

Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2026

The University of Texas System Administration
Institution Agency Code: 720

A Name	B Position	C Funding Source	D Salary (9.1.2025)	E Percentage Salary Increase Over Prior Year	F G H I J K Nonsalary Benefits FY 2026						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		
Zerwas, John	Chancellor	AUF Designated Restricted	\$70,103	-91.37%	\$0	\$0	\$0	\$0	\$0	\$0	\$70,103	
			\$381,810	n/a	\$0	\$0	\$0	\$0	\$0	\$0	\$381,810	
			\$523,087	n/a	\$0	\$0	\$0	\$0	\$0	\$0	\$523,087	
			\$975,000	20.04%	\$0	\$0	\$0	\$0	\$0	\$0	\$975,000	Promoted 8/20/2025
Murphy, William	Chief Executive Officer - University Lands	Designated	\$1,087,000	10.00%	\$0	\$0	\$0	\$0	\$100,000	\$0	\$1,187,000	Other - Deferred compensation subject to vesting period
Pruitt, Jonathan	Executive Vice Chancellor for Business Affairs and Chief Operating Officer	AUF Designated	\$329,739	13.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$329,739	
			\$494,609	13.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$494,609	
			\$824,348	13.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$824,348	Promoted 2/1/2025
Lakey, David	Vice Chancellor for Health Affairs and Chief Medical Officer	AUF	\$634,089	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$634,089	
Hull, Terry	Associate Vice Chancellor for Finance and Chief Financial Officer	Designated	\$625,236	18.36%	\$0	\$0	\$0	\$0	\$407	\$0	\$625,643	Promoted 2/1/2025; Other - University Salary Supplement (USS)
Schellstede, Maryam	Chief Operating Officer - University Lands	Designated	\$588,883	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$588,883	
Safady, Randa S.	Vice Chancellor for External Relations and Chief Advancement Officer	AUF Designated Restricted	\$315,036	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$315,036	
			\$173,414	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$173,414	
			\$89,598	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$89,598	
			\$578,048	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$578,048	
Owen, Brian	Senior Vice President, Land - University Lands	Designated	\$566,316	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$566,316	
Holmes Jr., Archie L.	Executive Vice Chancellor for Academic Affairs	AUF	\$560,000	7.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$560,000	
Napier, Stacey	General Counsel to the Board of Regents	AUF	\$550,000	7.04%	\$0	\$0	\$0	\$0	\$0	\$0	\$550,000	
Rathgeber, Julia	Deputy Chancellor and Senior Policy Advisor	AUF	\$550,000	22.75%	\$0	\$0	\$0	\$0	\$0	\$0	\$550,000	Promoted 9/1/2025
Sharphorn, Daniel H.	Vice Chancellor and General Counsel	AUF Designated	\$265,041	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$265,041	
			\$265,041	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$265,041	
			\$530,082	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$530,082	

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Champion, Lauren	Senior Vice President, Chief Legal Officer - University Lands	Designated	\$520,850	12.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$520,850	
Crain, R. David	Associate Vice Chancellor and Chief Information Officer	AUF	\$496,705	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$496,705	
Peppers, James M.	Chief Audit Executive	AUF Designated	\$377,774 \$75,356 \$453,130	3.00% 3.00% 3.00%	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$377,774 \$75,356 \$453,130	
Horton, Derek	Associate Vice Chancellor and Deputy Financial Officer	AUF	\$408,000	18.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$408,000	Promotion 11/1/2025
Yancer, Phillip	Vice President, Land - University Lands	Designated	\$404,790	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$404,790	
Bienvenue, Joan	Associate Vice Chancellor, Research	AUF	\$344,448	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$344,448	
Dendy, Phillip B.	Chief Compliance and Risk Officer	AUF Designated	\$85,070 \$255,211 \$340,281	3.89% 3.89% 3.89%	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$85 \$255 \$340	\$0 \$0 \$0	\$85,155 \$255,466 \$340,621	Other - USS Other - USS	
Gibbins, Jenna	Vice President, Natural Resource Development - University Lands	Designated	\$332,800	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$332,800	
Khan, Faraz	Associate Vice Chancellor and Controller	AUF	\$330,000	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$330,000	
Solberg, Eric	Associate Vice Chancellor - Health Affairs	AUF	\$323,904	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$323,904	
Ford, Tracey D.	Associate Vice Chancellor - Student Affairs	AUF	\$322,920	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$322,920	
Clegg, Kevin	Vice President, Emerging Energies - University Lands	Designated	\$322,920	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$322,920	
Kazmi, Zain H.	Associate Vice Chancellor, Chief Analytics Officer	AUF	\$318,155	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$318,155	

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Lein, David	Associate Vice Chancellor and Deputy General Counsel	AUF	\$172,744	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$172,744	\$141,336 \$314,080 Promoted 6/1/2025
			Designated		\$141,336 \$314,080	4.00% 4.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$141,336 \$314,080	
Harris, Stephen	Assistant Vice Chancellor for Capital Projects	AUF Designated	\$155,620 \$155,620	79.31% -26.76%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$155,620 \$155,620	\$311,240 Promoted 9/1/2025
					\$311,240	4.00%	\$0	\$0	\$0	\$0	\$311,240	
Rojas, Mario	Vice President, IT and Land Administration - University Lands	Designated	\$307,395	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$307,395	
Garcia, Melissa	Senior Associate Vice Chancellor and Chief of Staff	AUF	\$293,011	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$293,011 Promoted 8/1/2025	
Hah, Allen S.	Assistant Vice Chancellor for Finance	Designated	\$287,109	15.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$287,109	
Karoff, Rebecca	Associate Vice Chancellor for Academic Affairs	AUF	\$283,880	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$283,880	
Hartmann, Laura S.	Deputy Vice Chancellor for Governmental Relations	AUF	\$278,875	15.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$278,875 Promoted 9/1/2025	
Griffin, Sean	Deputy Vice Chancellor for Governmental Relations	AUF	\$278,875	15.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$278,875 Promoted 9/1/2025	
King, Serenity	Associate Vice Chancellor for Academic Affairs	AUF	\$278,602	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$278,602 Hired 1/6/2025	
Rabon, Karen A.	Senior Associate General Counsel to the Board of Regents	AUF	\$275,802	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$275,802	
Chambers, Laura	Assistant Vice Chancellor for Employee Benefits	Designated	\$272,800	15.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$272,800 Promoted 9/1/2025	
Cantu, Victoria	Assistant Vice Chancellor, Managing Attorney	Designated	\$264,600	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$264,600	
Kadura, Sheila	Associated General Counsel and Chief Innovation Officer	AUF	\$262,500	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$262,500 Promoted 7/7/2025	
White, Jeffery	Vice President, Surface Operations - University Lands	Designated	\$262,500	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$262,500 Promoted 3/1/2025	
Starkey, Roger	Associate Vice Chancellor for Governmental Relations	AUF	\$260,975	9.72%	\$0	\$0	\$0	\$0	\$615	\$0	\$261,590 Other - USS	
Sherman, Susan	Associate Vice Chancellor for Governmental Relations	AUF	\$260,975	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$260,975	

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Barnett, Jennifer	Assistant Vice Chancellor, Managing Attorney	AUF Designated	\$218,644	-9.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$218,644	
			\$38,584	n/a	\$0	\$0	\$0	\$0	\$0	\$0	\$38,584	
			\$257,228	7.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$257,228	
Vockell, Marc	Assistant Vice Chancellor, Managing Attorney	AUF Designated	\$180,060	7.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,060	
			\$77,168	7.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,168	
			\$257,228	7.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$257,228	Promoted 11/5/2024
Bellomy, Lauren	Senior Associate General Counsel to the Board of Regents	AUF	\$247,884	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$247,884	
Lewis, Jonathan	Associate Vice Chancellor for Health Affairs	AUF	\$243,810	8.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$243,810	
Poursmaeli, Mehran	Assistant Vice Chancellor for Creative and Digital Communication	AUF Designated	\$196,968	4.60%	\$0	\$0	\$0	\$0	\$0	\$0	\$196,968	
			\$34,759	619.95%	\$0	\$0	\$0	\$0	\$0	\$0	\$34,759	
			\$231,727	19.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$231,727	Promoted 9/1/2025
Felts, Karoline	Associate Vice Chancellor, Advancement Services	AUF Designated	\$54,589	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,589	
			\$163,765	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$163,765	
			\$218,354	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$218,354	
Prescott, Nichole	Assistant Vice Chancellor for Academic Affairs	AUF	\$190,116	5.67%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,116	