

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 FY 2015**

Institution Code: 720

Institution Name: The University of Texas System Administration

A Name	B Position	C Funding Source	D Salary (09/01/14)	E Percentage Salary Increase Over FY 2014	F Nonsalary Benefits FY 2015					K Non-Cash Compensation	L Total Compensation	M Explanation / Comments
					G Cash Bonuses	H Practice Plan Benefits	I Housing Allowance	J Car Allowance	Other			
Francisco G. Cigarroa	Chancellor	AUF	\$70,230	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$70,230	Other - One-time merit. Non-Cash Compensation - Estimated personal services
		Designated	\$259,770	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$259,770	
		Restricted	\$420,000	0.00%	\$0	\$0	\$0	\$0	\$50,000	\$12,500	\$482,500	
		Endowments	\$750,000	0.00%	\$0	\$0	\$0	\$0	\$50,000	\$12,500	\$812,500	
Raymond S. Greenberg	Executive Vice Chancellor for Health Affairs	AUF	\$700,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$700,000	
Guy Bailey	President, The University of Texas Rio Grande Valley	AUF	\$65,940	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,940	Hired 9/1/14
		Designated	\$534,060	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$534,060	
			\$600,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$600,000	
Randa S. Safady	Vice Chancellor for External Relations	AUF	\$503,800	0.00%	\$0	\$0	\$0	\$0	\$22,076	\$0	\$525,876	Other - Incentive pay
		Designated	\$46,200	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$46,200	
			\$550,000	0.00%	\$0	\$0	\$0	\$0	\$22,076	\$0	\$572,076	
Francie A. Frederick	General Counsel to the Board of Regents	AUF	\$420,900	0.00%	\$0	\$0	\$0	\$0	\$75,000	\$0	\$495,900	Other - One-time merit
Scott C. Kelley	Executive Vice Chancellor for Business Affairs	AUF	\$252,750	0.00%	\$0	\$0	\$0	\$0	\$15,795	\$0	\$268,545	Other - Incentive pay
		Designated	\$168,150	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$168,150	
			\$420,900	0.00%	\$0	\$0	\$0	\$0	\$15,795	\$0	\$436,695	

Note: Randa Safady 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.

Note: Scott Kelley 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.

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Daniel H. Sharphorn	Vice Chancellor and General Counsel	AUF	\$390,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$390,000	Promoted to Vice Chancellor effective 6/16/14
Marc Milstein	Associate Vice Chancellor and Chief Information Officer	AUF	\$375,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$375,000	Hired 7/14/14
James M. Peppers	Chief Audit Executive	AUF Designated	\$305,051	0.00%	\$0	\$0	\$0	\$0	\$36,590	\$0	\$341,641	Other - One-time merit
			\$60,849	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$60,849	
			<u>\$365,900</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$36,590</u>	<u>\$0</u>	<u>\$402,490</u>	
Pedro Reyes	Executive Vice Chancellor for Academic Affairs	AUF	\$360,900	0.00%	\$0	\$0	\$0	\$0	\$32,482	\$0	\$393,382	Other- Incentive pay. Also receives compensation for faculty related activities from UT Austin
<p>Note: Pedro Reyes 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.</p>												
Randall F. Wallace	Associate Vice Chancellor - Controller and Chief Budget Officer	AUF/GR Designated	\$246,752	2.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$246,752	
			\$105,248	2.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,248	
			<u>\$352,000</u>	<u>2.03%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$352,000</u>	
Amy S. Thomas	Vice Chancellor for Health Affairs	AUF	\$347,900	1.16%	\$0	\$0	\$0	\$0	\$30,231	\$0	\$378,131	Other - Incentive pay
<p>Note: Amy Thomas 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.</p>												
Patricia D. Hurn	Vice Chancellor for Health Affairs	AUF	\$315,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$315,000	
Michael O'Donnell	Associate Vice Chancellor for Facilities Planning and Construction	Designated	\$303,666	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$303,666	

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John C. Hayek	Associate Vice Chancellor and Chief of Staff for Academic Affairs	AUF	\$301,155	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$301,155	
Philip R. Aldridge	Associate Vice Chancellor for Business Development	AUF	\$300,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$300,000	Hired 8/1/14
Barry R. McBee	Vice Chancellor and Chief Governmental Relations Officer	AUF	\$280,900	0.00%	\$0	\$0	\$0	\$0	\$18,874	\$0	\$299,774	Other - Incentive pay
<p>Note: Barry McBee 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.</p>												
William H. Shute	Vice Chancellor for Federal Relations	AUF	\$276,500	0.00%	\$0	\$0	\$0	\$0	\$15,453	\$0	\$291,953	Other - \$1,800 Salary supplement for parking in Washington, D.C; \$13,653 incentive pay
<p>Note: William Shute 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.</p>												
Stephanie A. Huie	Vice Chancellor for Strategic Initiatives	AUF	\$265,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$265,000	
Dale E. Klein	Associate Vice Chancellor for Research	AUF	\$263,048	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$263,048	80% time. Also has faculty appointment at UT Austin
Linda K. Johnsrud	Associate Vice Chancellor for Community College Partnerships	AUF	\$255,000	23.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$255,000	Hired 1/1/14
David S. Morales	Deputy General Counsel to the Board of Regents	AUF	\$252,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$252,000	Hired 4/14/14
Terry A. Hull	Associate Vice Chancellor for Finance	AUF	\$119,150	3.47%	\$0	\$0	\$0	\$0	\$0	\$0	\$119,150	
		Designated	\$119,150	3.47%	\$0	\$0	\$0	\$0	\$0	\$0	\$119,150	
			<u>\$238,300</u>	<u>3.47%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$238,300</u>	

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Daniel N. Stewart	Associate Vice Chancellor for Employee Benefits and Services	Designated	\$222,100	3.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$222,100	
Richard A. St. Onge	Associate Vice Chancellor for Shared Services	AUF	\$125,995	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$125,995	
		Designated	\$88,210	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$88,210	
			\$214,205	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$214,205	
James P. Noffke	Associate Vice Chancellor for the Center for Enhancing Philanthropy	AUF	\$208,161	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$208,161	Promoted to Associate Vice Chancellor on 9/1/13
		Designated	\$5,337	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,337	
			\$213,498	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$213,498	
Wanda L. Mercer	Associate Vice Chancellor for Student Affairs	AUF	\$212,977	3.47%	\$0	\$0	\$0	\$0	\$0	\$0	\$212,977	
Steven R. Collins	Associate Vice Chancellor for Governmental Relations & Special Counsel	AUF	\$211,462	1.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$211,462	
Angela R. Godby	Associate Vice Chancellor for Federal Relations	AUF	\$173,123	5.02%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$174,923	Other - \$1,800 salary supplement for parking in Washington, D.C.
Thomas Jacobs	Assistant Vice Chancellor for Federal Relations	AUF	\$172,900	2.37%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$174,700	Other - \$1,800 salary supplement for parking in Washington, D.C.
Julia K. Lynch	Associate Vice Chancellor for Development & Gift Planning Services	AUF	\$99,910	9.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$99,910	
		Designated	\$71,905	9.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$71,905	
			\$171,815	9.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$171,815	
Karen A. Rabon	Associate General Counsel to the Board of Regents	AUF	\$170,189	3.24%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,189	
Michelle S. Atchison	Assistant Vice Chancellor for Federal Relations	AUF	\$169,000	2.42%	\$0	\$0	\$0	\$0	\$1,800	\$0	\$170,800	Other - \$1,800 salary supplement for parking in Washington, D.C.

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Roger G. Starkey	Associate Vice Chancellor for Governmental Relations	AUF	\$163,754	1.75%	\$0	\$0	\$0	\$0	\$0	\$0	\$163,754	
Patrick J. Francis	Assistant Vice Chancellor for Health Affairs	AUF	\$156,265	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$156,265	
Brian K. Jammer	Associate Vice Chancellor for Governmental Relations	AUF	\$155,136	4.46%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,136	
Alan E. Marks	Assistant Vice Chancellor for Academic Affairs	AUF	\$154,918	2.66%	\$0	\$0	\$0	\$0	\$0	\$0	\$154,918	
Allen S. Hah	Assistant Vice Chancellor for Finance	AUF	\$77,365	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,365	
		Designated	\$77,364	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,364	
			\$154,729	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$154,729	
Kevin P. Lemoine	Assistant Vice Chancellor for Academic Affairs	AUF	\$141,040	5.63%	\$0	\$0	\$0	\$0	\$0	\$0	\$141,040	
Laura S. Hartmann	Assistant Vice Chancellor for Governmental Relations	AUF	\$138,000	18.94%	\$0	\$0	\$0	\$0	\$0	\$0	\$138,000	
Jitendra Vijay	Assistant Vice Chancellor for Technology Commercialization	AUF	\$130,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,000	Promotion to Assistant Vice Chancellor effective 9/1/14. Incumbant was receiving a salary supplement for Executive Director duties prior to 9/1/14.
Kristy J. Orr	Assistant General Counsel to the Board of Regents	AUF	\$116,104	2.47%	\$0	\$0	\$0	\$0	\$0	\$0	\$116,104	
Tomas Guajardo	Assistant Vice Chancellor for Governmental Relations	AUF	\$115,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,000	Hired 6/1/14