The University of Texas System Administration

## Institution Code: 720

| Name | Position | Funding Source | $\begin{gathered} \text { Salary } \\ (09.01 .18) \end{gathered}$ | $\begin{array}{\|c} \text { Percentage } \\ \text { Salary Increase } \\ \text { Over FY } 2018 \\ \hline \end{array}$ | Nonsalary Benefits FY 2019 |  |  |  |  |  | $\begin{array}{\|c\|} \text { Total } \\ \text { Compensation } \\ \hline \end{array}$ | Explanation / Comments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  | Cash Bonuses | Practice Plan Benefits | Housing Allowance | $\begin{array}{\|c\|} \text { Car } \\ \text { Allowance } \end{array}$ | Other | Non-Cash Compensation |  |  |
| Milliken, James B. | Chancellor | Designated | \$315,000 | n/a | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$315,000 |  |
|  |  | Restricted | \$585,000 | n/a | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$585,000 |  |
|  |  |  | \$900,000 | n/a | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$900,000 | Hired 9/17/18 |
| Houser, Mark A. | Chief Executive Officer - University Lands | Designated | \$865,000 | 6.13\% | \$0 | \$0 | \$0 | \$0 | \$1,989,800 | \$0 | $\$ 2,854,800$ | Other - $\$ 1,157,300$ incentive compensation; $\$ 400,000$ annual retention payment; $\$ 432,500$ deferred compensation subject to a vesting period |
| Greenberg, Raymond S. | Executive Vice Chancellor for Health Affairs | AUF | \$720,000 | 2.86\% | \$0 | \$0 | \$0 | \$0 | \$150,000 | \$0 | \$870,000 | Other - Deferred compensation subject to a vesting period |
| Safady, Randa S. | Vice Chancellor for External Relations | AUF | \$512,960 | 1.82\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$512,960 |  |
|  |  | Designated | \$47,040 | 1.82\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$47,040 |  |
|  |  |  | \$560,000 | 1.82\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$560,000 |  |
| Lakey, David | Vice Chancellor for Health Affairs | AUF | \$504,000 | 1.82\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$504,000 |  |
| Leslie, Steven W. | Executive Vice Chancellor for Academic Affairs | AuF | \$484,000 | 2.98\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$484,000 |  |
| Frederick, Francie A. | General Counsel to the Board of Regents | AuF | \$450,000 | 2.80\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$450,000 |  |
| Kelley, Scott C. | Executive Vice Chancellor for Business Affairs | AUF | \$306,600 | -14.30\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$306,600 |  |
|  |  | Designated | \$131,400 | 108.13\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$131,400 |  |
|  |  |  | \$438,000 | 4.06\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$438,000 |  |
| Crain, R. David | Associate Vice Chancellor \& Chief Information Officer | AUF | \$415,000 | 7.07\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$415,000 | Promoted to Associate Vice Chancellor and Chief Information Officer on 9/1/18 |
| Thomas, Amy S. | Vice Chancellor for Academic and Health Affairs | AUF | \$411,000 | 2.75\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$411,000 |  |
| Sharphorn, Daniel H . | Vice Chancellor and General Counsel | AUF | \$180,000 | 2.56\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$180,000 |  |
|  |  | Designated | \$220,000 | 2.56\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$220,000 |  |
|  |  |  | \$400,000 | 5.12\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$400,000 |  |
| Hull, Terry A. | Associate Vice Chancellor for Finance | AUF | \$197,500 | 2.60\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$197,500 |  |
|  |  | Designated | \$197,500 | 2.60\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$197,500 |  |
|  |  |  | \$395,000 | 2.60\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$395,000 |  |

The University of Texas System Administration

## Institution Code: 720

| Name | Position | Funding Source | $\begin{gathered} \text { Salary } \\ (09.01 .18) \end{gathered}$ | Percentage Salary Increase Over FY 2018 | Nonsalary Benefits FY 2019 |  |  |  |  |  | TotalCompensation | Explanation / Comments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  | Cash Bonuses | Practice Plan Benefits | Housing Allowance | $\begin{array}{\|c\|} \text { Car } \\ \text { Allowance } \end{array}$ | Other | Non-Cash Compensation |  |  |
| Peppers, James M. | Chief Audit Executive | AUF | \$313,388 | 2.73\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$313,388 |  |
|  |  | Designated | \$62,512 | 2.73\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$62,512 |  |
|  |  |  | \$375,900 | 2.73\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$375,900 |  |
| Goonewardene, Julie | Chief Innovation and Human Resources Officer | AUF | \$340,000 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$340,000 | Promoted to Chief Innovation and HR Officer on 6/11/18 |
| Aldridge, Philip R. | Associate Vice Chancellor for Business Development | AUF | \$332,950 | 1.93\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$332,950 | 0 Represents annual rate. Mr. Aldridge is employed at $50 \%$ time. |
| O'Donnell, Michael | Associate Vice Chancellor for Facilities Planning and Construction | Designated | \$331,937 | 2.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$331,937 |  |
| Cucolo, Anthony A. | Associate Vice Chancellor for Leadership Development and Veterans Affairs | AUF | \$323,060 | 2.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$323,060 |  |
| Huie, Stephanie A. | Vice Chancellor for Strategic Initiatives | AUF | \$315,000 | 12.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$315,000 |  |
| Clark, Carrie P. | Senior Vice President - Land and Legal and General Counsel, University Lands | Designated | \$294,953 | 5.00\% | \$0 | \$0 | \$0 | \$0 | \$310,000 | \$0 | \$604,953 | 3 Title change to Senior Vice President on $4 / 1 / 18$. Other - incentive awarded November 2018. |
| Dendy, Phillip B. | Chief Compliance and Risk Officer | AUF | \$70,916 | -48.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$70,916 |  |
|  |  | Designated | \$212,746 | 54.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$212,746 |  |
|  |  |  | \$283,662 | 3.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$283,662 |  |
| Shute, William H. | Vice Chancellor for Federal Relations | AUF | \$281,000 | 1.63\% | \$0 | \$0 | \$0 | \$0 | \$1,800 | \$0 | \$282,800 | 0 Other - \$1,800 Salary supplement for parking in Washington, D.C. |
| Klein, Dale E. | Associate Vice Chancellor for Research | AUF | \$275,197 | 0.56\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | $\$ 275,197$ | 7 Represents annual rate. Dr. Klein is employed at $80 \%$ time. Also has faculty appointment at UT Austin. |
| Mercer, Wanda L. | Associate Vice Chancellor for Student Affairs | AUF | \$270,410 | 2.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$270,410 |  |
| Kazmi, Zain H. | Assistant Vice Chancellor and Chief Analytics Officer | AUF | \$261,375 | 2.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$261,375 |  |
| Willett, Gregory S. | Assistant Vice Chancellor and Chief Technology Officer | AUF | \$254,592 | 4.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$254,592 |  |

The University of Texas System Administration

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| Name | Position | Funding Source | $\begin{gathered} \text { Salary } \\ \text { (09.01.18) } \end{gathered}$ | $\begin{array}{\|c\|} \hline \text { Percentage } \\ \text { Salary Increase } \\ \text { Over FY } 2018 \\ \hline \end{array}$ | Nonsalary Benefits FY 2019 |  |  |  |  |  | TotalCompensation Explanation/ Comments |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  | Cash Bonuses | Practice <br> Plan Benefits | Housing Allowance | $\begin{gathered} \text { Car } \\ \text { Allowance } \end{gathered}$ | Other | Non-Cash Compensation |  |  |
| Marks, Alan E. | Associate Vice Chancellor for Academic Affairs | AUF | \$242,819 | 2.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$242,819 |  |
| Karoff, Rebecca | Associate Vice Chancellor for Academic Affairs | AUF | \$231,526 | 2.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$231,526 |  |
| Francis, Patrick J. | Associate Vice Chancellor for Health Affairs | AUF | \$230,010 | 2.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$230,010 |  |
| Noffke, James P. | Associate Vice Chancellor, Center for Enhancing Philanthropy | AUF | \$227,676 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$227,676 | Retired 11/1/18 |
| Brantley, Richard B. | Senior Vice President - Operations, University Lands | Designated | \$221,813 | 4.00\% | \$0 | \$0 | \$0 | \$0 | \$220,000 | \$0 | \$441,813 | Title change to Senior Vice President on $4 / 1 / 18$. Other - incentive awarded November 2018. |
| Lemoine, Kevin P. | Associate Vice Chancellor for Academic Affairs | AUF | \$227,220 | 2.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$227,220 |  |
| Carruth, Leslie A. | Associate Vice Chancellor for Health Affairs | AUF | \$224,783 | 2.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$224,783 |  |
| Syed, Omar A. | Associate Vice Chancellor and Deputy General Counsel | AUF | \$224,573 | 3.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$224,573 |  |
| Rabon, Karen A. | Senior Associate General Counsel to the Board of Regents | AUF | \$210,000 | 14.66\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$210,000 |  |
| Lynch, Julia K. | Associate Vice Chancellor for Development and Gift Planning Services | AUF | \$119,789 | 3.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$119,789 |  |
|  |  | Designated | \$86,211 | 3.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$86,211 |  |
|  |  |  | \$206,000 | 3.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$206,000 |  |
| Godby, Angela R. | Associate Vice Chancellor for Federal Relations | AUF | \$189,695 | 2.50\% | \$0 | \$0 | \$0 | \$0 | \$1,800 | \$0 | \$191,495 | Other - \$1,800 salary supplement for parking in Washington, D.C. |
| Franzen, Susan L. | Assistant Vice Chancellor for Organizational Effectiveness | AUF | \$188,190 | 2.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$188,190 |  |
| Jacobs, Thomas | Assistant Vice Chancellor for Federal Relations | AUF | \$188,065 | 2.50\% | \$0 | \$0 | \$0 | \$0 | \$1,800 | \$0 | \$189,865 | Other - \$1,800 salary supplement for parking in Washington, D.C. |
| Troutman, David R. | Associate Vice Chancellor, Strategic Initiatives | AUF | \$187,283 | 3.99\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$187,283 |  |
| Atchison, Michelle S. | Assistant Vice Chancellor for Federal Relations | AUF | \$185,628 | 2.50\% | \$0 | \$0 | \$0 | \$0 | \$1,800 | \$0 | \$187,428 | Other - \$1,800 salary supplement for parking in Washington, D.C. |
| Hah, Allen S. | Assistant Vice Chancellor for Finance | AUF | \$92,250 | 2.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$92,250 |  |
|  |  | Designated | \$92,250 | 2.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$92,250 |  |
|  |  |  | \$184,500 | 2.50\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$184,500 |  |

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2019

The University of Texas System Administration
Institution Code: 720

| Name | Position | Funding Source | $\begin{gathered} \text { Salary } \\ (09.01 .18) \end{gathered}$ | Percentage Salary Increase Over FY 2018 | Nonsalary Benefits FY 2019 |  |  |  |  |  |  |  | Explanation / Comments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  | $\begin{gathered} \text { Cash } \\ \text { Bonuses } \end{gathered}$ | $\begin{gathered} \text { Practice } \\ \text { Plan } \\ \text { Benefits } \\ \hline \end{gathered}$ | Housing Allowance | Car Allowance | Other |  | Non-Cash Compensation | $\begin{array}{\|c\|} \text { Total } \\ \text { Compensation } \\ \hline \end{array}$ |  |
| Hartmann, Laura S. | Associate Vice Chancellor for Governmental Relations | AUF | \$180,428 | 7.47\% | \$0 | \$0 | \$0 | \$0 |  | \$0 | \$0 | \$180,428 |  |
| Starkey, Roger G. | Associate Vice Chancellor for Governmental Relations | AUF | \$180,428 | 2.50\% | \$0 | \$0 | \$0 | \$0 |  | \$0 | \$0 | \$180,428 |  |
| Martinez, Arthur B. | Senior Associate General Counsel to the Board of Regents | AUF | \$177,735 | 2.50\% | \$0 | \$0 | \$0 | \$0 |  | \$0 | \$0 | \$177,735 |  |
| Prescott, Nichole S. | Assistant Vice Chancellor for Academic Affairs | AUF | \$137,904 | 4.00\% | \$0 | \$0 | \$0 | \$0 |  | \$0 | \$0 | \$137,904 |  |

