 9/1/25 Promoted to rank of Professor from Associate Professor
		General Revenue	\$ 87,500								\$ 87,500		
			\$ 175,000	6.1%							\$ 175,000		
Mary Lasater	Associate Dean College of Ed, Health Prof & HD	General Revenue	\$ 107,956	0.0%							\$ 107,956		Associate Dean stipend \$6,000/year
Xavier Garza-Gomez	Interim Dean College of Business Admin	General Revenue	\$ 185,515	0.0%							\$ 185,515		Interim Dean effective 1/15/2024
Rhiannon Smith	Assistant Dean College of Business Admin	General Revenue	\$ 99,130	0.0%							\$ 99,130		
Dmitri Sobolev	Interim Dean, College of Natural Applied Science	General Revenue	\$ 126,545	NA							\$ 126,545		Interim Dean effective 12/13/21
													Additional Interim Dean role ended 5/20/2025
Craig Goodman	Interim Dean, College of Liberal Arts & Social Science	General Revenue	\$ 86,250								\$ 86,250		Interim Dean effective 5/20/2025
		Designated Tuition	\$ 28,750								\$ 28,750		
			\$ 115,000	NA							\$ 115,000		