

THE UNIVERSITY OF TEXAS SYSTEM

Compensation - Academic Institution Presidents

Approved FY 2017 Salary Rates Effective September 1, 2016 for Fiscal Year Ending August 31, 2017

Proposed Incentive Compensation for approval

	Approved 2016	Approved 2017 Approved Incentive Comp
ACADEMIC INSTITUTION PRESIDENTS		
U. T. Arlington		
<i>Vistasp M. Karbhari</i>		
Salary Rate	\$ 485,000	485,000
Incentive Compensation		
Qualitative	41,225	41,225
Quantitative	33,649	36,375
Subtotal Incentive Compensation	<u>74,874</u>	<u>77,600</u>
Total Compensation	<u>\$ 559,874</u>	<u>562,600</u>
U. T. Austin		
<i>Gregory L. Fenves</i>		
Salary Rate	\$ 750,000	750,000
Deferred Compensation ¹	50,000	50,000
Subtotal Compensation	<u>800,000</u>	<u>800,000</u>
Incentive Compensation		
Qualitative	-	- ³
Quantitative	-	- ³
Subtotal Incentive Compensation	-	-
Total Compensation	<u>\$ 800,000</u>	<u>800,000</u>
U. T. Dallas		
<i>Richard C. Benson²</i>		
Salary Rate	\$ 525,000	525,000
Total Compensation	<u>\$ 525,000</u>	<u>525,000</u>
U. T. El Paso		
<i>Diana S. Natalicio</i>		
Salary Rate	\$ 426,755	426,755
Incentive Compensation		
Qualitative	31,340	29,873
Quantitative	15,425	29,873
Subtotal Incentive Compensation	<u>46,765</u>	<u>59,746</u>
Total Compensation	<u>\$ 473,520</u>	<u>59,746</u>

Note: Presidents are paid \$65,945 from General Revenue with the difference paid from other institutional fund sources

¹Vests 8/31/2020

²Appointed as President effective July 15, 2016

³It was recommended that President Fenves receive \$75,000 for both Qualitative and Quantitative incentive compensation but he has requested to opt out for FY 2017.

Incentive Compensation for FY 2016: Qualitative portion was paid in October 2015 and quantitative portion was paid in March 2016.

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Proposed Incentive Compensation for approval

	Approved 2016	Approved 2017 Approved Incentive Comp
ACADEMIC INSTITUTION PRESIDENTS (continued)		
U. T. Permian Basin		
<i>W. David Watts</i>		
Salary Rate	\$ 310,193	310,193
Incentive Compensation		
Qualitative	21,713	20,163
Quantitative	26,318	20,163
Subtotal Incentive Compensation	48,031	40,326
Total Compensation	\$ 358,224	55,326
U. T. Rio Grande Valley		
<i>Guy H. Bailey</i>		
Salary Rate	\$ 600,000	600,000
Incentive Compensation		
Qualitative	54,000	54,000
Quantitative	-	48,000
Subtotal Incentive Compensation	54,000	102,000
Total Compensation	\$ 654,000	702,000
U. T. San Antonio		
<i>Ricardo Romo</i>		
Salary Rate	\$ 406,291	406,291
Incentive Compensation		
Qualitative	30,472	26,409
Quantitative	27,423	24,377
Subtotal Incentive Compensation	57,895	50,786
Total Compensation	\$ 464,186	457,077
U. T. Tyler		
<i>Rodney H. Mabry</i>		
Salary Rate	\$ 355,749	355,749
Incentive Compensation		
Qualitative	23,123	21,345
Quantitative	18,900	23,124
Subtotal Incentive Compensation	42,023	44,469
Total Compensation	\$ 397,772	400,218

Note: Presidents are paid \$65,945 from General Revenue with the difference paid from other institutional fund sources

¹Vests 8/31/2020

²Appointed as President effective July 15, 2016

Incentive Compensation for FY 2016: Qualitative portion was paid in October 2015 and quantitative portion was paid in March 2016.