

Higher Education
Administrative Accountability Report
GAA Special Provisions Art. III, Sec 7
FY2019

Institution Code: 783

Institution Name: University of Houston - System Administration

A Name	B Position	C Funding Source	D Salary (09/01/18)	E Percentage Salary Increase Over FY 2018	Annualized Nonsalary Benefits FY 2019					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
Khator, Renu	Chancellor/President	General Revenue	70,223							2,190	72,413	Non-cash: Use of Univ Vehicle: \$2,190 Other: Longevity: \$1,200 Non-cash: Plan Contributions: 401A \$53,000 and 415M \$147,000
		Designated	830,187		200,000				1,200	200,000	1,231,387	
		Khator Total	900,410	28%	200,000	-	-	-	1,200	202,190	1,303,800	
Elnashai, Amr	VC/VP, Research	Designated	425,340					9,600	20	51,041	486,001	Other: Longevity: \$20; Non-cash: 457(f) Non Vested Distribution: \$1,041
		Elnashai Total	425,340	2%	-	-	-	9,600	20	51,041	486,001	
Brice, Eloise	VC/VP, University Advancement	Designated	416,160					9,600	50,659		476,419	Other: Longevity: \$720; Non-Cash Compensation: 401(a) Vested Distribution: \$49,939
		Brice Total	416,160	4%	-	-	-	9,600	50,659	-	476,419	
Cornell, Dona	VC/VP, Legal Affairs/General Counsel	Designated	392,812					12,000	44,937		449,750	Other: Longevity: \$3,800; Non-Cash: 457(f) Vested Distribution: \$41,137
		Cornell Total	392,812	4%	-	-	-	12,000	44,937	-	449,750	
Short, Paula	Sr VC/VP, Acad Affairs/Provost	Designated	390,150					12,000	47,538		449,688	Other: Longevity: \$720; Non-Cash: 457(f) Vested Distribution: \$46,818
		Short Total	390,150	4%	-	-	-	12,000	47,538	-	449,688	
McShan, Jim	Sr VC/VP, Admin & Finance	Designated	353,736					12,000	50,320		416,056	Other: Longevity: \$320 ; Retention Bonus: \$50,000
		McShan Total	353,736	4%	-	-	-	12,000	50,320	-	416,056	
Walker, James	VC/VP, Student Affairs	Designated	333,661					9,600	40,759		384,020	Other: Longevity: \$720; 401(a) Vested Distribution: \$40,039
		Walker Total	333,661	4%	-	-	-	9,600	40,759	-	384,020	
Smith, Jason	VC/VP, Governmental & Comm Relations	Designated	280,500					9,600	34,620		324,720	Other: Longevity: \$960; Non-Cash: 401A Plan Contribution: \$33,660
		Smith Total	280,500	2%	-	-	-	9,600	34,620	-	324,720	
Guyton, Don	Chief Audit Executive	Designated	244,494						3,600		248,094	Other: Longevity: \$3,600;
		Guyton Total	244,494	5%	-	-	-	-	3,600	-	248,094	
Garcia, Deidra	Asst VC, Governmental Relations	General Revenue	153,663								153,663	Other: Longevity: \$1,200
		Designated							1,200		1,200	
		Garcia Total	153,663	20%	-	-	-	-	-	1,200	-	