## Higher Education Administrative Accountability Report

**GAA Special Provisions Art. III, Sec 7**

**FY2020**

**Institution Code:** 783  
**Institution Name:** University of Houston - System Administration

### Name  
**Position**  
**Funding Source**  
**Cash Bonus**  
**Practice Plan Benefits**  
**Housing Allowance**  
**Car Allowance**  
**Other**  
**Non-Cash Compensation**  
**Total Compensation**  
**Explanation / Comments**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Funding Source</th>
<th>Salary (09/01/19)</th>
<th>Percentage Salary Increase Over FY 2019</th>
<th>Cash Bonus</th>
<th>Practice Plan Benefits</th>
<th>Housing Allowance</th>
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<th>Other</th>
<th>Non-Cash Compensation</th>
<th>Total Compensation</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Khator, Renu</td>
<td>Chancellor/President</td>
<td>General Revenue</td>
<td>850,187</td>
<td>200,000</td>
<td>1,406</td>
<td>200,000</td>
<td>1,211,073</td>
<td></td>
<td></td>
<td>1,211,073</td>
<td>1,211,073</td>
<td>Use of Univ Vehicle: $2,185</td>
</tr>
<tr>
<td>Brice, Shane</td>
<td>VC/VP, University Advancement</td>
<td>Designated</td>
<td>466,160</td>
<td>12%</td>
<td>9,600</td>
<td>50,700</td>
<td>-</td>
<td>9,600</td>
<td></td>
<td>51,550</td>
<td>51,550</td>
<td>Other Longevity: $55,000; Use of Univ Vehicle: $55,000</td>
</tr>
<tr>
<td>Elnashai, Amr</td>
<td>VC/VP, Research</td>
<td>Designated</td>
<td>413,847</td>
<td>2%</td>
<td>9,600</td>
<td>240</td>
<td>52,062</td>
<td></td>
<td></td>
<td>53,842</td>
<td>53,842</td>
<td>Other Longevity: $534; Non-Cash: 401A Non-Vested Distribution: $534</td>
</tr>
<tr>
<td>Short, Paula</td>
<td>Sr VC/VP, Acad Affairs/Provost</td>
<td>Designated</td>
<td>405,756</td>
<td>4%</td>
<td>12,000</td>
<td>49,451</td>
<td>467,207</td>
<td></td>
<td></td>
<td>471,207</td>
<td>471,207</td>
<td>Other Longevity: $7,000; Non-Cash: 457(f) Vested Distribution: $50,000</td>
</tr>
<tr>
<td>Cornell, Dona</td>
<td>VC/VP, Legal Affairs/GC</td>
<td>Designated</td>
<td>399,668</td>
<td>2%</td>
<td>12,000</td>
<td>45,800</td>
<td>457,248</td>
<td></td>
<td></td>
<td>461,248</td>
<td>461,248</td>
<td>Other Longevity: $5,000; Non-Cash: 457(f) Vested Distribution: $45,000</td>
</tr>
<tr>
<td>Walker, James</td>
<td>VC/VP, Student Affairs</td>
<td>Designated</td>
<td>340,334</td>
<td>2%</td>
<td>8,600</td>
<td>41,780</td>
<td>351,774</td>
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<td></td>
<td>355,774</td>
<td>355,774</td>
<td>Other Longevity: $9,000; Non-Cash: 457(f) Vested Distribution: $40,000</td>
</tr>
<tr>
<td>Smith, Jim</td>
<td>Sr VC/VP, Governmental &amp; Comm Relations</td>
<td>Designated</td>
<td>291,531</td>
<td>4%</td>
<td>9,600</td>
<td>56,124</td>
<td>357,255</td>
<td></td>
<td></td>
<td>361,255</td>
<td>361,255</td>
<td>Other Longevity: $1,140; Plan Contributions: $54,000</td>
</tr>
<tr>
<td>Garcia, Deidra</td>
<td>Asst VC, Governmental Relations</td>
<td>General Revenue</td>
<td>157,163</td>
<td>-</td>
<td>1,440</td>
<td></td>
<td>158,603</td>
<td></td>
<td></td>
<td></td>
<td>158,603</td>
<td>Other Longevity: $1,440</td>
</tr>
</tbody>
</table>

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### D: Salary (09/01/19)  
### E: Percentage Salary Increase Over FY 2019  
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### H: Housing Allowance  
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