

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

Institution Code: 754

Institution Name: Texas State University

A	B	C	D		E	F	G	H	I	J	K	L	M
			Salary (9-1-2023)	Percentage Salary Increase Over Prior Year		Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	
Name	Position	Funding Source											Explanation / Comments
Alger, Eric	Exec Vice President, Operations & CFO	Designated	\$414,999.96	3.62%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$414,999.96	
Aswathi, Pranesh	Provost & Exec Vice President Academic Affairs	General Revenue	\$0.00			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,367.50	\$1,367.50	Tax Fringe for Feb-Apr Housing.
		Designated	\$422,000.04	2.93%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$422,000.04	
		Total	\$422,000.04			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,367.50	\$423,367.54	
Azucrooks, Angela	Dean, Applied Arts	General Revenue	\$218,225.04	34.63%		\$0.00	\$0.00	\$0.00	\$0.00	\$27,000.00	\$0.00	\$245,225.04	Interim Dean Stipend. Promoted from interim 06/25.
Bermec, Gabriel	Assoc Vice Prov-Acad Adv & Transitions	Designated	\$130,000.08			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$130,000.08	
Black, Mary	Assoc VP, Budget/Ping	Designated	\$215,000.04	7.50%		\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$216,000.04	Performance Award.
Black, Victoria	Asst VP, Student Success	Designated	\$120,145.44			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$120,145.44	
													Stipend for US1100 Mentoring Group (2 X \$400), Teaching Overload - SAHE 01/2014 -
													Advancing Student Success in Higher Education (\$3000), Teaching Overload -
													University Seminar (\$1800).
		General Revenue	\$0.00			\$0.00	\$0.00	\$0.00	\$0.00	\$4,100.00	\$0.00	\$4,100.00	
		Total	\$120,145.44	3.20%		\$0.00	\$0.00	\$0.00	\$0.00	\$4,100.00	\$0.00	\$124,245.44	
Blair, John	Exec Dir, ALERT Center	Grant	\$93,115.62			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$93,115.62	
		General Revenue	\$138,075.64			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$138,075.64	
		Designated	\$4,657.78	3.00%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,657.78	
		Total	\$232,849.04	3.00%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$232,849.04	
Blonda, Michael	Assoc VP, Res & Fed Relations	General Revenue	\$242,229.72	4.55%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$242,229.72	
Borghani, Daryl	Assoc VP, Financial Services	Designated	\$166,000.00	3.10%		\$800.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$167,800.00	Performance Award.
Brennan, Mary	Dean, Liberal Arts	General Revenue	\$242,746.20	4.54%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$242,746.20	
Brooks, Matthew	Assoc Vice Provost	Designated	\$200,748.00	6.71%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200,748.00	
Bruce, Duane	Asst VP & Exec Dir, Student Involvement & Engagement	Designated	\$149,947.68	3.26%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$149,947.68	Performance Award.
Bryant, Barrett	Dean, Science & Engineering	General Revenue	\$322,372.08	4.50%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$322,372.08	
Carmonah, Matthew	Asst VP, Public Safety	Designated	\$0.00			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
		Auxiliary	\$71,720.02			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$71,720.02	Performance Award.
		General Revenue	\$197,280.02	3.00%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$197,280.02	
		Total	\$172,300.04	3.00%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$172,300.04	
Coryell, Donald	Vice President, Intercollegiate Athletics	Auxiliary	\$26,999.96	3.56%		\$20,000.00	\$0.00	\$0.00	\$12,000.00	\$0.00	\$0.00	\$38,999.96	Car allowance for use of personal vehicle. Award per contract.
Costello, Daniel	Assoc VP, Facilities	Designated	\$0.00			\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00	Performance Award.
		General Revenue	\$217,500.00	3.23%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$217,500.00	
		Total	\$217,500.00			\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$218,500.00	
Dumphousse, Kelly	President	General Revenue	\$65,880.00			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$65,880.00	
		Designated	\$845,120.00	12.27%		\$0.00	\$0.00	\$0.00	\$12,000.00	\$0.00	\$0.00	\$862,120.00	Car allowance for use of personal vehicle.
		Total	\$911,000.00	12.27%		\$0.00	\$0.00	\$0.00	\$12,000.00	\$0.00	\$0.00	\$927,000.00	
Day, Beverly	Asst VP, Enrollment Mgmt/Ungrad Admis	Designated	\$178,257.36	3.00%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$178,257.36	
Figueroa Flores, Jorge	Vice Prov, Academic Innovation	Designated	\$185,000.00			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$185,000.00	New Hire 08/25.
Finn, Anna	Chief of Staff, Academic Affairs	Designated	\$170,000.04			\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$0.00	\$240,000.00	
Galloway, Heather	Dean, Veterans College	Designated	\$193,719.36	3.00%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$193,719.36	
Glede, Angela	Dir, Dev & Exec Dir, McCoy College	Designated	\$180,250.08	3.00%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$180,250.08	
Goato, Andrea	Dean, Graduate College	General Revenue	\$225,783.80	3.00%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$225,783.80	
Gonzales, Dede	Assoc VP, Financial Aid & Scholarships	Designated	\$154,000.00	3.00%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$154,000.00	
Hall, Matthew	Vice President, Information Technology	Designated	\$348,999.96	3.18%		\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$0.00	\$210,000.00	New Hire 07/25.
Hastings, Candace	Assoc Vice Provost, Faculty Success	Designated	\$153,772.08	17.06%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$153,772.08	Promoted 01/25.
Hatcher, Alexandra	Asst VP, Equal Opportunity & Title IX	Designated	\$122,002.68	3.00%		\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$123,002.68	Performance Award.
Hernandez, Cynthia	Vice President, Student Success	Designated	\$290,000.40	4.81%		\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$0.00	\$166,600.08	
Housman, Jeff	Asst Vice Prov, Cur & Academic Programs	Designated	\$166,837.00	13.02%		\$800.00	\$0.00	\$0.00	\$0.00	\$3,000.00	\$0.00	\$169,737.00	Performance Award. Stipend for PH6305 Course Build. Promoted on 03/05.
Hughes, Mark	Assoc VP, Technology Resources	Designated	\$221,886.48	3.00%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$221,886.48	
Hull, Brooks	Vice President, University Advancement	Designated	\$341,000.04	4.66%		\$0.00	\$0.00	\$0.00	\$12,000.00	\$0.00	\$0.00	\$353,000.04	Car allowance for use of personal vehicle.
Jensen, Todd	Assoc VP University Advancement	Designated	\$190,190.04	4.50%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190,190.04	
Karpe, Yatin	Asst VP, Innov & Commercial	General Revenue	\$214,526.40	9.62%		\$0.00	\$0.00	\$0.00	\$0.00	\$15,000.00	\$0.00	\$229,526.40	Stipend for serving as Co-Director of Materials Application Research Center.
Larson, James	Asst VP, Financial Reporting & Planning	Designated	\$161,405.28	4.51%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$161,405.28	Performance Award.
Last, Brent	Assoc VP, Human Resources	Designated	\$211,500.00	3.17%		\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$212,500.00	Performance Award.
Leaster, Julie	Vice President, Round Rock Campus	Designated	\$289,275.00	11.26%		\$20,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$309,275.00	Performance Bonus.
Lloyd, Lisa	Vice President, Chief of Staff	Designated	\$275,369.40	4.54%		\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$0.00	\$158,832.48	
Mandayam, Sheekanth	General Research	General Revenue	\$319,999.56	6.90%		\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$0.00	\$195,533.80	Performance Award.
Martinez-Prather, Kathy	Dir, TX School Safety Ctr	General Revenue	\$147,753.72			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$147,753.72	
		Grant	\$48,251.25	3.00%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$48,251.25	
		Total	\$197,004.97	9.00%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$197,004.97	
Mason, Bobby	Assoc VP, Chief Compliance Officer	Designated	\$240,040.20	3.66%		\$4,243.79	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$244,283.99	Performance Award (1 X \$3,243.79, 1 X \$1,000)
Matters, William	Assoc VP, Student Success & Chief of Staff	General Revenue	\$0.00			\$0.00	\$0.00	\$0.00	\$0.00	\$4,500.00	\$0.00	\$4,500.00	Teaching Overload -SAHE 03/22- Legal Issues and Governance in Higher Education.
		Designated	\$0.00			\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00	Performance Award.
		Auxiliary	\$190,550.04	3.00%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$190,550.04	
		Total	\$190,550.04			\$1,000.00	\$0.00	\$0.00	\$0.00	\$4,500.00	\$0.00	\$196,050.04	
Mur, Christopher	Assoc VP, Operations	Designated	\$197,766.12	2.00%		\$0.00	\$0.00	\$0.00	\$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	\$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	\$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	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$0.00	\$223,993.20	
Partlik, Sandra	Vice President, Marketing and Communications	Designated	\$214,999.92	4.86%		\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$0.00	\$180,000.00	New Hire 08/25.
Placsek, Lydia	Asst VP, Strategic Initiatives	Designated	\$113,893.00	13.88%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$113,893.00	Promoted 01/24.
Preston, Michael	Assoc VP, Stu Success	Designated	\$173,000.04	3.97%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$173,000.04	
Ramchander, Sanjay	Dean, Business	General Revenue	\$343,525.89	3.00%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$343,525.89	
Ray, Gary	Assoc VP, Enrollment Mgmt	Designated	\$243,106.20	2.00%		\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$0.00	\$136,067.28	
Rogers, Benjamin	Chief Technology Officer	Designated	\$194,932.68	15.10%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$194,932.68	Promoted 06/25.
Rountree, Aimee	Asst VP, Research	General Revenue	\$175,512.12			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$175,512.12	
													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 \$1,866.67 for FY 24, 1 X \$1,716.67 for FY 25)
		Grant	\$0.00			\$0.00	\$0.00	\$0.00	\$0.00	\$37,807.34	\$0.00	\$37,807.34	
		Total	\$175,512.12	6.50%		\$0.00	\$0.00	\$0.00	\$0.00	\$37,807.34	\$0.00	\$213,319.46	
Sayed, Neousa	Dean, Health Professions	General Revenue	\$319,148.40	4.50%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$319,148.40	
Shukman, Thilanthanjan	Vice President, TXST Global	Designated	\$303,625.08	10.41%		\$10,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$313,625.08	Performance Bonus.
Sluder, Mallory	Assoc VP, International Affairs	Designated	\$147,084.00	2.00%		\$0.00	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$0.00	\$203,013.00	
Srinaman, Vedaraman	Sr Vice Provost	Designated	\$248,252.04	7.59%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$248,252.04</	