

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 724

Institution Name: The University of Texas at El Paso

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Natalicio, Diana S.	President	General Revenue	\$65,945	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	Incentive Compensation (\$33,727)
		Restricted	\$360,810	10.74%	\$0	\$0	\$0	\$0	\$33,727	\$0	\$394,537	
		Total	\$426,755	8.93%	\$0	\$0	\$0	\$0	\$33,727	\$0	\$460,482	

Note: Dr. Natalicio participates in an incentive compensation program where award opportunity levels are adjusted to reflect her success in attaining performance goals. The award opportunity is 12.5% of FY 2015 base salary adjusted depending on achievement of "Threshold, Target, and Maximum" goals. Achievement of Threshold goals earned 50%, Target goals earned 100%, and Maximum goals earned 150% of the award opportunity respectively. The amount of compensation payable in FY 2016 for FY 2015 performance is determined by the Board of Regents in two parts. Qualitative awards were made in October 2015, while quantitative awards will be made in February 2016. Incentive compensation reported above as "other" is the actual qualitative award amount paid in October 2015 and an estimated quantitative award amount based on the actual quantitative payment made in the prior fiscal year.

Echegoyen, Luis A.	Professor and Welch Chair in Chemistry/Associate Vice President for Research	General Revenue	\$327,072	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$327,072	
Daudistel, Howard	Interim Provost and Vice President for Academic Affairs	General Revenue	\$285,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$285,000	
Nachtmann, Robert	Dean - College of Business	General Revenue	\$275,000	2.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$275,000	Betty M. MacGuire Distinguished Professorship in Business Administration
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$13,000	\$0	\$13,000	
		Total	\$275,000	2.52%	\$0	\$0	\$0	\$0	\$13,000	\$0	\$288,000	
Osegueda, Roberto A.	Vice President for Research	General Revenue	\$265,000	5.92%	\$0	\$0	\$0	\$0	\$0	\$0	\$265,000	
Stull, Robert	Director of Intercollegiate Athletics	Auxiliary	\$181,300	3.84%	\$0	\$0	\$0	\$0	\$27,407	\$15,318	\$224,025	Incentive Compensation based on FY15 actual (\$27,407); Personal use of courtesy vehicle (\$8,300); Complimentary country club membership - annual dues (\$6,018); Nike apparel contract - not paid by UTEP (\$1,000)
		Designated	\$77,700	1.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,700	
		Total	\$259,000	5.49%	\$0	\$0	\$0	\$0	\$27,407	\$15,318	\$301,725	
Provencio-Vasquez, Elias	Dean - School of Nursing	General Revenue	\$257,000	2.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$257,000	Robert H. Hoy III Distinguished Professorship in Health Sciences
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$9,000	\$0	\$9,000	
		Total	\$257,000	2.80%	\$0	\$0	\$0	\$0	\$9,000	\$0	\$266,000	
Kirken, Robert A.	Dean - College of Science	General Revenue	\$255,000	2.54%	\$0	\$0	\$0	\$0	\$0	\$0	\$255,000	
Adauto III, Ricardo	Executive Vice President and Interim Vice President for Business Affairs	General Revenue	\$250,000	0.00%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$275,000	For duties as Interim Vice President for Business Affairs

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Rivera, Jose	Founding Dean - School of Pharmacy	General Revenue	\$220,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$220,000	
Witherspoon, Patricia	Dean - College of Liberal Arts	General Revenue	\$210,000	2.44%	\$0	\$0	\$0	\$0	\$0	\$0	\$210,000	
Curtis, Kathleen	Dean - College of Health Sciences	General Revenue	\$206,000	2.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$206,000	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	
		Total	\$206,000	2.51%	\$0	\$0	\$0	\$0	\$7,500	\$0	\$213,500	
Ferregut, Carlos	Interim Dean - College of Engineering	General Revenue	\$202,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$202,000	
Riter, Stephen	Vice President for Information Resources and Planning	General Revenue	\$200,000	2.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,000	Mr. and Mrs. MacIntosh Murchison Chair in Engineering No. 3
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$45,000	\$0	\$45,000	
		Total	\$200,000	2.52%	\$0	\$0	\$0	\$0	\$45,000	\$0	\$245,000	
Edens, Gary E.	Vice President for Student Affairs	General Revenue	\$195,700	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$195,700	
Stakes, Robert L.	Associate Vice President for Library and Associate Vice President for Institutional Advancement	Designated	\$188,190	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$188,190	
Stanton Gerrow, Robin	Associate Vice President University Communications	General Revenue	\$182,700	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$182,700	
Giorgis, Cynthia A.	Dean - College of Education	General Revenue	\$182,000	2.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$182,000	
Aley, Stephen B.	Associate Vice President	General Revenue	\$172,049	2.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$172,049	
Ambler, Charles H	Dean - Graduate School	General Revenue	\$170,400	6.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,400	
McNicol, Gregory L.	Associate Vice President for Business Affairs	General Revenue	\$164,500	2.54%	\$0	\$0	\$0	\$0	\$0	\$0	\$164,500	
Brown Jr., Roger E.	Associate Vice President for Human Resource Services	General Revenue	\$158,355	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$158,355	
Daniel, Richard J.	Associate Vice President for Institutional Advancement	Designated	\$153,947	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$153,947	
Brunk-Chavez, Beth L.	Interim Dean - Extended University	General Revenue	\$150,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,000	
Turrietta, Anthony	Associate Vice President for Business Affairs and Comptroller	General Revenue	\$149,900	3.45%	\$0	\$0	\$0	\$0	\$0	\$0	\$149,900	
Wiebe, John S.	Associate Provost	General Revenue	\$143,622	6.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$143,622	

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Mathew, Roy	Associate Vice President for Center for Institutional Evaluation, Research and Planning	General Revenue	\$133,291	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$133,291	
Pacheco, Victor M.	Assistant Vice President for Business Affairs	General Revenue	\$123,000	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$123,000	
Ekal, Donna	Associate Provost for Undergraduate Studies	General Revenue	\$122,711	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,711	
McCorry, Catherine M.	Associate Vice President for Student Engagement and Dean of Students	General Revenue	\$121,227	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$121,227	
Paez, Leticia	Assistant Dean - College of Health Sciences	General Revenue	\$96,902	1.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$96,902	
		Restricted	\$24,226	0.45%	\$0	\$0	\$0	\$0	\$0	\$0	\$24,226	
		Total	\$121,128	2.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$121,128	
De Hoyos, Diane	Assistant Vice President for Business Affairs	General Revenue	\$117,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,000	
Flores, Elizabeth	Associate Provost for Resource Management	General Revenue	\$116,189	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$116,189	
Price, Adriana	Assistant Vice President for Institutional Advancement	General Revenue	\$113,512	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$113,512	
Lopez, Alberto	Assistant Vice President for Institutional Advancement	Designated	\$112,200	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$112,200	
Currey, Robert M.	Assistant Vice President for Research	General Revenue	\$109,276	2.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$109,276	
Uribarri, Laura M.	Assistant Dean - College of Business	General Revenue	\$109,099	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$109,099	
Walsh, Clifton C.	Chief of Police	General Revenue	\$110,316	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$110,316	
Moss, Robert D.	Assistant Vice President for Environmental Health and Safety	General Revenue	\$108,000	3.07%	\$0	\$0	\$0	\$0	\$0	\$0	\$108,000	
Rodriguez Jr., Luis	Assistant Vice President for Student Success	Auxiliary	\$107,576	8.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,576	
Dokie, Manuela	Assistant Vice President for Research and Compliance	General Revenue	\$103,454	2.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$103,454	
Kaul, Anupama	Associate Dean - College of Engineering	General Revenue	\$105,000	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,000	Also has faculty appointment
Robinson, Nathaniel	Assistant Vice President for Facility Security	General Revenue	\$102,900	2.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$102,900	
Holmes, Ryan C.	Assistant Vice President for Student Support	General Revenue	\$101,531	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$101,531	

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Cochrane Jr., Gerard D.	Chief Information Security Officer	Designated	\$100,296	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$100,296	
Vasquez-Vicario, Amanda	Assistant Vice President for Enrollment Services	General Revenue	\$100,198	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$100,198	
Blum, Toni L.	Assistant Provost of Assessment and Accreditation	General Revenue	\$99,323	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$99,323	
Frankwick, Gary L.	Associate Dean - College of Business	General Revenue	\$98,153	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$98,153	Also has faculty appointment
Vasquez, Sandra B.	Assistant Vice President for Equal Opportunity	General Revenue	\$98,000	3.16%	\$0	\$0	\$0	\$0	\$0	\$0	\$98,000	
Carmona, Josefina	Assistant Dean - Extended University	General Revenue	\$95,709	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$95,709	
Ruiter, David	Associate Provost	General Revenue	\$79,349	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$79,349	Also has faculty appointment
Nava, Patricia	Associate Dean - College of Engineering	General Revenue	\$78,953	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$78,953	Also has faculty appointment
Anchondo, Myrna	Assistant Dean - School of Nursing	General Revenue	\$73,725	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$73,725	
Topp, Michael	Associate Dean - College of Liberal Arts	General Revenue	\$67,601	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$67,601	Also has faculty appointment
Johnson, Steve A.	Associate Dean - College of Business	General Revenue	\$66,985	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$66,985	Also has faculty appointment
Sirmon-Taylor, Bess	Associate Dean - Graduate School	General Revenue	\$59,036	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$59,036	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
Jayasuriya, Maryse D.	Associate Dean - College of Education	General Revenue	\$56,355	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$56,355	Also has faculty appointment
De La Piedra, Maria T.	Associate Dean - College of Education	General Revenue	\$55,688	2.60%	\$0	\$0	\$0	\$0	\$0	\$0	\$55,688	Also has faculty appointment
Gosselink, Kristin	Associate Dean - College of Science	General Revenue	\$55,090	0.62%	\$0	\$0	\$0	\$0	\$0	\$0	\$55,090	Also has faculty appointment
Carrejo, David J.	Associate Dean - College of Education	General Revenue	\$52,927	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$52,927	Also has faculty appointment