

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 714

Institution Name: The University of Texas at Arlington

| Name | Position | Funding Source | Salary (09.01.2015) | Percentage Salary Increase Over FY 2015 | Nonsalary Benefits FY 2016 | | | | | | Total Compensation | Explanation / Comments |
|-------------------|-----------|----------------|------------------------|---|----------------------------|------------------------------|----------------------|------------------|-----------------|--------------------------|-----------------------|------------------------|
| | | | | | Cash Bonuses | Practice Plan Benefits | Housing Allowance | Car Allowance | Other | Non-Cash Compensation | | |
| Karbhari, Vistasp | President | E&G | \$65,945 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$65,945 | Other - Incentive Pay |
| | | Designated | \$419,055 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$61,913 | \$0 | \$480,968 | |
| | | | <u>\$485,000</u> | <u>0.00%</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$61,913</u> | <u>\$0</u> | <u>\$546,913</u> | |

Note: Dr. Karbhari participates in an incentive compensation program where award opportunity levels are adjusted to reflect his/her success in attaining performance goals. The award opportunity is 12.5% of FY 2015 base salary adjusted depending on achievement of "Threshold, Target, and Maximum" goals. Achievement of Threshold goals earned 50%, Target goals earned 100%, and Maximum goals earned 150% of the award opportunity respectively. The amount of compensation payable in FY 2016 for FY 2015 performance is determined by the Board of Regents in two parts. Qualitative awards were made in October 2015, while quantitative awards will be made in February 2016. Incentive compensation reported above as "other" is the actual qualitative award amount paid in October 2015 and an estimated quantitative award amount based on the actual quantitative payment made in the prior fiscal year.

| | | | | | | | | | | | | |
|-----------------------|--|------------|------------------|--------------|------------|------------|------------|------------|------------|------------|------------------|-------------------------------|
| McCabe, Michael | Executive Director of UTARI | E&G | \$401,700 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$401,700 | |
| Croson, Rachel T | Dean of Business | E&G | \$348,000 | 2.65% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$348,000 | |
| Dimos, Duane | Vice President for Research | E&G | \$315,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$315,000 | new hire 3/30/2015 |
| Bavier, Anne | Dean of Nursing | E&G | \$314,000 | 1.29% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$314,000 | |
| Himarios, Daniel D | Vice Provost and Center Executive Director Global Academic | Designated | \$297,111 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$297,111 | |
| Elsenbaumer, Ronald L | Provost and Vice President for Academic Affairs | E&G | \$291,437 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$291,437 | |
| Kingan, Michael | Vice President for Development | E&G | \$276,169 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$276,169 | new hire 2/16/2015 |
| | | Designated | \$7,081 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$7,081 | |
| | | | <u>\$283,250</u> | <u>0.00%</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$283,250</u> | |
| Johnsrud, Linda | Vice President Academic Planning/Strategic Partnerships | E&G | \$280,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$280,000 | new hire 8/24/2015 |
| Wong, Paul | Dean of Liberal Arts | E&G | \$280,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$280,000 | new hire 7/1/2015 |
| Baker, P J | Director of Athletics | Auxiliary | \$269,423 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$39,500 | \$0 | \$308,923 | performance metrics agreement |
| Behbahani, Khosrow | Dean of Engineering | E&G | \$259,000 | 3.19% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$259,000 | |
| Hall, John D | Vice President Administration & Campus Operations | E&G | \$258,274 | 3.50% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$258,274 | |
| Davis, Kelly O | Vice President Business Affairs & Controller | E&G | \$252,038 | 3.75% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$252,038 | |
| Subramaniam, Chandra | Associate Dean of Business | E&G | \$249,000 | 3.75% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$249,000 | |
| Puppala, Anand J | Associate Dean | Designated | \$242,700 | 3.06% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$242,700 | |

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| | | | | | Cash Bonuses | Practice Plan Benefits | Housing Allowance | Car Allowance | Other | Non-Cash Compensation | | |
| Khaledi, Morteza | Dean of Science | E&G | \$240,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$240,000 | new hire 7/1/2015 |
| Madden-Thompson, Ter | Vice President for GEOES | Designated | \$231,750 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$231,750 | new position 10/30/2014 |
| Wasson, Wallace | Vice Provost Academic Analytics and Operations | E&G | \$229,750 | 4.08% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$229,750 | |
| Frazier, Gregory | Associate Dean of Business | E&G | \$228,000 | 3.64% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$228,000 | |
| Ellin, Nan | Dean of Architecture | E&G | \$225,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$225,000 | new hire 12/7/2014 |
| Ryan, Scott D | Dean of School of Social Work | E&G | \$222,000 | 3.02% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$222,000 | |
| Hood, Jean M | Vice President Human Resources | E&G | \$210,104 | 3.75% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$210,104 | |
| Waters, Lynne | Vice President for Communications | Designated | \$208,000 | 4.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$208,000 | new hire 2/27/2015 |
| Aswath, Pranesh B | Associate Dean of Engineering | E&G | \$200,950 | 5.51% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$200,950 | \$2500 Distinguished Teaching Award |
| Quinnan, Timothy | Vice President for Student Affairs Dean of Students | E&G | \$200,850 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$200,850 | |
| Adem, Salma A | Associate Vice President | E&G | \$195,000 | 5.53% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$195,000 | promoted to President's Office 6/1/2015 |
| Munoz-Vetter, Kristine | Associate Vice President for Development | E&G | \$190,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$190,000 | new hire 11/11/2015 |
| Peterson, Lynn | Senior Associate Dean of Engineering | E&G | \$182,430 | 4.47% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$182,430 | |
| Witter, Marc | Associate Vice President for Marketing | E&G | \$180,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$180,000 | new hire 11/2/2015 |
| London, Lisa | Assistant Vice President for Enterprise Development | Designated | \$175,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$175,000 | resigned 9/9/2015 |
| Bichel, Rebecca | Dean of Library | E&G | \$174,700 | 4.17% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$174,700 | |
| Cordero-Epperson, Mine | Associate Dean of Science | E&G | \$168,794 | 3.56% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$168,794 | |
| Gerlach, Jeanne | Associate Vice President & Dean | E&G | \$164,882 | 2.81% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$164,882 | |
| Scott, Stephanie | Associate Vice President | Designated | \$164,500 | 2.81% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$164,500 | |
| Smith, Samuel H Jr | Vice Provost | E&G | \$161,548 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$161,548 | |
| Sullivan, Kristin N | Associate Vice President for Communications | E&G | \$160,000 | 21.08% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$160,000 | reclassification 2/1/2015 and reclassification 9/1/2015 |

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| Davidson, John | Associate Vice President Budgets & Financial Planning | Designated | \$160,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$160,000 | new hire 8/1/2015 |
| Ray, Christopher | Associate Dean | Designated | \$159,650 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$159,650 | |
| Van Noort, Kimberly | Associate Vice Provost | E&G | \$157,500 | 6.06% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$157,500 | |
| Keller, David | Associate Dean of Kinesiology | E&G | \$156,000 | 20.84% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$156,000 | promoted 11/1/2014 |
| Nagy, Lisa L | Senior Associate Vice President Student Affairs | E&G | \$155,000 | 36.56% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$155,000 | promoted 9/1/2015 |
| Smith, John | Associate Dean of Education | E&G | \$152,646 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$152,646 | new hire 9/1/2015 |
| Petruso, Karl M | Dean of Honors | E&G | \$151,300 | 3.07% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$151,300 | |
| Bricout, John C | Associate Dean of Social Work | E&G | \$150,050 | 1.76% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$150,050 | |
| Voege, Jana | Assistant Vice President Enterprise Development | Designated | \$150,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$150,000 | new hire 5/1/2015 |
| Poole, G W | Assistant Vice President | E&G | \$146,042 | 2.27% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$146,042 | |
| Snow, Heather L | Associate Vice President Dean of Students | Designated | \$145,000 | 48.72% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$145,000 | promoted 9/1/2015 |
| Forsberg, Jeremy A | Assistant Vice President | E&G | \$144,613 | 1.92% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$144,613 | |
| Miller, Charles P Jr | Assistant Vice President Budgets & Financial Planning | E&G | \$144,416 | 3.59% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$144,416 | |
| Philobos, Mahera | Assistant Provost | E&G | \$144,113 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$144,113 | |
| Woody, Debra J | Associate Dean of Social Work | E&G | \$142,462 | 4.40% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$142,462 | |
| Elliott, Sandra G | Assistant Vice President | E&G | \$138,500 | 4.53% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$138,500 | |
| Currie, Eunice M | Assistant Vice President Human Resources | E&G | \$136,960 | 3.59% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$136,960 | |
| Phillips, Loraine H | Assistant Vice Provost | E&G | \$133,899 | 4.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$133,899 | |
| La Velle, Mark | Assistant Vice President for Development | E&G | \$98,639 | 2.99% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$98,639 | |
| | | Designated | \$34,278 | 2.99% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$34,278 | |
| | | | <u>\$132,917</u> | <u>2.99%</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$132,917</u> | |
| Cavallo, Ann | Interim Associate Dean of Education | E&G | \$132,318 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$132,318 | |

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| Bobadilla, Anna M | Senior Associate Vice President | E&G | \$130,801 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$130,801 | |
| Jackson, Raymond L | Associate Dean of Graduate School | E&G | \$128,847 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$128,847 | |
| Wixson, Ehren | Assistant Vice President | Designated | \$126,070 | 3.28% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$126,070 | |
| Martinez-Cosio, Maria | Assistant/Associate Vice Provost | E&G | \$124,703 | 15.25% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$124,703 | additional duties 4/1/2015 |
| Mack, David A | Associate Dean of Business | E&G | \$117,000 | 6.36% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$117,000 | |
| Hale, Gregory R | Assistant Dean of Science | E&G | \$59,789 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$59,789 | |
| | | Designated | \$51,343 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$51,343 | |
| | | | <u>\$111,132</u> | <u>3.00%</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$111,132</u> | |
| Cawthon, Elisabeth | Associate Dean of Liberal Arts | E&G | \$105,000 | 5.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$105,000 | |
| Purgason, Ashley M | Assistant Vice President Strategic Initiatives | E&G | \$104,000 | 13.85% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$104,000 | promoted 3/1/2015 |
| Boles, Rebecca L | Assistant Dean of Architecture | E&G | \$100,924 | 4.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$100,924 | |
| Gonzales, Casey | Assistant Dean/Director | E&G | \$20,120 | 1.83% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$20,120 | |
| | | Designated | \$80,195 | 1.83% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$80,195 | |
| | | | <u>\$100,315</u> | <u>1.83%</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$100,315</u> | |
| Fortune, Andre | Assistant Vice President | Designated | \$97,500 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$97,500 | new hire 8/1/2015 |
| Grover, James P | Associate Dean of Science | E&G | \$94,902 | 8.46% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$94,902 | 50% administrative/50% faculty |
| Flores, Cecilia | Assistant Dean of Nursing | E&G | \$94,000 | 7.52% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$94,000 | promoted 1/1/2015 |
| Mancini, Mary | Associate Dean of Nursing | E&G | \$86,157 | 4.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$86,157 | 50% administrative/50% faculty |
| Motlagh, Patricia J | Assistant Dean of Education | E&G | \$85,862 | 4.50% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$85,862 | |
| Jones, David L | Associate Dean of Architecture | E&G | \$80,878 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$80,878 | |
| Hickerson, Jane | Assistant Dean of Social Work | E&G | \$77,300 | 3.07% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$77,300 | |
| Turner, Ashanti J | Assistant/Associate Vice Provost | E&G | \$72,300 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$72,300 | 60% administrative/40% faculty |
| Bolsterli, Eric J | Assistant Dean of Liberal Arts | E&G | \$69,557 | 3.20% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$69,557 | |

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| Ridingin, Leslie | Assistant Dean of Liberal Arts | E&G | \$60,613 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$60,613 | |
| Tiernan, Janice C | Assistant Dean of Engineering | E&G | \$43,809 | 4.78% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$43,809 | 50% administrative/50% faculty |
| LeFlore, Judy | Associate Dean | Designated | \$76,705 | 9.37% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$76,705 | 50% administrative/50% faculty |