

Higher Education
Administrative Accountability Report
Special Provisions, Sec. 5.8
FY2025

Institution Code: 784 **Institution Name:** University of Houston-Downtown

Name	Position	Funding Source	Salary (09/01/25)	Percentage Salary Increase over FY 2025	Non-Salary Benefits FY 2026					Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	
Loren Blanchard	President	General Revenue	\$ 63,920					\$ 2,024	\$ 80	\$ 66,024	
		Designated Tuition	\$ 314,821					\$ 9,976	\$ 400	\$ 325,197	
			\$ 378,741	0.00%				\$ 12,000	\$ 480	\$ 391,221	Other: Longevity (\$480)
Liza Alonzo	Asst. VP, Pres Affairs & Constituent Relations	Designated Tuition	\$ 167,319	0.00%					\$ 2,880	\$ 170,199	Other: Longevity (\$2,880)
Javier Zambrano	VP Advancement & University Relations	General Revenue	\$ 238,119	0.00%				\$ 8,400	\$ 2,400	\$ 248,919	Other: Longevity (\$2,400)
Jonathan Schwartz	Assoc. VP Advancement	General Revenue	\$ 195,000	0.00%					\$ 1,680	\$ 196,680	Other: Longevity (\$1,680)
Debra McGaughey	Asst. VP University Relations	Designated Tuition	\$ 62,669						\$ 102	\$ 62,771	
		General Revenue	\$ 84,507						\$ 138	\$ 84,645	
			\$ 147,176	0.00%					\$ 240	\$ 147,416	Other: Longevity (\$240)
Deborah Bordelon	Senior VP & Provost	Designated Tuition	\$ 275,834	0.00%				\$ 8,400	\$ 240	\$ 284,474	Other: Longevity (\$240)
Divya Bhati	Assoc. VP, IE Strat Plan & Assess	Designated Tuition	\$ 188,700	0.00%					\$ 240	\$ 188,940	Other: Longevity (\$240)
David Ryden	Assoc. VP Programming & Curric.	Designated Tuition	\$ 160,000	0.00%					\$ 2,880	\$ 162,880	Other: Longevity (\$2,880)
Rebecca Quander	Assoc. VP Fac. Affairs/Fac	Designated Tuition	\$ 164,800	3.00%					\$ 1,920	\$ 166,720	Other: Longevity (\$1,920)
Michael Connelly	Asst. VP Advising & Student Pr	Designated Tuition	\$ 140,760	0.00%					\$ 240	\$ 141,000	Other: Longevity (\$240)
G. Davis	Dean Coll of Business	General Revenue	\$ 225,000	0.00%					\$ 1,680	\$ 226,680	Other: Longevity (\$1,680)
Justo Manrique	Assoc. Dean Coll of Business	General Revenue	\$ 167,772	0.00%					\$ 2,640	\$ 170,412	Other: Longevity (\$2,640)
Christine Poleski	Asst. Dean Coll of Business	General Revenue	\$ 103,080						\$ 420	\$ 103,500	
		Designated Tuition	\$ 14,693						\$ 60	\$ 14,753	
			\$ 117,773	3.00%					\$ 480	\$ 118,253	Other: Longevity (\$480)
Kevin Jones	Assoc. Dean Academic Operations	General Revenue	\$ 187,192	0.00%					\$ 2,160	\$ 189,352	Other: Longevity (\$2,160)
Wendy Burns-Ardolino	Dean Coll of Hum & Soc Sci	Designated Tuition	\$ 183,058	0.00%					\$ 480	\$ 183,538	Other: Longevity (\$480)

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Paul Kintzele	Assoc. Dean Coll of Hum & Soc Sci	Designated Tuition	\$ 115,660	0.00%					\$ 2,400		\$ 118,060	Other: Longevity (\$2,400)
Crystal Guillory	Asst. Dean Coll of Hum & Soc Sci	Designated Tuition	\$ 92,324	0.00%					\$ 2,160		\$ 94,484	Other: Longevity (\$2,160)
Reyna Romero	Asst. Dean Advising & Deg Comp.	Designated Tuition DDT	\$ 80,042	0.00%					\$ 3,055		\$ 83,096	Other: Longevity (\$3,360)
			\$ 8,005						\$ 305		\$ 8,311	
			\$ 88,047						\$ 3,360		\$ 91,407	
Jose Ricardo Osorio	Dean Coll of Public Service	Designated Tuition	\$ 178,000	0.00%					\$ -		\$ 178,000	
Diane Miller	Interim Assoc. Dean Coll of Public Serv	General Revenue	\$ 129,227	11.51%					\$ 1,680		\$ 130,907	Other: Longevity (\$1,680)
Benito Robles	Asst. Dean Coll of Public Serv	General Revenue Designated Tuition	\$ 85,294	0.00%					\$ 2,945		\$ 88,239	Other: Longevity (\$3,360)
			\$ 12,013						\$ 415		\$ 12,428	
			\$ 97,307						\$ 3,360		\$ 100,667	
Akif Uzman	Dean Coll of Science & Tech	Designated Tuition	\$ 176,676	0.00%					\$ 4,320		\$ 180,996	Other: Longevity (\$4,320)
Ermelinda Delavina	Assoc. Dean Coll of Science & Tech	Designated Tuition	\$ 145,160	0.00%					\$ 4,080		\$ 149,240	Other: Longevity (\$4,080)
Angel Griffin	Asst. Dean Coll of Science & Tech	Designated Tuition	\$ 90,000	0.00%					\$ 2,400		\$ 92,400	Other: Longevity (\$2,400)
Kim Thomas	VP, Admin. and Finance	General Revenue	\$ 257,582	0.00%				\$ 8,400	\$ 240		\$ 266,222	Other: Longevity (\$240)
Theresa Meneley	Assoc. VP Business Affairs	General Revenue	\$ 189,265	0.00%					\$ 3,600		\$ 192,865	Other: Longevity (\$3,600)
Hossein Shahrokhi	Assoc. VP Information Tech	Designated Tech Fee (CUF) Designated Student Fees-Orth	\$ 135,000	0.00%					\$ 3,226		\$ 138,226	Other: Longevity (\$5,040)
			\$ 75,936						\$ 1,814		\$ 77,750	
			\$ 210,936						\$ 5,040		\$ 215,976	
Timothy Rychlec	Asst. VP Facilities Mgmt	General Revenue	\$ 154,676	3.34%					\$ 1,920		\$ 156,596	Other: Longevity (\$1,920)
Carole Clerie	VP, Human Resources	Designated Tuition	\$ 217,000	0.00%				\$ 8,400	\$ 480		\$ 225,880	Other: Longevity (\$480)
Long Huynh	VP Enrollment Mgt	General Revenue	\$ 225,000	0.00%				\$ 8,400	\$ -		\$ 233,400	
Elizabeth Villegas	Asst. VP Enrollment Mgt	Designated Tuition	\$ 144,983	0.00%					\$ 1,440		\$ 146,423	Other: Longevity (\$1,440)

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Daniel Maxwell	VP Student Suc & Student Life	Designated Tuition	\$ 230,000	-3.36%				\$ 8,400	\$ 1,440		\$ 239,840 Other: Longevity (\$1,440)
Janina Arrington	Asst. VP, Student Success	Student Service Fees	\$ 145,000	0.00%					\$ -		\$ 145,000
Kira Gatewood	Asst. VP, Student Life/Dean of Students	Student Service Fees	\$ 145,000	0.00%					\$ -		\$ 145,000
Branston Harris	Asst. Dean Student Life	Student Service Fee	\$ 97,824	0.00%					\$ 720		\$ 98,544 Other: Longevity (\$720)
Hope Pacheco	Assoc. Dean, Student	General Revenue	\$ 108,000	18.09%					\$ 1,440		\$ 109,440 Other: Longevity (\$1,440)