Special Provisions, Sec. 5 - Fiscal Year 2024

The University of Texas at El Paso

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8		,				Nonsalary Benefits FY 2024						i i i
				Percentage		Practice		Demento I I Ze				
			Salary	Salary Increase Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2023)	Prior Year	Bonuses	Benefits	Allowance		Other	Compensation	Compensation	Explanation / Comments
Wilson, Heather A.	President	General Revenue	\$65,945	0.10%							\$65,945	• •
		Restricted	\$556,911 \$622,856	4.48% 4.58%	\$0	\$0	\$0	\$0	\$0	\$0	\$556,911 Board a \$622,856	pproved merit increase
			\$022,830	4.58%		ŞŪ	ŞU	ŞΟ	ξŪ	Şΰ	\$022,850	
Senter, James	Vice President and Athletics Director	Auxiliary	\$257,614	3.00%	\$15,742			\$4,800	\$1,200	\$1,234		crease. Incentive Compensation based on FY23
												Car allowance (\$4,800), Communication Device
											(\$1.234	ice (\$1,200), Complimentary country club membership
		Designated	\$110,406	3.00%					4	4	\$110,406 Funded	from Miner Foundation
			\$368,020	3.00%	\$15,742	\$0	\$0	\$4,800	\$1,200	\$1,234	\$390,996	
Logan, Jacob D.	Vice President for Institutional Advancement	Designated	\$375,000	13.12%							\$375,000 Merit ir	crease
		Restricted	6275 000	42.420/		ćo	60	ćo	\$1,800	60		nication Device Allowance
			\$375,000	13.12%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$376,800	
Hadjimarcou, John	Interim Dean - College of Business Administration	General Revenue	\$296,737	0.00%					\$12,482		\$309,219 Hired A	ugust 2023; Marketing & Management Dept Chair
		Designated							\$1,200			nication Device Allowance
		Restricted							\$24,000		\$24,000 Trade	r the Director of the Center of Western Hemispheric
		hestheted	\$296,737	0.00%	\$0	\$0	\$0	\$0	\$37,682	\$0	\$334,419	
			4045 400	0.000/					4000		4016 000 11 11	
Wiebe, John	Provost and Vice President for Academic Affairs	Designated	\$315,180	3.00%					\$900		\$316,080 Merit ir	crease. Communication Device Allowance
			\$315,180	3.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$316,080	
		Conserved Descention	6212.000	4.00%							6212 000 Marit in	
Meissner, Kenith	Dean - College of Engineering	General Revenue	\$312,000	4.00%							\$312,000 Merit ir	crease
			\$312,000	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$312,000	
Kirken, Robert	Dean - College of Science	General Revenue	\$305,075	4.00%							\$305,075 Merit ir	CT0050
Kirkeli, Kobert	Dean - College of Science	Designated	\$303,075	4.00%					\$1,800			nication Device Allowance
		-	\$305,075	4.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$306,875	
Choudhuri, Ahsan	Associate Vice President for Aerospace Center	General Revenue	\$269,942	3.00%							\$269,942 Merit ir	CT0050
Choudhun, Ansan	Associate vice President for Aerospace Center	General Revenue	\$209,942	5.00%							\$209,942 Went II	Clease
		Restricted							\$30,000	1-		Mrs. MacIntosh Murchison Chair in Engineering No. 2
			\$269,942	3.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$299,942	
McGurk, Mark A.	Vice President for Business Affairs	Designated	\$283,662	3.00%					\$1,800		\$284,862 Merit ir	crease. Communication Device Allowance.
			6202.000	2.00%		ćo	60	ćo.	64.000	60	\$204.0C2	
			\$283,662	3.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$284,862	
Robbins, Leslie K.	Dean - School of Nursing	General Revenue	\$268,216	4.00%							\$268,216 Merit ir	crease
		Restricted	6260.215	1.00%		ćo	60	60	\$15,000	<u> </u>		Endowed Chair II in Nursing
			\$268,216	4.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$283,216	

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The University of Texas at El Paso

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					-		Benefits FY 20	024		
Position	Funding Source	Salary (9.1.2023)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing	Car	Other	Non-Cash Compensation	Total Compensation Explanation / Comments
Vice President for Research	Designated	\$280,000	0.00%							\$280,000 Hired May 2023.
		\$280,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$280,000
Dean - School of Pharmacy	General Revenue	\$273,520	4.00%							\$273,520 Merit increase
		\$273,520	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$273,520
Dean - College of Education	General Revenue Designated	\$260,000	4.00%		4-	4-	4-	\$900	4-	\$260,000 Merit increase \$900 Communication Device Allowance
		\$260,000	4.00%	\$0	Ş0	Ş0	Ş0	\$900	Ş0	\$260,900
Vice President and Chief of Staff	Designated Restricted	\$250,400	11.59%		ćo	ćo	<u> </u>	\$1,800	<u> </u>	\$250,400 Market/Equity Adjustment. <u>\$1,800</u> Communication Device Allowance
		\$250,400	11.59%	ŞU	ŞU	ŞU	ŞU	\$1,800	ŞU	\$252,200
Dean - College of Health Sciences	General Revenue Designated	\$236,170	4.50%					\$1,200		\$236,170 \$1,200 Communication Device Allowance Charles and Shirley T. Leavell Endowed Chair I in Nursing an
	Restricted	4005 170			40	40	40	\$9,000	40	\$9,000 Health Sciences
		\$236,170	4.50%	ŞÜ	ŞÜ	ŞÜ	ŞÜ	\$10,200	Ş0	\$246,370
Dean - College of Liberal Arts	General Revenue Designated	\$244,441	6.00%					\$1,800		\$244,441 Merit increase \$1,800 Communication Device Allowance
		\$244,441	6.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$246,241
Vice President for Marketing and Communication	Designated	\$222,315	3.00%					\$1,800		\$224,115 Merit increase. Communication Device Allowance
		\$222,315	3.00%	\$0	\$0	\$0	\$O	\$1,800	\$0	\$224,115
Vice President for Information Resources	General Revenue	\$221,450	3.00%					\$1,800		\$223,250 Merit increase. Communication Device Allowance
		\$221,450	3.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$223,250
Vice President for Student Affairs	Designated	\$220,000	0.00%					\$1,800		\$221,800 Promoted 09/01/23. Communication Device Allowance
		\$220,000	0.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$221,800
Vice Provost, Dean - Graduate School	General Revenue Designated	\$219,555	5.00%					\$900		\$219,555 Merit increase \$900_Communication Device Allowance
		\$219,555	5.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$220,455
Vice President for Enrollment Management	Designated	\$220,000	0.00%							\$220,000 Promoted 09/01/23
		\$220,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$220,000
	Vice President for Research Dean - School of Pharmacy Dean - College of Education Vice President and Chief of Staff Dean - College of Health Sciences Dean - College of Liberal Arts Vice President for Marketing and Communication Vice President for Information Resources Vice President for Student Affairs Vice Provost, Dean - Graduate School	Position Funding Source Vice President for Research Designated Dean - School of Pharmacy General Revenue Dean - College of Education General Revenue Dean - College of Education General Revenue Vice President and Chief of Staff Designated Dean - College of Health Sciences General Revenue Dean - College of Liberal Arts General Revenue Dean - College of Liberal Arts General Revenue Vice President for Marketing and Communication Designated Vice President for Information Resources General Revenue Vice President for Student Affairs Designated Vice President for Student Affairs Designated Vice Provost, Dean - Graduate School General Revenue	Position Funding Source Salary (9.1.2023) Vice President for Research Designated \$280,000 Dean - School of Pharmacy General Revenue \$273,520 Dean - College of Education General Revenue \$260,000 Vice President and Chief of Staff Designated \$260,000 Vice President and Chief of Staff Designated \$250,400 Dean - College of Health Sciences General Revenue \$236,170 Dean - College of Liberal Arts General Revenue \$236,170 Dean - College of Liberal Arts General Revenue \$236,170 Dean - College of Liberal Arts General Revenue \$236,170 Dean - College of Liberal Arts General Revenue \$236,170 Dean - College of Liberal Arts General Revenue \$234,441 Vice President for Marketing and Communication Designated \$222,315 Vice President for Information Resources General Revenue \$221,450 Vice President for Student Affairs Designated \$220,000 Vice Provost, Dean - Graduate School General Revenue \$219,555 Vice Preside	Position Funding Source Percentage Salary (9.1.2023) Percentage Salary (9.1.2023) Vice President for Research Designated \$280,000 0.00% Dean - School of Pharmacy General Revenue \$273,520 4.00% Dean - College of Education General Revenue \$260,000 4.00% Dean - College of Education General Revenue \$260,000 4.00% Vice President and Chief of Staff Designated \$250,000 4.00% Vice President and Chief of Staff Designated \$250,000 4.00% Dean - College of Health Sciences General Revenue \$236,170 4.50% Dean - College of Liberal Arts General Revenue \$236,170 4.50% Dean - College of Liberal Arts General Revenue \$244,441 6.00% Vice President for Marketing and Communication Designated \$222,315 3.00% Vice President for Information Resources General Revenue \$221,450 3.00% Vice President for Student Affairs Designated \$220,000 0.00% Vice President for Student Affairs Designated <td>Position Funding Source Salary (9,1,2023) Percentage Salary increase Over Prior Year Cash Bouses Vice President for Research Designated 5280,000 0.00% 50 Dean - School of Pharmacy General Revenue 5273,520 4.00% 50 Dean - College of Education General Revenue 5260,000 4.00% 50 Vice President and Chief of Staff Designated 5250,000 4.00% 50 Vice President and Chief of Staff Designated 5250,400 11.59% 50 Dean - College of Health Sciences General Revenue 5236,170 4.50% 50 Dean - College of Liberal Arts General Revenue 5244,441 6.00% 50 Vice President for Marketing and Communication Designated 5222,315 3.00% 50 Vice President for Information Resources General Revenue 5221,450 3.00% 50 Vice President for Student Affairs Designated 5222,315 3.00% 50 Vice President for Student Affairs Designated 5222,000 0.00% <td< td=""><td>Position Funding Source Percentage Salary Increase (9.1.2023) Percentage Pain Vecame (9.1.2023) Percentage Salary Increase (9.1.2023) Percentage Pain (9.1.2023) Vice President for Research Designated 5280.000 0.00% 50 50 Dean - School of Pharmacy General Reverue 5273.520 4.00% 50 50 Dean - College of Education General Reverue Designated 5260.000 4.00% 50 50 Vice President and Chief of Staff Designated Restricted 5230.400 11.59% 50 50 Dean - College of Health Sciences General Reverue Designated 5236.170 4.50% 50 50 Dean - College of Liberal Arts General Reverue Designated 5246.170 4.50% 50 50 Dean - College of Liberal Arts General Reverue Designated 524.170 4.50% 50 50 Vice President for Marketing and Communication Designated 522.315 3.00% 50 50 Vice President for Information Resources General Reverue Designated 522.000 0.00% 50 50</td><td>Position Funding Source Salary (9,1,2023) Percentage Salary Increase Over Prior Year Monsulary Each Bonuses Nonsulary Practice Allowance Vice President for Research Designated 5280,000 0.00% 50 50 50 Dean - School of Pharmacy General Revenue 5273,520 4.00% 50 50 50 Dean - College of Education General Revenue Designated 5280,000 11.59% 50 50 50 Vice President and Chief of Staff Designated Restricted 5236,170 4.50% 50 50 50 Dean - College of Health Sciences General Revenue Designated 5236,170 4.50% 50 50 50 Dean - College of Liberal Arts General Revenue Designated 5248,470 4.50% 50 50 50 Dean - College of Liberal Arts General Revenue Designated 5248,441 6.00% 50 50 50 Vice President for Marketing and Communication Designated 5222,315 3.00% 50 50 50 50 50 50</td><td>Position Funding Source (3.1.2023) Percentage Salary (new Prior Year) Parcelle Salary (new Salary (new Salar</td><td>Position Funding Source Percentage Salary increase Prior Year Percentage Salary increase Prior Year Nonsalary Benefits FY 2024 Vice President for Research Designated 538,000 0.00% Each Plan in Bonuese Reference Plan in Bonuese Reference Plan in Bonuese Reference Other Dean - School of Pharmacy General Revenue 5280,000 0.00% 50</td><td>Position Funding Source Salary Increase Prior Vea Percentage Salary Increase Prior Vear Percentage Salary Increase Prior Vear Percentage Salary Increase Prior Vear Percentage Salary Increase Prior Vear Vec President for Research Designated Signated Signated Signated Signated Signated Non-Cash Benefits Car Hoursan Other Other Other Compensation Dean - School of Pharmacy General Revenue Designated Signated Signated</td></td<></td>	Position Funding Source Salary (9,1,2023) Percentage Salary increase Over Prior Year Cash Bouses Vice President for Research Designated 5280,000 0.00% 50 Dean - School of Pharmacy General Revenue 5273,520 4.00% 50 Dean - College of Education General Revenue 5260,000 4.00% 50 Vice President and Chief of Staff Designated 5250,000 4.00% 50 Vice President and Chief of Staff Designated 5250,400 11.59% 50 Dean - College of Health Sciences General Revenue 5236,170 4.50% 50 Dean - College of Liberal Arts General Revenue 5244,441 6.00% 50 Vice President for Marketing and Communication Designated 5222,315 3.00% 50 Vice President for Information Resources General Revenue 5221,450 3.00% 50 Vice President for Student Affairs Designated 5222,315 3.00% 50 Vice President for Student Affairs Designated 5222,000 0.00% <td< td=""><td>Position Funding Source Percentage Salary Increase (9.1.2023) Percentage Pain Vecame (9.1.2023) Percentage Salary Increase (9.1.2023) Percentage Pain (9.1.2023) Vice President for Research Designated 5280.000 0.00% 50 50 Dean - School of Pharmacy General Reverue 5273.520 4.00% 50 50 Dean - College of Education General Reverue Designated 5260.000 4.00% 50 50 Vice President and Chief of Staff Designated Restricted 5230.400 11.59% 50 50 Dean - College of Health Sciences General Reverue Designated 5236.170 4.50% 50 50 Dean - College of Liberal Arts General Reverue Designated 5246.170 4.50% 50 50 Dean - College of Liberal Arts General Reverue Designated 524.170 4.50% 50 50 Vice President for Marketing and Communication Designated 522.315 3.00% 50 50 Vice President for Information Resources General Reverue Designated 522.000 0.00% 50 50</td><td>Position Funding Source Salary (9,1,2023) Percentage Salary Increase Over Prior Year Monsulary Each Bonuses Nonsulary Practice Allowance Vice President for Research Designated 5280,000 0.00% 50 50 50 Dean - School of Pharmacy General Revenue 5273,520 4.00% 50 50 50 Dean - College of Education General Revenue Designated 5280,000 11.59% 50 50 50 Vice President and Chief of Staff Designated Restricted 5236,170 4.50% 50 50 50 Dean - College of Health Sciences General Revenue Designated 5236,170 4.50% 50 50 50 Dean - College of Liberal Arts General Revenue Designated 5248,470 4.50% 50 50 50 Dean - College of Liberal Arts General Revenue Designated 5248,441 6.00% 50 50 50 Vice President for Marketing and Communication Designated 5222,315 3.00% 50 50 50 50 50 50</td><td>Position Funding Source (3.1.2023) Percentage Salary (new Prior Year) Parcelle Salary (new Salary (new Salar</td><td>Position Funding Source Percentage Salary increase Prior Year Percentage Salary increase Prior Year Nonsalary Benefits FY 2024 Vice President for Research Designated 538,000 0.00% Each Plan in Bonuese Reference Plan in Bonuese Reference Plan in Bonuese Reference Other Dean - School of Pharmacy General Revenue 5280,000 0.00% 50</td><td>Position Funding Source Salary Increase Prior Vea Percentage Salary Increase Prior Vear Percentage Salary Increase Prior Vear Percentage Salary Increase Prior Vear Percentage Salary Increase Prior Vear Vec President for Research Designated Signated Signated Signated Signated Signated Non-Cash Benefits Car Hoursan Other Other Other Compensation Dean - School of Pharmacy General Revenue Designated Signated Signated</td></td<>	Position Funding Source Percentage Salary Increase (9.1.2023) Percentage Pain Vecame (9.1.2023) Percentage Salary Increase (9.1.2023) Percentage Pain (9.1.2023) Vice President for Research Designated 5280.000 0.00% 50 50 Dean - School of Pharmacy General Reverue 5273.520 4.00% 50 50 Dean - College of Education General Reverue Designated 5260.000 4.00% 50 50 Vice President and Chief of Staff Designated Restricted 5230.400 11.59% 50 50 Dean - College of Health Sciences General Reverue Designated 5236.170 4.50% 50 50 Dean - College of Liberal Arts General Reverue Designated 5246.170 4.50% 50 50 Dean - College of Liberal Arts General Reverue Designated 524.170 4.50% 50 50 Vice President for Marketing and Communication Designated 522.315 3.00% 50 50 Vice President for Information Resources General Reverue Designated 522.000 0.00% 50 50	Position Funding Source Salary (9,1,2023) Percentage Salary Increase Over Prior Year Monsulary Each Bonuses Nonsulary Practice Allowance Vice President for Research Designated 5280,000 0.00% 50 50 50 Dean - School of Pharmacy General Revenue 5273,520 4.00% 50 50 50 Dean - College of Education General Revenue Designated 5280,000 11.59% 50 50 50 Vice President and Chief of Staff Designated Restricted 5236,170 4.50% 50 50 50 Dean - College of Health Sciences General Revenue Designated 5236,170 4.50% 50 50 50 Dean - College of Liberal Arts General Revenue Designated 5248,470 4.50% 50 50 50 Dean - College of Liberal Arts General Revenue Designated 5248,441 6.00% 50 50 50 Vice President for Marketing and Communication Designated 5222,315 3.00% 50 50 50 50 50 50	Position Funding Source (3.1.2023) Percentage Salary (new Prior Year) Parcelle Salary (new Salary (new Salar	Position Funding Source Percentage Salary increase Prior Year Percentage Salary increase Prior Year Nonsalary Benefits FY 2024 Vice President for Research Designated 538,000 0.00% Each Plan in Bonuese Reference Plan in Bonuese Reference Plan in Bonuese Reference Other Dean - School of Pharmacy General Revenue 5280,000 0.00% 50	Position Funding Source Salary Increase Prior Vea Percentage Salary Increase Prior Vear Percentage Salary Increase Prior Vear Percentage Salary Increase Prior Vear Percentage Salary Increase Prior Vear Vec President for Research Designated Signated Signated Signated Signated Signated Non-Cash Benefits Car Hoursan Other Other Other Compensation Dean - School of Pharmacy General Revenue Designated Signated Signated

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The University of Texas at El Paso

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				Percentage		Practice	Norisalary	benefits FT 20	24			
Name	Position	Funding Source	Salary (9.1.2023)	Salary Increase Over Prior Year	Cash Bonuses	Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
takes, Robert L.	Associate Vice President - Library	Designated	\$214,977	4.00%			8		\$900		\$215,877	Merit increase. Communication Device Allowance
			\$214,977	4.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$215,877	
alencia-Skanes, Guadalupe	Senior Associate Vice President and Deputy Chief Financial Officer	Designated	\$200,004	8.11%					\$1,800		\$201,804	Communication Device Allowance
			\$200,004	8.11%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$201,804	
runk-Chavez, Beth L.	Dean - Extended University	Designated	\$200,496	8.00%					\$1,200		\$201,696	Merit increase. Communication Device Allowance
			\$200,496	8.00%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$201,696	
ley, Stephen B.	Associate Vice President for Research	Designated	\$196,537	3.00%							\$196,537	Merit increase. Communication Device Allowance
			\$196,537	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$196,537	
lathew, Roy	Associate Vice President for Planning	Designated	\$191,209	5.00%							\$191,209	Merit increase
			\$191,209	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$191,209	
chardson, Joanne	Assistant Vice President for Budget and Payroll Services	Designated	\$175,002	6.90%					\$1,800		\$176,802	Merit increase. Communication Device Allowance
			\$175,002	6.90%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$176,802	
ennington, Deana D.	Vice Provost for Faculty Affairs	Designated	\$175,000	0.00%					\$900		\$175,900	Hired May 2023. Communication Device Allowance
			\$175,000	0.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$175,900	
asquez, Sandra B.	Associate Vice President for Human Resources	Designated	\$173,040	5.00%					\$1,800		\$174,840	Merit increase. Communication Device Allowance
			\$173,040	5.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$174,840	
astillo, Priscilla	Chief Legal Officer	Designated	\$174,158	6.00%							\$174,158	Merit increase.
			\$174,158	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$174,158	
ook, Lori Kate	Associate Vice President for Development	Restricted	\$173,000	0.00%					\$900		\$173,900	Hired June 2023. Communication Device Allowance
			\$173,000	0.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$173,900	
ochrane Jr., Gerard D.	Associate Vice President for Information Security	General Revenue	\$169,950	3.00%					\$1,800			Market/Equity Adjustment. Communication Device Allowance
			\$169,950	3.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$171,750	
uade, Anna Marie	Associate Vice President for Strategy, Talent and Culture	Designated	\$165,000	0.00%			-		¢000		\$165,000	Promoted August 2023
		Restricted	\$165,000	0.00%	\$0	\$0	\$0	\$0	\$900 \$900	\$0	\$900 \$165,900	communication Device Allowance
um, Toni L.	Vice Provost for Curriculum Effectiveness and Improvement	Designated	\$165,000	7.84%							\$165,000	Promoted June 2023. Market/Equity Adjustment.
			\$165,000	7.84%	\$0	\$0	\$0	\$0	\$0	\$0	\$165,000	
lum, Toni L.	Vice Provost for Curriculum Effectiveness and Improvement	Restricted Designated	\$165,000	7.84%				·			\$165,900 \$165,000	Communication Device Allowance Promoted June 2023. Market/Equity Adjustment

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The University of Texas at El Paso

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				Percentage		Dreatier	Nonsalary	Defients FT 20	24			
			Salary	Salary Increase Over	Cash	Practice Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2023)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Smith, Heather A.	Vice Provost for Advising, Academic Success, and Student Support	General Revenue	\$160,000	14.94%							\$160.000	Promoted June 2023. Market/Equity Adjustment.
Smith, fleather A.	vice Provost for Advising, Academic Success, and Student Support	Designated	. ,						\$1,200		\$1,200	Communication Device Allowance
			\$160,000	14.94%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$161,200	-
	Assistant Vice President for Innovation, Commercialization and											
Dalby, Michael	Economic Development	Designated	\$160,000	0.00%							\$160,000	Hired June 2023
			\$160,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$160,000	-
Devos, Hendrik	Associate Dean - College of Business	General Revenue	\$142,977	3.55%							\$142,977	Merit increase. Concurrent Faculty Appointment.
		Designated							\$1,200			Communication Device Allowance
		Restricted	\$142,977	3.55%	\$0	\$0	\$0	\$0	\$15,750 \$16,950	\$0	\$15,750 \$159,927	Marcus Jonathan Hunt Chair in International Business
Page Laticia	Executive Associate Dean - Health Sciences	General Revenue	\$156,754	3.60%					\$1,800		¢150 554	- Merit increase. Communication Device Allowance
Paez, Leticia	Executive Associate Deall - Health Sciences	General Revenue										_
			\$156,754	3.60%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$158,554	=
Poblano, Francisco M.	Associate Vice President for Technology Support	General Revenue	\$154,500	3.00%					\$1,800		\$156,300	Communication Device Allowance
			\$154,500	3.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$156,300	-
							·	•		•		•
De Hoyos, Diane N.	Associate Vice President of Purchasing and General Services	General Revenue Designated	\$154,467	4.00%					\$1,800			Merit increase Communication Device Allowance
		5	\$154,467	4.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$156,267	
Martinez, Carlos M.	Assistant Vice President for Finance/Comptroller	Designated	\$154,438	0.00%					\$1,800		\$156,238	Communication Device Allowance
			\$154,438	0.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$156,238	-
			<u>9194,498</u>	0.0076	<u> </u>	ΟĘ	ΟĘ	Ųζ	\$1,800	Ű	\$150,250	-
Rodriguez, Luis	Vice Provost for Professional Development, Engagement and Strategi Initiatives	c Designated	\$155,000	0.00%							\$155,000	Promotion in June 2023.
	induces	Designated									. ,	_
			\$155,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,000	-
Granger, Heidi B.	Assistant Vice President for Student Financial Services	General Revenue	\$74,918	5.00%							. ,	Merit increase. Communication Device Allowance
		Designated	\$74,918 \$149,836	5.00% 5.00%	\$0	\$0	\$0	\$0	\$1,800 \$1,800	\$0	\$76,718 \$151,636	Merit increase. Communication Device Allowance
												•
Cruz, Lethic	Assistant Vice President and Director for Telecomm Infrastructure	General Revenue	\$144,200	3.00%					\$1,800		\$146,000	Merit increase. Communication Device Allowance
			\$144,200	3.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$146,000	-
Luna, Edgar O.	Assistant Vice President and Director for Enterprise Computing	General Revenue	\$144,200	3.00%					\$1,800		\$146,000	Merit increase. Communication Device Allowance
			\$144,200	3.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$146,000	-
			<u> </u>	0.0070		<i>40</i>	70	çõ	<i>q</i> 2,000	40 40	<i>Ş</i> 1+0,000	=
Leonhard, Kenneth	Associate Vice President for Marketing Technology, Innovation, and Strategy	Designated	\$141,000	2.17%					\$1,800		\$142 800	Communication Device Allowance
		Sesignated				4 -		4.5		4-		_
			\$141,000	2.17%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$142,800	=

Special Provisions, Sec. 5 - Fiscal Year 2024

The University of Texas at El Paso

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				Deveentees			Nonsalary	Benefits FY 2	024		
				Percentage Salary Increase		Practice					
Name	Position	Funding Source	Salary (9.1.2023)	Over Prior Year	Cash Bonuses	Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation Explanation / Comments
Name	i ostion		(5.1.2025)	Thorread	20110000	Denento	,	,	o unoi	compensation	
Rios, Courtney	Interim Institutional Chief Audit Executive	General Revenue	\$106,653	0.00%					\$30,000		\$136,653 Supplement for Interim Position
			\$106,653	0.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$136,653
Xie, Feixue	Associate Dean - College of Business	General Revenue Restricted	\$119,638	3.55%					\$15,750		\$119,638 Merit increase. Concurrent Faculty Appointment. \$15,750 Ellis O. and Susan B. Mayfield Professorship
		Designated	\$119,638	3.55%	\$0	\$0	\$0	\$0	\$1,200 \$16,950	\$0	\$1,200 Communication Device Allowance \$136,588
			\$115,658	3.3576	<u> </u>	ΟÇ	ŲÇ	υÇ	\$10,550	ΰÇ	\$130,500
Walsh, Clifton C.	Chief of University Police	General Revenue Designated	\$134,609	6.00%					\$1,800		\$134,609 Merit and Market/Equity Adjustment. \$1,800 Communication Device Allowance
			\$134,609	6.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$136,409
Whitehead, Nadia	Assistant Vice President for Media Relations	General Revenue Designated	\$135,000	0.00%					\$1,200		\$135,000 Hired April 2023 \$1,200
		Designated	\$135,000	0.00%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$136,200
Gibbens, Charles E.	Assistant Vice President of Student Support	Auxiliary Designated	\$129,444	7.00%					\$1,800		\$129,444 Merit increase \$1,800 Communication Device Allowance
		Designated	\$129,444	7.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$131,244
Barrio, Hector	Assistant Vice President for International Relations	Designated	\$130,274	3.00%							\$130,274 Merit increase
			\$130,274	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,274
Savina, Ivette	Assistant Vice President for Outreach and Student Success	Designated	\$128,740	5.50%					\$1,200		\$129,940 Merit increase. Communication Device Allowance
			\$128,740	5.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$129,940
Villalva, Maribel	Assistant Vice President for External Relations	Restricted	\$126,600	5.50%							\$126,600 Communication Device Allowance
			\$126,600	5.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$126,600
Niestas, Iris R.	Assistant Vice President and Director of System Integration	Designated	\$123,504	5.25%	i	·	·		\$1,800	· · · ·	\$125,304 Merit increase. Communication Device Allowance
			\$123,504	5.25%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$125,304
			7123,304	5.25/6	ŞΟ	ŞΟ	ŞΟ	ŞΟ	91,800	ŞΟ	÷00,0219

Special Provisions, Sec. 5 - Fiscal Year 2024

The University of Texas at El Paso

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				Percentage			Nonsalary	Benefits FY 20	24	1		
			Salary	Salary Increase Over	Cash	Practice Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2023)	Prior Year	Bonuses	Benefits	Allowance		Other	Compensation	Compensation	Explanation / Comments
Currey, Robert M.	Assistant Vice President for Research	General Revenue	\$124,720	3.00%							\$124,720) Merit increase
		Designated	\$124,720	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,720	-
			Ş124,720	5.00%	<u> </u>	ΟĘ	ŲÇ	ΟÇ	ΟĘ	Ĵ.	J124,720	=
Dokie, Manuela D.	Assistant Vice President for Research and Compliance	General Revenue	\$124,627 \$124,627	3.00% 3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,627 \$124,627	/ Merit increase
			<i>9124,021</i>	5.00%		çõ		çõ	ψŪ	Ç0	<i><i><i></i></i></i>	=
Brandford-Calvo, Dania	Associate Dean of Students for International Programs Office	Auxiliary	\$122,186	3.00%							\$122,186	6 Merit increase
			\$122,186	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,186	<u>.</u>
Chause Liliana Demine		Designated	¢120.000								¢120.000	-
Chavez, Liliana Barrios	Asst Vice President for Alumni and Donor Engagement	Designated Restricted	\$120,000						\$900			Promoted July 2023 Communication Device Allowance
			\$120,000	0.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$120,900	- - -
Keating, Tami Len Manning	Assistant Vice Provost for Provost and VPAA	General Revenue	\$120,000	0.00%					\$900		\$120,900	Promoted June 2023. Communication Device Allowance
			\$120,000	0.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$120,900	-
			\$120,000	0.00%	<u>Ş0</u>	ŞU	ŞU	ŞU	\$900	ŞU	\$120,900	=
MacDonald, Eric Associate Dean - College of Engineering	Associate Dean - College of Engineering	General Revenue	\$120,896	4.00%							\$120,896	Merit increase. Concurrent Faculty Appointment
			\$120,896	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,896	5
			A								A	=
Rodriguez, Emilio	Assistant Vice President for Environmental Health and Safety	General Revenue Designated	\$117,832	4.00%					\$1,200			Merit increase Communication Device Allowance
			\$117,832	4.00%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$119,032	=
Caraveo, Minerva	Assistant Vice President for University Events	Designated	\$114,400	4.00%					\$1,800		\$116,200) Merit increase.
		5				ćo.	60	60		ćo.		_
			\$114,400	4.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$116,200	=
Kenney, Michael J.	Associate Dean - College of Science	General Revenue	\$115,184	3.20%					4.500			Merit increase. Concurrent Faculty Appointment.
		Designated	\$115,184	3.20%	\$0	\$0	\$0	\$0	\$600 \$600	\$0	\$600 \$115,784	Communication Device Allowance
												=
Suttmiller, Victoria S.	Assistant Vice President of Dean of Students	Auxiliary Designated	\$110,000	3.00%					\$1,500			Merit increase and promotion Communication Device Allowance
		0	\$110,000	3.00%	\$0	\$0	\$0	\$0	\$1,500	\$0	\$111,500	
Duran, Francisco J.	Assistant Vice President for Marketing and Communications	General Revenue	\$107,000	10.42%							\$107.000) Merit increase
,		Designated					4-		\$1,800	4.5	\$1,800	Communication Device Allowance
			\$107,000	10.42%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$108,800) =
Strobel, Johannes	Associate Dean - College of Education	General Revenue	\$103,000	3.00%								Merit increase. Concurrent Faculty Appointment
		Designated	\$103,000	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0 \$103,000	Communication Device Allowance
						T -	T -	T =	T -	T.T.	· ·	=
Crawford, Jennifer	Assistant Vice President for Strategic Marketing	General Revenue Designated	\$101,000	6.32%					\$1,800) Merit increase) Communication Device Allowance
		Designated	\$101,000	6.32%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$102,800	
Mangadu, Thenral D.	Associate Vice President for Research	General Revenue	\$94,554	3.00%							¢ΩΛ FEA	Merit increase. Concurrent Faculty Appointment
ivialigauu, Illellia D.	Associate vice President for Research	General Revenue	ə94,554	5.00%							294,554	went increase. Concurrent racuity Appointment

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				Percentage			Nonsalary	Benefits FY 20	24	1		
			Colomy	Salary Increase	Cash	Practice Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	Salary (9.1.2023)	Over Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Total Compensation	Explanation / Comments
		Restricted							\$7,500	•	•	Paul DeWetter Professorship in Health
			\$94,554	3.00%	\$0	\$0	\$0	\$0	\$7,500	\$0	\$102,054	-
Martinez, Mick	Assistant Vice President for Enrollment Marketing	General Revenue	\$101,000	6.32%							\$101.000	Merit increase
······································		Designated			· <u> </u>				\$900		\$900	Communication Device Allowance
			\$101,000	6.32%	\$0	\$0	\$0	\$0	\$900	\$0	\$101,900	-
Weston, Grady S.	Associate Dean - College of Pharmacy	General Revenue	\$98,800	4.00%							\$98,800	Merit increase. Concurrent Faculty Appointment
			<u> </u>	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	¢00.000	
			\$98,800	4.00%	<u> </u>	ŞU	ŞU	ŞU	ŞU	ŞU	\$98,800	
Arnold, Gail	Assistant Dean - College of Science	General Revenue	\$96,744	5.00%							. ,	Merit increase
		Designated	\$96,744	5.00%	\$0	\$0	\$0	\$0	\$600 \$600	\$0	\$600 \$97,344	Communication Device Allowance
				510070	<u></u>	ψŪ	ψŪ	ΨŪ	çõõõ	ψŏ	<i>\$37,</i> 311	
Asing Cashman, Joyce G.	Assistant Dean - College of Education	General Revenue	\$96,717	3.00%							\$96,717	Merit increase
			\$96,717	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$96,717	
												-
Valadez, Rafael	Assistant Dean - College of Liberal Arts	General Revenue Designated	\$92,700	3.00%					\$1,800		. ,	Merit increase Communication Device Allowance
			\$92,700	3.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$94,500	
Ceberio, Martine C.	Associate Dean for College of Engineering and Science Complex	General Revenue	\$93,800	0.00%							¢03 800	Hired August 2023. Concurrent Faculty appointment
Cebeno, Martine C.	Associate Dearrier College of Engineering and Science Complex	General Revenue	\$95,800	0.00%							\$93,800	nied August 2025. Concurrent Faculty appointment
			\$93,800	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$93,800	-
Everett, Louis J.	Associate Dean - College of Engineering	General Revenue	\$92,482	5.00%							\$92.482	Merit increase. Concurrent Faculty Appointment
								4-		1-		
			\$92,482	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$92,482	
												Merit increase and promotion. Communication Device
Jones-Chavez, Charlin R.	Assistant Dean of Student Engagement	Auxiliary	\$90,168	4.00%					\$1,500		\$91,668	Allowance
			\$90,168	4.00%	\$0	\$0	\$0	\$0	\$1,500	\$0	\$91,668	
			400.400						44 500		404 550	
Mendez, Luis J.	Assistant Dean of Students	Auxiliary	\$90,168	4.00%					\$1,500		\$91,668	Merit increase. Communication Device Allowance
			\$90,168	4.00%	\$0	\$0	\$0	\$0	\$1,500	\$0	\$91,668	
Gandara, Gabriel	Assistant Dean - College of Engineering	General Revenue	\$89,748	4.00%							\$80 7/8	Merit increase
Gandara, Gabrier	Assistant Dean - conege of Lingmeeting	General Nevenue	<i>203,740</i>	4.00%							\$85,7 4 8	
			\$89,748	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$89,748	
Olimpo, Joy	Assistant Dean - College of Health Science	General Revenue	\$88,491	5.80%							\$88,491	Merit increase
		Designated				4-	A-	A-	4-	A-	. ,	
			\$88,491	5.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$88,491	-
Loya, Amanda M.	Associate Dean for Pharmacy	General Revenue	\$88,400	4.00%							\$88,400	Merit increase. Concurrent Faculty appointment
		Restricted	\$88,400	4.00%	\$0	\$0	\$0	\$0	\$9,000 \$9,000	\$0	\$88,400	Barry and Barbara Coleman Professorship
			200,4UU	4.00%	οç	ŞU	υڊ	∪د	99,000	Ųڊ	şoo,400	•

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				Percentage		-	Nonsalary	Benefits FY 20	024			
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2023)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Walsh, Elizabeth	Associate Dean - College of Science	General Revenue	\$84,941	3.00%								Merit increase. Concurrent Faculty Appointment
		Designated	\$84,941	3.00%	\$0	\$0	\$0	\$0	\$600 \$600	\$0	\$600 \$85,541	Communication Device Allowance
			\$84,941	5.00%	ŞU	ŞU	ŞU	ŞU	3000	ŞU	\$85,541	
Anchondo, Myrna	Assistant Dean - School of Nursing	General Revenue	\$84,625	3.00%							\$84,625	Merit increase
			404.005		40	40	40	40	40	40	404 505	
			\$84,625	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$84,625	
												Merit and Market/Equity Adjustment. Concurrent Faculty
Mein, Erika L.	Associate Dean - College of Education	General Revenue	\$83,614	36.18%								Appointment
		Designated	\$83,614	36.18%	\$0	\$0	\$0	\$0	\$900 \$900	\$0	\$900 \$84,514	Communication Device Allowance
			\$85,014	30.18%	ŞU	ŞU	ŞU	ŞU	3900	ŞU	\$84,514	
Umucu, Emre	Associate Dean for College of Health Science Dean's Office	General Revenue	\$79,000	0.00%							\$79,000	Hired 09/01/23. Concurrent Faculty Appointment
						4.5	4.5		4.5	4-		
			\$79,000	0.00%	\$0	\$0	\$O	\$0	\$0	\$0	\$79,000	
Han, Kyung-An	Associate Dean for College of Science Dean's Office	General Revenue	\$77,943	0.00%							\$77.943	Hired August 2023. Concurrent Faculty Appointment
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,												
			\$77,943	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,943	
Wagovich, Stacy	Associate Dean - College of Health Science	General Revenue	\$77,700	3.60%							\$77 700	Merit increase. Concurrent Faculty Appointment
trage tien, stacy		General Nevenue	<i>\$71,1100</i>	510070								
			\$77,700	3.60%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,700	
Shenberger-Trujillo, Jessica M.	Associate Dean - School of Pharmacy	General Revenue	\$76,440	5.00%							\$76.440	Merit increase. Concurrent Faculty Appointment
Shenberger-Trujino, Jessica IVI.	Associate Dean - School of Pharmacy	General Revenue	\$76,440	5.00%							\$76,440	Ment increase. Concurrent Faculty Appointment
			\$76,440	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$76,440	
	And the Device Conductor Colored	Constant Provide State	675 277	2.00%							675 277	
Dura, Lucia	Associate Dean - Graduate School	General Revenue	\$75,377	3.00%							\$75,377	Merit increase. Concurrent Faculty Appointment
			\$75,377	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$75,377	
Boehmer, Charles R	Associate Dean - College of Liberal Arts	General Revenue	\$66,018	3.00%							\$66,018	Merit increase. Concurrent Faculty Appointment
			\$66,018	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$66,018	
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				Percentage			Nonsalary	Benefits FY 20	24			
		Funding Course	Salary	Salary Increase Over	Cash	Practice Plan	Housing	Car	Other	Non-Cash	Total	
Name	Position	Funding Source	(9.1.2023)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
owler, Karen	Associate Dean - School of Nursing	General Revenue	\$60,000	0.00%							\$60,000	Hired June 2023. Concurrent Faculty Appointment
			\$60,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$60,000	-
Rodriguez, Laura A.	Interim Associate Dean - School of Nursing	General Revenue	\$54,294	4.00%							\$54,294	Merit increase. Concurrent Faculty Appointment
			\$54,294	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,294	-
Garza, Kristine M.	Associate Dean - College of Science	General Revenue Designated	\$52,447	3.20%					\$600			Concurrent Faculty Appointment Communication Device Allowance
		Ū	\$52,447	3.20%	\$0	\$0	\$0	\$0	\$600	\$0	\$53,047	-
/uniz, Caitlyn Noel	Interim Associate Dean - College of Liberal Arts	General Revenue	\$52,000	0.00%							\$52,000	Hired 09/01/23. Concurrent Faculty Appointment
			\$52,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$52,000	-
Chew-Melendez, Selfa A.	Associate Dean - College of Liberal Arts	General Revenue	\$39,152	6.00%							\$39,152	Merit increase. Concurrent Faculty Appointment
			\$39,152	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$39,152	