

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 FY2015**

Institution Code: 724

Institution Name: The University of Texas at El Paso

A Name	B Position	C Funding Source	D Salary (09.01.2014)	E Percentage Salary Increase Over FY 2014	F Nonsalary Benefits FY 2015						L Total Compensation	M Explanation / Comments
					G Cash Bonuses	H Practice Plan Benefits	I Housing Allowance	J Car Allowance	K Other	K Non-Cash Compensation		
Natalicio, Diana S.	President	General Revenue	\$65,945	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	Deferred Compensation (\$35,000); Incentive Compensation (\$20,078)
		Restricted	\$325,810	0.00%	\$0	\$0	\$0	\$0	\$55,078	\$0	\$380,888	
			<u>\$391,755</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$55,078</u>	<u>\$0</u>	
<p>Note: Dr. Natalicio participates in an incentive compensation program where award opportunity levels are adjusted to reflect her success in attaining performance goals. The amount of compensation payable for FY 2015 will be determined by the Board of Regents at a future date. For FY 2014, the award opportunity was 10% of base salary adjusted depending on achievement of "Threshold, Target and Maximum" goals and was paid in January 2014. Achievement of Threshold goals earned 50%, Target goals earned 100%, and Maximum goals earned 150% of the award opportunity respectively. Incentive compensation reported above as "Other" is an estimate based on the actual amount paid in FY 2014 for FY 2013 performance.</p>												
Gonzales, Junius John	Provost and Vice President for Academic Affairs	General Revenue	<u>\$310,000</u>	<u>1.64%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$310,000</u>	
Daudistel, Howard C.	Senior Executive Vice President	General Revenue	<u>\$269,738</u>	<u>1.89%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$269,738</u>	
Nachtmann, Robert	Dean - College of Business	General Revenue	\$268,239	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$268,239	Betty M. MacGuire Distinguished Professorship in Business Administration
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$13,000	\$0	\$13,000	
			<u>\$268,239</u>	<u>1.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$13,000</u>	<u>\$0</u>	
Osegueda, Roberto A.	Vice President for Research	General Revenue	<u>\$250,180</u>	<u>2.04%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$250,180</u>	
Kirken, Robert A.	Dean - College of Sciences	General Revenue	<u>\$248,675</u>	<u>1.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$248,675</u>	
Schoephoerster, Richard	Dean - College of Engineering	General Revenue	<u>\$229,114</u>	<u>1.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$229,114</u>	
Westman, Craig E.	Associate Vice President for Student Solutions and Outcomes Integration	General Revenue	<u>\$215,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$215,000</u>	
Adaoto III, Ricardo	Executive Vice President for Legal Affairs and Oversight	General Revenue	<u>\$211,000</u>	<u>2.43%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$211,000</u>	
Villa, Cynthia	Vice President for Business Affairs	General Revenue	<u>\$205,000</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$205,000</u>	
Witherspoon, Patricia	Dean - College of Liberal Arts	General Revenue	<u>\$205,000</u>	<u>7.58%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$205,000</u>	
Provencio-Vasquez, Elias	Dean - School of Nursing	General Revenue	<u>\$205,000</u>	<u>11.11%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$205,000</u>	

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Curtis, Kathleen A.	Dean - College of Health Sciences	General Revenue	\$200,946	6.60%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,946	Charles and Shirley T. Leavell Endowed Chair in Nursing and Health Sciences
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$7,500	\$0	\$7,500	
			\$200,946	6.60%	\$0	\$0	\$0	\$0	\$7,500	\$0	\$208,446	
Riter, Stephen	Vice President for Information Resources and Planning	General Revenue	\$195,076	2.63%	\$0	\$0	\$0	\$0	\$0	\$0	\$195,076	Mr. and Mrs. MacIntosh Murchison Chair in Engineering - Endowment
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$45,000	\$0	\$45,000	
			\$195,076	2.63%	\$0	\$0	\$0	\$0	\$45,000	\$0	\$240,076	
Edens, Gary E.	Vice President for Student Affairs	General Revenue	\$190,000	2.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,000	
Smith, Michael R.	Vice Provost	General Revenue	\$189,625	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$189,625	
Torsney, Cheryl B.	Senior Vice Provost	General Revenue	\$189,625	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$189,625	
Stakes, Robert L.	Associate Vice President for Library and Associate Vice President for Institutional Advancement	Designated	\$184,500	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$184,500	
Giorgis, Cynthia	Dean - College of Education	General Revenue	\$178,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$178,000	
Aley, Stephen B.	Associate Vice President for Research	General Revenue	\$167,200	4.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$167,200	
McNicol, Gregory L.	Associate Vice President for Business Affairs	General Revenue	\$160,425	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$160,425	
Ambler, Charles H.	Dean - Graduate School	General Revenue	\$160,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$160,000	
Brown Jr., Roger E.	Associate Vice President for Human Resource Services	General Revenue	\$155,250	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,250	
Daniel, Richard J.	Associate Vice President for Institutional Advancement	Designated	\$150,928	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,928	
Turrietta, Anthony	Associate Vice President for Business Affairs and Comptroller	General Revenue	\$144,900	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$144,900	
Mathew, Roy	Associate Vice President for Center for Institutional Evaluation, Research and Planning	General Revenue	\$130,677	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,677	

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Robertson, William H.	Associate Provost	General Revenue Designated	\$63,024	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$63,024	
			\$63,025	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$63,025	
			\$126,049	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$126,049	
Ekal, Donna	Associate Provost for Undergraduate Studies	General Revenue	\$120,305	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,305	
Pacheco, Victor M.	Assistant Vice President for Business Affairs	General Revenue	\$120,000	6.12%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,000	
Paez, Leticia	Assistant Dean - College of Health Sciences	General Revenue Restricted	\$94,770	1.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$94,770	
			\$23,693	1.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$23,693	
			\$118,463	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$118,463	
McCorry, Catherine M.	Associate Vice President/Dean of Students	General Revenue	\$115,454	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,454	
Flores, Elizabeth	Associate Provost for Resource Management	General Revenue	\$113,355	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$113,355	
Price, Adriana	Assistant Vice President for Institutional Advancement	General Revenue	\$110,743	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$110,743	
Lopez, Alberto	Assistant Vice President for Institutional Advancement	Designated	\$110,000	8.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$110,000	
Walsh, Clifton Charles	Chief of Police	General Revenue	\$107,625	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,625	
Currey, Robert M.	Assistant Vice President for Research	General Revenue	\$106,196	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$106,196	
Moss, Robert D.	Assistant Vice President for Environmental Health and Safety	General Revenue	\$104,788	3.75%	\$0	\$0	\$0	\$0	\$0	\$0	\$104,788	
Kaul, Anupama	Associate Dean - College of Engineering	General Revenue	\$102,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$102,000	Also has faculty appointment
Dokie, Manuela D.	Assistant Vice President for Research and Compliance	General Revenue	\$100,538	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$100,538	
Rodriguez Jr., Luis	Assistant Vice President for Student Affairs	General Revenue	\$99,607	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$99,607	
Uribarri, Laura M.	Assistant Dean - College of Business	General Revenue	\$99,181	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$99,181	
Blum, Toni L.	Assistant Provost of Accreditation and Assessment	General Revenue	\$97,375	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$97,375	

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Cochrane Jr., Gerard D.	Chief Information Security Officer	Designated	\$97,375	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$97,375	
Frankwick, Gary L.	Associate Dean - College of Business	General Revenue	\$96,267	1.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$96,267	Also has faculty appointment
Vasquez, Sandra B.	Assistant Vice President for Equal Opportunity	General Revenue	\$95,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$95,000	
Carmona, Josefina	Assistant Dean - Extended University	General Revenue	\$93,375	3.75%	\$0	\$0	\$0	\$0	\$0	\$0	\$93,375	
Holmes, Ryan C.	Associate Dean of Students and Director for Office of Student Conduct and Conflict Resolution	General Revenue	\$88,288	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$88,288	
Bess, Sirmon-Taylor	Associate Dean - Graduate School	General Revenue	\$86,817	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$86,817	Also has faculty appointment
Wiebe, John S.	Associate Provost	General Revenue	\$80,914	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$80,914	Also has faculty appointment
Gamboa, Lydia C.	Assistant Dean - College of Health Sciences	General Revenue	\$78,750	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$78,750	
Nava, Patricia	Associate Dean - College of Engineering	General Revenue	\$76,711	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$76,711	Also has faculty appointment
Anchondo, Myrna	Assistant Dean - School of Nursing	General Revenue	\$71,578	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$71,578	
Cohn, Lawrence D.	Associate Dean - College of Liberal Arts	General Revenue	\$69,500	35.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$69,500	Also has faculty appointment
King, George A.	Associate Dean - College of Health Science	General Revenue	\$67,357	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$67,357	Also has faculty appointment
Topp, Michael	Associate Dean - College of Liberal Arts	General Revenue	\$66,315	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$66,315	Also has faculty appointment
Johnson, Steve A.	Associate Dean - College of Business	General Revenue	\$65,711	1.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,711	Also has faculty appointment
Brunk-Chavez, Beth L.	Associate Dean - Extended University	General Revenue	\$59,522	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$59,522	Also has faculty appointment
Marcus, Nancy C.	Associate Dean - College of Science	General Revenue	\$56,614	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$56,614	Also has faculty appointment
Gosselink, Kristin	Associate Dean - College of Science	General Revenue	\$55,090	6.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$55,090	Also has faculty appointment

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Jayasuriya, Maryse D.	Associate Dean - College of Liberal Arts	General Revenue	\$54,772	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,772	Also has faculty appointment
Trussell, Robert P.	Associate Dean - College of Education	General Revenue	\$54,327	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,327	Also has faculty appointment