

**Higher Education
Administrative Accountability Report
GAA Special Provisions Art. III, Sec 7
FY2020**

Institution Code: 783													Institution Name: University of Houston - System Administration												
A	B	C	D	E	Annualized Nonsalary Benefits FY 2020					K	L	M													
Name	Position	Funding Source	Salary (09/01/19)	Percentage Salary Increase Over FY 2019	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments													
Khator, Renu	Chancellor/President	General Revenue	70,223							2,185	72,408	Non-cash: Use of Univ Vehicle: \$2,185													
		Designated	830,187		200,000			-	1,486	200,000	1,231,673	Other: Longevity: \$1,340; Club Membership: \$146													
		Khator Total	900,410	0%	200,000	-	-	-	1,486	202,185	1,304,081	Non-cash: Plan Contributions: 401A \$53,000 and 415M \$147,000													
Brice, Eloise	VC/VP, University Advancement	Designated	466,160					9,600	56,799		532,559	Other: Longevity: \$860; Non-cash: 401(a) Vested Distribution: \$55,939													
		Brice Total	466,160	12%	-	-	-	9,600	56,799	-	532,559														
Elnashai, Amr	VC/VP, Research	Designated	433,847					9,600	240	52,062	495,749	Other: Longevity: \$240; Non-Cash: 457(f) Non Vested Distribution: \$52,062													
		Elnashai Total	433,847	2%	-	-	-	9,600	240	52,062	495,749														
Short, Paula	Sr VC/VP, Acad Affairs/Provost	Designated	405,756					12,000	49,451		467,207	Other: Longevity: \$760; Non-Cash: 457(f) Vested Distribution: \$48,691													
		Short Total	405,756	4%	-	-	-	12,000	49,451	-	467,207														
Cornell, Dona	VC/VP, Legal Affairs/General Counsel	Designated	399,668					12,000	45,800		457,468	Other: Longevity: \$3,840; Non-Cash: 457(f) Vested Distribution: \$41,960													
		Cornell Total	399,668	2%	-	-	-	12,000	45,800	-	457,468														
McShan, Jim	Sr VC/VP, Admin & Finance	Designated	360,811					12,000	50,480		423,291	Other: Longevity: \$480 ; Retention Bonus: \$50,000													
		McShan Total	360,811	2%	-	-	-	12,000	50,480	-	423,291														
Walker, James	VC/VP, Student Affairs	Designated	340,334					9,600	41,780		391,714	Other: Longevity: \$940; 401(a) Vested Distribution: \$40,840													
		Walker Total	340,334	2%	-	-	-	9,600	41,780	-	391,714														
Smith, Jason	VC/VP, Governmental & Comm Relations	Designated	291,531					9,600	36,124		337,255	Other: Longevity: \$1,140; Non-Cash: 401A Plan Contribution: \$34,984													
		Smith Total	291,531	4%	-	-	-	9,600	36,124	-	337,255														
Guyton, Don	Chief Audit Executive	Designated	249,384						3,820		253,204	Other: Longevity: \$3,820													
		Guyton Total	249,384	2%	-	-	-	-	3,820	-	253,204														
Garcia, Deidra	Asst VC, Governmental Relations	General Revenue	157,163								157,163														
		Designated							1,440		1,440	Other: Longevity: \$1,440													
		Garcia Total	157,163	2%	-	-	-	-	1,440	-	158,603														