

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

Institution Code: 720

Institution Name: The University of Texas System Administration

A Name	B Position	C Funding Source	D Salary (09.01.15)	E Percentage Salary Increase Over FY 2015	F Nonsalary Benefits FY 2016						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	\$70,224	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$70,224	Hired 1/5/15 Other - \$200,000 contingent performance payment; \$100,000 annual retention payment; \$400,000 deferred compensation subject to vesting period. Non-Cash Compensation - Estimated personal services
		Designated	\$331,752	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$331,752	
		Restricted	\$798,024	0.00%	\$0	\$0	\$0	\$0	\$700,000	\$8,000	\$1,506,024	
			\$1,200,000	0.00%	\$0	\$0	\$0	\$0	\$700,000	\$8,000	\$1,908,000	
Houser, Mark	Chief Executive Officer - University Lands	Designated	\$750,000	7.14%	\$0	\$0	\$0	\$0	\$725,000	\$0	\$1,475,000	Hired 3/23/15. \$750,000 salary effective 11/1/15. Other- \$350,000 annual retention payment; \$375,000 deferred compensation subject to vesting period
Note: Mark Houser participates in an incentive compensation program whereby he can annually earn an award of up to 200% of his base salary. The amount of this payment has not been determined and will not occur prior to September 1, 2016.												
Daniel, David	Deputy Chancellor	AUF	\$725,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$725,000	Hired 7/1/15
Note: David Daniel newly participates in an incentive compensation program where award opportunity levels are adjusted to reflect his success in attaining performance goals. The award opportunity is 12.5% of 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 future compensation payable will determined by the Board of Regents in two parts including qualitative and quantitative awards. Dr. Daniel will be eligible to receive his first payments in FY 2017 for FY 2016 performance.												
Greenberg, Raymond S.	Executive Vice Chancellor for Health Affairs	AUF	\$700,000	0.00%	\$0	\$0	\$0	\$0	\$123,375	\$0	\$823,375	Other - Incentive pay
Note: Raymond Greenberg participates in an incentive compensation program where award opportunity levels are adjusted to reflect his 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.												
Spath, Jeffrey	Chief Executive Director - Texas Energy Research, Engineering, and Education Institute	AUF	\$600,000	0.00%	\$0	\$0	\$0	\$0	\$1,150,000	\$0	\$1,750,000	Hired 9/1/15. Other - \$300,000 annual retention payment; \$500,000 one time supplement; \$50,000 one-time payment for moving and relocation expenses; \$300,000 deferred compensation subject to vesting period
Note: Jeffrey Spath participates in an incentive compensation program whereby he can annually earn an award of up to 200% of his base salary. The amount of this payment has not been determined and will not occur prior to September 1, 2016.												

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Safady, Randa S.	Vice Chancellor for External Relations	AUF	\$503,800	0.00%	\$0	\$0	\$0	\$0	\$82,171	\$0	\$585,971	Other - Incentive pay
		Designated	\$46,200	0.00%	\$0	\$0	\$0	\$0	\$7,571	\$0	\$53,771	Other - Incentive pay
			\$550,000	0.00%	\$0	\$0	\$0	\$0	\$89,742	\$0	\$639,742	

Note: Randa Safady participates in an incentive compensation program where award opportunity levels are adjusted to reflect 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.

Frederick, Francie A.	General Counsel to the Board of Regents	AUF	\$437,736	4.00%	\$0	\$0	\$0	\$0	\$75,000	\$0	\$512,736	Other - One-time merit
Kelley, Scott C.	Executive Vice Chancellor for Business Affairs	AUF	\$252,750	0.00%	\$0	\$0	\$0	\$0	\$30,520	\$0	\$283,270	Other - Incentive pay
		Designated	\$168,150	0.00%	\$0	\$0	\$0	\$0	\$20,304	\$0	\$188,454	Other - Incentive pay
			\$420,900	0.00%	\$0	\$0	\$0	\$0	\$50,824	\$0	\$471,724	

Note: Scott Kelley participates in an incentive compensation program where award opportunity levels are adjusted to reflect his 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.

Leslie, Steven	Executive Vice Chancellor for Academic Affairs	AUF	\$420,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$420,000	Hired 5/11/15
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Note: Steven Leslie newly participates in an incentive compensation program where award opportunity levels are adjusted to reflect his success in attaining performance goals. The award opportunity is 12.5% of 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 future compensation payable will determined by the Board of Regents in two parts including qualitative and quantitative awards. Dr. Leslie will be eligible to receive his first payments in FY 2017 for FY 2016 performance.

Chin, Lynda	Associate Vice Chancellor for Health Affairs	AUF	\$400,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$400,000	Hired 4/6/15
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Sharphorn, Daniel H.	Vice Chancellor and General Counsel	AUF	\$175,500	0.00%	\$0	\$0	\$0	\$0	\$14,040	\$0	\$189,540	Other - Incentive pay
		Designated	\$214,500	0.00%	\$0	\$0	\$0	\$0	\$17,160	\$0	\$231,660	Other - Incentive pay
			\$390,000	0.00%	\$0	\$0	\$0	\$0	\$31,200	\$0	\$421,200	

Note: Daniel Sharphorn participates in an incentive compensation program where award opportunity levels are adjusted to reflect his 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.

Milstein, Marc	Associate Vice Chancellor and Chief Information Officer	AUF	\$385,534	2.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$385,534	
Hull, Terry A.	Associate Vice Chancellor for Finance	AUF	\$187,500	57.36%	\$0	\$0	\$0	\$0	\$0	\$0	\$187,500	
		Designated	\$187,500	57.36%	\$0	\$0	\$0	\$0	\$0	\$0	\$187,500	
			\$375,000	57.36%	\$0	\$0	\$0	\$0	\$0	\$0	\$375,000	Counter offer 5/1/15
Peppers, James M.	Chief Audit Executive	AUF	\$305,051	0.00%	\$0	\$0	\$0	\$0	\$45,758	\$0	\$350,809	Other - One-time merit
		Designated	\$60,849	0.00%	\$0	\$0	\$0	\$0	\$9,127	\$0	\$69,976	Other - One-time merit
			\$365,900	0.00%	\$0	\$0	\$0	\$0	\$54,885	\$0	\$420,785	
Wallace, Randall F.	Associate Vice Chancellor - Controller and Chief Budget Officer	AUF	\$252,360	2.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$252,360	
		Designated	\$107,640	2.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,640	
			\$360,000	2.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$360,000	
Thomas, Amy S.	Vice Chancellor for Health Affairs	AUF	\$347,900	0.00%	\$0	\$0	\$0	\$0	\$49,485	\$0	\$397,385	Other - Incentive pay

Note: Amy Thomas participates in an incentive compensation program where award opportunity levels are adjusted to reflect 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.

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Hurn, Patricia D.	Vice Chancellor for Health Affairs	AUF	\$315,000	0.00%	\$0	\$0	\$0	\$0	\$38,365	\$0	\$353,365	Other - Incentive pay
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Note: Patricia Hurn participates in an incentive compensation program where award opportunity levels are adjusted to reflect 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.

O'Donell, Michael	Associate Vice Chancellor for Facilities Planning and Construction	Designated	\$311,266	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$311,266	
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Aldridge, Philip R.	Associate Vice Chancellor for Business Development	AUF	\$307,500	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$307,500	
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Cucolo, Anthony	Associate Vice Chancellor for Leadership Development and Veterans Affairs	AUF	\$300,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$300,000	Hired 4/27/15
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Goonewardene, Julie	Associate Vice Chancellor for Innovation and Strategic Investment	AUF	\$288,360	1.18%	\$0	\$0	\$0	\$0	\$0	\$0	\$288,360	Hired 9/15/14
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McBee, Barry R.	Vice Chancellor and Chief Governmental Relations Officer	AUF	\$280,900	0.00%	\$0	\$0	\$0	\$0	\$29,705	\$0	\$310,605	Other - Incentive pay
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Note: Barry McBee participates in an incentive compensation program where award opportunity levels are adjusted to reflect his 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.

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Shute, William H.	Vice Chancellor for Federal Relations	AUF	\$276,500	0.00%	\$0	\$0	\$0	\$0	\$23,803	\$0	\$300,303	Other - \$1,800 Salary supplement for parking in Washington, D.C; \$22,003 incentive pay
<p>Note: William Shute participates in an incentive compensation program where award opportunity levels are adjusted to reflect his 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.</p>												
Huie, Stephanie A.	Vice Chancellor for Strategic Initiatives	AUF	\$265,000	0.00%	\$0	\$0	\$0	\$0	\$38,152	\$0	\$303,152	Other - Incentive pay
<p>Note: Stephanie Huie participates in an incentive compensation program where award opportunity levels are adjusted to reflect 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.</p>												
Klein, Dale E.	Associate Vice Chancellor for Research	AUF	\$263,048	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$263,048	Represents annual rate. Dr. Klein is employed at 80% time. Also has faculty appointment at UT Austin
Morales, David S.	Deputy General Counsel to the Board of Regents	AUF	\$252,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$252,000	
Mercer, Wanda L.	Associate Vice Chancellor for Student Affairs	AUF	\$250,000	17.38%	\$0	\$0	\$0	\$0	\$0	\$0	\$250,000	
Collins, Steven R.	Associate Vice Chancellor for Governmental Relations and Special Counsel	AUF	\$232,608	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$232,608	
Stewart, Daniel N.	Associate Vice Chancellor for Employee Benefits and Services	Designated	\$227,100	2.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$227,100	
Marks, Alan E.	Associate Vice Chancellor for Academic Affairs	AUF	\$225,000	45.24%	\$0	\$0	\$0	\$0	\$0	\$0	\$225,000	Promoted to Associate Vice Chancellor effective 9/1/15

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Noffke, James P.	Associate Vice Chancellor for the Center for Enhancing Philanthropy	AUF	\$213,365	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$213,365	
		Designated	\$5,470	2.49%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,470	
			\$218,835	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$218,835	
St. Onge, Richard A.	Associate Vice Chancellor for Shared Services	AUF	\$127,432	1.14%	\$0	\$0	\$0	\$0	\$22,896	\$0	\$150,328	Other - \$1,471 one-time merit; \$21,425 supplement for additional duties
		Designated	\$89,216	1.14%	\$0	\$0	\$0	\$0	\$1,029	\$0	\$90,245	Other - \$1,029 one-time merit
			\$216,648	1.14%	\$0	\$0	\$0	\$0	\$23,925	\$0	\$240,573	
Lemoine, Kevin P.	Associate Vice Chancellor for Academic Affairs	AUF	\$210,516	49.26%	\$0	\$0	\$0	\$0	\$0	\$0	\$210,516	Promoted to Associate Vice Chancellor effective 9/1/15
Godby, Angela R.	Associate Vice Chancellor for Federal Relations	AUF	\$177,448	2.50%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$179,248	Other - \$1,800 salary supplement for parking in Washington, D.C.
Jacobs, Thomas	Assistant Vice Chancellor for Federal Relations	AUF	\$176,358	2.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$178,158	Other - \$1,800 salary supplement for parking in Washington, D.C.
Lynch, Julia K.	Associate Vice Chancellor for Development and Gift Planning Services	AUF	\$102,408	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$102,408	
		Designated	\$73,702	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$73,702	
			\$176,110	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$176,110	
Rabon, Karen A.	Associate General Counsel to the Board of Regents	AUF	\$175,189	2.94%	\$0	\$0	\$0	\$0	\$0	\$0	\$175,189	
Atchison, Michelle S.	Assistant Vice Chancellor for Federal Relations	AUF	\$172,380	2.00%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$174,180	Other - \$1,800 salary supplement for parking in Washington, D.C.
Starkey, Roger G.	Associate Vice Chancellor for Governmental Relations	AUF	\$167,848	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$167,848	
Francis, Patrick J.	Associate Vice Chancellor for Health Affairs	AUF	\$162,245	3.83%	\$0	\$0	\$0	\$0	\$0	\$0	\$162,245	Promoted to Associate Vice Chancellor effective 9/1/15
Hah, Allen S.	Assistant Vice Chancellor for Finance	AUF	\$79,685	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$79,685	
		Designated	\$79,685	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$79,685	
			\$159,370	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$159,370	
Jammer, Brian K.	Associate Vice Chancellor for Governmental Relations	AUF	\$159,015	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$159,015	
Carruth, Leslie	Associate Vice Chancellor for Health Affairs	AUF	\$156,115	3.88%	\$0	\$0	\$0	\$0	\$0	\$0	\$156,115	Promoted to Associate Vice Chancellor on 9/1/15

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Koshy, Beena	Assistant Vice Chancellor for Technology Commercialization	AUF	\$149,650	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$149,650	Hired 10/8/14
Hartmann, Laura S.	Associate Vice Chancellor for Governmental Relations	AUF	\$148,000	7.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$148,000	Promoted to Associate Vice Chancellor effective 9/1/15
Orr, Kristy J.	Associate General Counsel to the Board of Regents	AUF	\$135,000	16.28%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	Promoted to Associate General Counsel to the Board of Regents effective 9/1/15
Guajardo, Tomas	Assistant Vice Chancellor for Governmental Relations	AUF	\$117,875	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,875	