

Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 Fiscal Year 2017

The University of Texas System Administration  
Institution Code: 720

A Name	B Position	C Funding Source	D Salary (09.01.16)	E Percentage Salary Increase Over FY 2016	Nonsalary Benefits FY 2017						L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
McRaven, William	Chancellor	AUF	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Other - \$200,000 contingent performance payment; \$100,000 annual retention payment; \$400,000 deferred compensation subject to vesting
		Designated	\$334,800	0.92%	\$0	\$0	\$0	\$0	\$0	\$0	\$334,800	
		Restricted	\$865,200	8.42%	\$0	\$0	\$0	\$0	\$700,000	\$0	\$1,565,200	
			<u>\$1,200,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$700,000</u>	<u>\$0</u>	<u>\$1,900,000</u>	
Houser, Mark	Chief Executive Officer - University Lands	Designated	\$765,000	2.00%	\$0	\$0	\$0	\$0	\$1,624,000	\$0	\$2,389,000	Other - \$841,500 incentive compensation; \$382,500 annual retention payment; \$400,000 deferred compensation subject to vesting period
Daniel, David	Deputy Chancellor	AUF	\$725,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$725,000	
Greenberg, Raymond S.	Executive Vice Chancellor for Health Affairs	AUF	\$700,000	0.00%	\$0	\$0	\$0	\$0	\$150,000	\$0	\$850,000	Other - deferred compensation subject to a vesting period
Spath, Jeffrey	Chief Executive Director - Texas Oil and Gas Institute	Designated	\$612,000	2.00%	\$0	\$0	\$0	\$0	\$1,680,000	\$0	\$2,292,000	Other - \$300,000 annual retention payment; \$300,000 deferred compensation subject to vesting period; \$1,080,000 incentive compensation
Safady, Randa S.	Vice Chancellor for External Relations	AUF	\$503,800	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$503,800	
		Designated	\$46,200	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$46,200	
			<u>\$550,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$550,000</u>	
Leslie, Steven	Executive Vice Chancellor for Academic Affairs	AUF	\$470,000	11.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$470,000	
Frederick, Francie A.	General Counsel to the Board of Regents	AUF	\$437,736	0.00%	\$0	\$0	\$0	\$0	\$75,000	\$0	\$512,736	Other - One-time merit
Kelley, Scott C.	Executive Vice Chancellor for Business Affairs	AUF	\$357,765	41.55%	\$0	\$0	\$0	\$0	\$0	\$0	\$357,765	
		Designated	\$63,135	-62.45%	\$0	\$0	\$0	\$0	\$0	\$0	\$63,135	
			<u>\$420,900</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$420,900</u>	
Chin, Lynda	Associate Vice Chancellor for Health Affairs	AUF	\$408,000	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$408,000	
Thomas, Amy S.	Vice Chancellor for Academic and Health Affairs	AUF	\$400,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$400,000	Promotion to Vice Chancellor for Academic and Health Affairs on 12/1/15.
Milstein, Marc	Associate Vice Chancellor and Chief Information Officer	AUF	\$393,245	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$393,245	
Sharphorn, Daniel H.	Vice Chancellor and General Counsel	AUF	\$175,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$175,500	
		Designated	\$214,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$214,500	
			<u>\$390,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$390,000</u>	

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Crain, R. David	Associate Vice Chancellor, Shared Information Services	AUF	\$380,000	n/a	\$0	\$0	\$0	\$0	\$0	\$0	\$380,000	Hired 9/1/16
Hull, Terry A.	Associate Vice Chancellor for Finance	AUF	\$187,500	0.00%	\$0	\$0	\$0	\$0	\$6,750	\$0	\$194,250	Other - One-time merit
		Designated	\$187,500	0.00%	\$0	\$0	\$0	\$0	\$6,750	\$0	\$194,250	Other - One-time merit
			\$375,000	0.00%	\$0	\$0	\$0	\$0	\$13,500	\$0	\$388,500	
Wallace, Randall F.	Associate Vice Chancellor - Controller and Chief Budget	AUF	\$372,555	47.63%	\$0	\$0	\$0	\$0	\$0	\$0	\$372,555	
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$372,555	3.49%	\$0	\$0	\$0	\$0	\$0	\$0	\$372,555	
Peppers, James M.	Chief Audit Executive	AUF	\$305,051	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$305,051	
		Designated	\$60,849	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$60,849	
			\$365,900	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$365,900	
Aldridge, Philip R.	Associate Vice Chancellor for Business Development	AUF	\$319,650	3.95%	\$0	\$0	\$0	\$0	\$0	\$0	\$319,650	
O'Donnell, Michael	Associate Vice Chancellor for Facilities Planning and Construction	Designated	\$317,491	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$317,491	
Thompson, Teresa	Associate Vice Chancellor for Communications	AUF	\$310,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$310,000	Hired 4/18/16
Cucolo, Anthony	Associate Vice Chancellor for Leadership Development and Veterans Affairs	AUF	\$309,000	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$309,000	
Goonewardene, Julie	Associate Vice Chancellor for Innovation and Strategic Investment	AUF	\$294,127	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$294,127	
McBee, Barry R.	Vice Chancellor and Chief Governmental Relations Officer	AUF	\$280,900	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$280,900	
Huie, Stephanie A.	Vice Chancellor for Strategic Initiatives	AUF	\$280,000	5.66%	\$0	\$0	\$0	\$0	\$22,500	\$0	\$302,500	Other - \$2,500 per month additional duties supplement effective 12/1/16
Shute, William H.	Vice Chancellor for Federal Relations	AUF	\$276,500	0.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$278,300	Other - \$1,800 Salary supplement for parking in Washington, D.C.
Dendy, Phillip	Chief Compliance and Risk Officer	AUF	\$135,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	Promoted to Chief Compliance and Risk Officer on 7/1/16
		Designated	\$135,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	Promoted to Chief Compliance and Risk Officer on 7/1/16
			\$270,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$270,000	

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Klein, Dale E.	Associate Vice Chancellor for Research	AUF	\$268,308	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$268,308	Represents annual rate. Dr. Klein is employed at 80% time. Also has faculty appointment at UT Austin
St. Onge, Richard A.	Associate Vice Chancellor for Shared Services	AUF	\$140,159	9.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,159	
		Designated	\$124,841	39.93%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,841	
			\$265,000	22.32%	\$0	\$0	\$0	\$0	\$0	\$0	\$265,000	
Mercer, Wanda L.	Associate Vice Chancellor for Student Affairs	AUF	\$258,642	3.46%	\$0	\$0	\$0	\$0	\$0	\$0	\$258,642	
Kazmi, Zain	Assistant Vice Chancellor and Chief Analytics Officer	AUF	\$250,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$250,000	Hired 6/6/16
Collins, Steven R.	Associate Vice Chancellor for Governmental Relations and Special Counsel	AUF	\$237,260	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$237,260	
Marks, Alan E.	Associate Vice Chancellor for Academic Affairs	AUF	\$232,250	3.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$232,250	
Stewart, Daniel N.	Associate Vice Chancellor for Employee Benefits and Services	Designated	\$231,642	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$231,642	
Noffke, James P.	Associate Vice Chancellor for the Center for Enhancing Philanthropy	AUF	\$217,632	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$217,632	
		Designated	\$5,580	2.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,580	
			\$223,212	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$223,212	
Karoff, Rebecca	Associate Vice Chancellor for Academic Affairs	AUF	\$221,450	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$221,450	Hired 2/1/16
Francis, Patrick J.	Associate Vice Chancellor for Health Affairs	AUF	\$220,000	35.60%	\$0	\$0	\$0	\$0	\$0	\$0	\$220,000	
Lemoine, Kevin	Associate Vice Chancellor for Academic Affairs	AUF	\$217,331	3.24%	\$0	\$0	\$0	\$0	\$0	\$0	\$217,331	
Syed, Omar	Deputy General Counsel	AUF	\$215,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$215,000	Promoted 8/1/16 to Deputy General Counsel
Carruth, Leslie	Associate Vice Chancellor for Health Affairs	AUF	\$215,000	37.72%	\$0	\$0	\$0	\$0	\$0	\$0	\$215,000	
Lynch, Julia K.	Associate Vice Chancellor for Development and Gift Planning Services	AUF	\$106,504	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$106,504	
		Designated	\$76,650	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$76,650	
			\$183,154	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$183,154	

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Godby, Angela R.	Associate Vice Chancellor for Federal Relations	AUF	\$181,448	2.25%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$183,248	Other - \$1,800 salary supplement for parking in Washington, D.C.
Rabon, Karen A.	Senior Associate General Counsel to the Board of Regents	AUF	\$180,445	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,445	Promoted to Senior Associate General Counsel on 9/1/16
Bacon, Pamela	Assistant Vice Chancellor for Academic and Health Affairs	AUF	\$180,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,000	Hired 4/15/16
Franzen, Susan	Assistant Vice Chancellor for Organizational Effectiveness	AUF	\$180,000	29.74%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,000	Promoted to Assistant Vice Chancellor on 9/1/16
Jacobs, Thomas	Assistant Vice Chancellor for Federal Relations	AUF	\$179,889	2.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$181,689	Other - \$1,800 salary supplement for parking in Washington, D.C.
Atchison, Michelle S.	Assistant Vice Chancellor for Federal Relations	AUF	\$177,551	3.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$179,351	Other - \$1,800 salary supplement for parking in Washington, D.C.
Troutman, David	Associate Vice Chancellor for Strategic Initiatives	AUF	\$174,000	32.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$174,000	Promoted to Associate Vice Chancellor on 3/14/16
Starkey, Roger G.	Associate Vice Chancellor for Governmental Relations	AUF	\$173,000	3.07%	\$0	\$0	\$0	\$0	\$0	\$0	\$173,000	
Jammer, Brian K.	Associate Vice Chancellor for Governmental Relations	AUF	\$170,000	6.91%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,000	
Martinez, Arthur	Senior Executive Director for Board Services	AUF	\$170,000	5.45%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,000	Promoted to Senior Executive Director on 9/1/16
Hah, Allen S.	Assistant Vice Chancellor for Finance	AUF	\$85,000	6.67%	\$0	\$0	\$0	\$0	\$0	\$0	\$85,000	
		Designated	\$85,000	6.67%	\$0	\$0	\$0	\$0	\$0	\$0	\$85,000	
			\$170,000	6.67%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,000	
Orr, Kristy J.	Senior Associate General Counsel to the Board of Regents	AUF	\$155,000	14.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,000	Reclassified to Senior Associate General Counsel on 9/1/16
Hartmann, Laura S.	Associate Vice Chancellor for Governmental Relations	AUF	\$165,000	11.49%	\$0	\$0	\$0	\$0	\$0	\$0	\$165,000	
Koshy, Beena	Assistant Vice Chancellor for Technology Commercialization	AUF	\$152,140	1.66%	\$0	\$0	\$0	\$0	\$0	\$0	\$152,140	
Guajardo, Tomas	Assistant Vice Chancellor for Governmental Relations	AUF	\$122,233	3.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,233	