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

Institution Code: 742 **Institution Name:** The University of Texas of the Permian Basin

A	B	C	D	E	F	G	H	I	J	K	L	M
					Nonsalary Benefits FY 2015							
Name	Position	Funding Source	Salary (09.01.2014)	Percentage Salary Increase Over FY 2014	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Watts, W. David	President	General Revenue	$65,945	0.00%							$65,945	
		Designated	$109,748	0.00%					$22,987		$132,735	Other - Deferred compensation ($15,000); Incentive compensation ($7,987).
		Restricted	$134,500	0.00%							$134,500	
			$310,193	0.00%	$0	$0	$0	$0	$22,987	$0	$333,180	

Note: Dr. Watts participates in an incentive compensation program where award opportunity levels are adjusted to reflect his/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.

Heimmermann, Daniel	Provost and Vice President for Academic Affairs	General Revenue	$180,001	0.00%							$180,001	Position entry date 06/09/2014
			$180,001	0.00%	$0	$0	$0	$0	$0	$0	$180,001	
Cassidy, Dale	Vice President for Business Affairs	General Revenue	$172,651	3.00%							$172,651	
			$172,651	3.00%	$0	$0	$0	$0	$0	$0	$172,651	
Ratheal, Juli D.	Assistant Vice President for Research & Dean of Graduate Studi	General Revenue	$158,283	0.00%							$158,283	Position entry date 06/01/2014 and also has faculty appointment
			$158,283	0.00%	$0	$0	$0	$0	$0	$0	$158,283	
Price, William	Dean - School of Business	General Revenue	$148,625	0.00%							$148,625	Position entry date 04/01/2014 and also has faculty appointment.
			$148,625	0.00%	$0	$0	$0	$0	$0	$0	$148,625	
Betounes, Mylan	Dean - College of Arts & Sciences	General Revenue	$139,182	6.00%							$139,182	
			$139,182	6.00%	$0	$0	$0	$0	$0	$0	$139,182	
Hernandez, Frank	Dean - School of Education	General Revenue	$131,127	3.00%							$131,127	
			$131,127	3.00%	$0	$0	$0	$0	$0	$0	$131,127	
Sewell, Teresa L	Senior Associate Vice President for Student Services	General Revenue	$120,200	3.00%							$120,200	
			$120,200	3.00%	$0	$0	$0	$0	$0	$0	$120,200	
Harlow, William	Dean of Undergraduate Success	General Revenue	$115,127	3.35%							$115,127	
			$115,127	3.35%	$0	$0	$0	$0	$0	$0	$115,127	
Nichols, Penney F.	Associate Dean of Students	General Revenue	$50,753	3.00%							$50,753	
			$50,753	3.00%	$0	$0	$0	$0	$0	$0	$50,753	
Lee, Haesun	Associate Dean - College of Arts & Sciences	General Revenue	$34,209	3.00%							$34,209	Dr Lee also has a faculty appointment
			$34,209	3.00%	$0	$0	$0	$0	$0	$0	$34,209	