

Higher Education - Administrative Accountability Report
GAA, Art. III, Special Provisions, Sec. 5.7
Fiscal Year 2026
Texas Tech University System Administration
Institution Code: 768

| A | B | C | D | E | F | G | H | I | J | K | L |
|------------------|---|----------------|--|---|---------------------|------------|--------------------------------|-------|--------------------------|-----------------------|--|
| Name | Position | Funding Source | Annual Salary FY 2026 (09/01/25) | Percentage Salary Increase Over FY 2025 | Non-Salary Benefits | | | | | Total Compensation | Explanation / Comments |
| | | | | | Longevity | Allowances | Annual Retention Payment | Other | Non-Cash Compensation | | |
| Tedd L. Mitchell | Chancellor | Appropriated | \$70,231 | | \$2,260 | | | | | \$72,491 | |
| | | Designated | \$1,022,189 | | | | | | | \$3,942 | Supplemental Insurance |
| | | Total | \$1,092,420 | 2.00% | \$2,260 | \$0 | \$0 | \$0 | \$3,942 | \$1,098,622 | |
| Dailey Fuller | Chief of Staff | Designated | \$275,000 | | \$1,920 | | | | | \$276,920 | |
| | | Total | \$275,000 | 10.00% | \$1,920 | \$0 | \$0 | \$0 | \$0 | \$276,920 | |
| Eric Bentley | Vice Chancellor & General Counsel | Designated | \$386,316 | | \$2,540 | | | | | \$393,454 | Supplemental Insurance |
| | | Total | \$386,316 | 2.00% | \$2,540 | \$0 | \$0 | \$0 | \$4,598 | \$393,454 | |
| Billy Breedlove | Vice Chancellor Facilities Planning and Construction | Designated | \$344,005 | | \$1,680 | | | | | \$345,685 | |
| | | Total | \$344,005 | 10.00% | \$1,680 | \$0 | \$0 | \$0 | \$0 | \$345,685 | |
| Martha Brown | Vice Chancellor State Relations | Appropriated | \$191,670 | | \$6,421 | | | | | \$198,091 | |
| | | Designated | \$157,011 | | \$2,369 | | | | | \$573 | Supplemental Insurance |
| | | Total | \$348,681 | 2.00% | \$8,790 | \$0 | \$0 | \$0 | \$573 | \$358,044 | |
| Kristina Butts | Vice Chancellor Governmental Relations | Designated | \$300,587 | | \$1,560 | | | | | \$302,147 | |
| | | Total | \$300,587 | 2.00% | \$1,560 | \$0 | \$0 | \$0 | \$0 | \$302,147 | |
| Teresa Jack | Interim Chief Audit Executive | Designated | \$60,000 | | | | | | | \$60,000 | Interim Duties Only |
| | | Total | \$60,000 | n/a | \$0 | \$0 | \$0 | \$0 | \$0 | \$60,000 | |
| Patrick Kramer | Vice Chancellor Institutional Advancement | Designated | \$390,510 | | \$1,000 | | | | | \$391,510 | |
| | | Total | \$390,510 | 2.00% | \$1,000 | \$0 | \$0 | \$0 | \$0 | \$391,510 | |
| James Mauldin | Vice Chancellor & Chief Financial Officer | Designated | \$627,000 | | \$1,494 | | | | | \$628,494 | |
| | | Total | \$627,000 | 32.00% | \$1,494 | \$0 | \$0 | \$0 | \$0 | \$628,494 | |
| Keino McWhinney | Special Assistant to the Chancellor & Secretary of the Board | Appropriated | \$37,207 | | \$1,106 | | | | | \$38,312 | |
| | | Designated | \$176,993 | | \$4,346 | | | | | \$181,340 | |
| | | Total | \$214,200 | 2.00% | \$5,452 | \$0 | \$0 | \$0 | \$0 | \$219,652 | |
| Jason Weber | Vice Chancellor Leader and Culture Development | Designated | \$300,000 | | \$700 | | | | | \$300,700 | Promoted July 2025 |
| | | Total | \$300,000 | n/a | \$700 | \$0 | \$0 | \$0 | \$0 | \$300,700 | |
| Tim Barrett | Chief Investment Officer | Designated | \$455,301 | | \$1,440 | | | | | \$456,741 | TBD Incentive Plan |
| | | Total | \$455,301 | 2.00% | \$1,440 | \$0 | \$0 | \$0 | \$0 | \$456,741 | |
| Chelle Hillis | Associate Vice Chancellor & Deputy Chief Financial Officer | Designated | \$195,700 | | \$1,740 | | | | | \$197,440 | |
| | | Total | \$195,700 | 5.78% | \$1,740 | \$0 | \$0 | \$0 | \$0 | \$197,440 | |
| Joseph Dailey | Associate Vice Chancellor Advancement Services | Designated | \$200,000 | | \$2,400 | | | | | \$202,400 | Promoted October 2025 |
| | | Total | \$200,000 | n/a | \$2,400 | \$0 | \$0 | \$0 | \$0 | \$202,400 | |
| Keith Halman | Associate Vice Chancellor & Chief Information Officer | Designated | \$285,600 | | \$2,140 | | | | | \$287,740 | |
| | | Total | \$285,600 | 2.00% | \$2,140 | \$0 | \$0 | \$0 | \$0 | \$287,740 | |
| Todd Hardin | Associate Vice Chancellor Facilities Planning and Construction | Designated | \$195,510 | | \$3,120 | | | | | \$198,630 | |
| | | Total | \$195,510 | 18.09% | \$3,120 | \$0 | \$0 | \$0 | \$0 | \$198,630 | |
| Cole Johnson | Associate Vice Chancellor Governmental Relations | Designated | \$67,500 | | \$0 | | | | | \$67,500 | Reappointed to 0.25 FTE, remainder with TTUHSC |
| | | Total | \$67,500 | n/a | \$0 | \$0 | \$0 | \$0 | \$0 | \$67,500 | |
| Victor Mellinger | Associate Vice Chancellor & Deputy General Counsel | Designated | \$246,322 | | \$3,680 | | | | | \$250,002 | |
| | | Total | \$246,322 | 2.00% | \$3,680 | \$0 | \$0 | \$0 | \$0 | \$250,002 | |
| Jennifer Brown | Sr. Director, Federal Relations | Designated | \$199,735 | | \$920 | | | | | \$200,655 | |
| | | Total | \$199,735 | 2.00% | \$920 | \$0 | \$0 | \$0 | \$0 | \$200,655 | |

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| Emily Cormier | Assistant Vice Chancellor Governmental Relations | Designated | \$224,400 | | \$1,720 | | | | | \$226,120 | |
| | | Total | \$224,400 | 2.00% | \$1,720 | \$0 | \$0 | \$0 | \$0 | \$226,120 | |
| Emily Guy | Assistant Vice Chancellor Advancement Services | Designated | \$139,800 | | \$1,920 | | | | | \$141,720 | |
| | | Total | \$139,800 | 8.78% | \$1,920 | \$0 | \$0 | \$0 | \$0 | \$141,720 | |
| Worth Farabee | Assistant Vice Chancellor Governmental Relations | Designated | \$153,000 | | \$1,440 | | | | | \$154,440 | Promoted December 2024 |
| | | Total | \$153,000 | n/a | \$1,440 | \$0 | \$0 | \$0 | \$0 | \$154,440 | |
| Marcy Huey | Assistant Vice Chancellor Risk Management and Compliance | Appropriated | \$49,660 | | | | | | | \$49,660 | Hired May 2025 |
| | | Designated | \$165,320 | | | | | | | \$165,320 | |
| | | Total | \$214,980 | n/a | \$0 | \$0 | \$0 | \$0 | \$0 | \$214,980 | |
| Lane Mears | Assistant Vice Chancellor Leader and Culture Development | Restricted | \$168,000 | | \$40 | | | | | \$168,040 | Hired June 2025 |
| | | Total | \$168,000 | n/a | \$40 | \$0 | \$0 | \$0 | \$0 | \$168,040 | |
| Dawn Payne | Assistant Vice Chancellor & Director of EEO | Designated | \$173,601 | | \$1,920 | | | | | \$175,521 | |
| | | Total | \$173,601 | 2.00% | \$1,920 | \$0 | \$0 | \$0 | \$0 | \$175,521 | |
| Bogan Pollock | Assistant Vice Chancellor Governmental Relations | Appropriated | \$16,609 | | \$493 | | | | | \$17,102 | |
| | | Designated | \$177,191 | | \$4,809 | | | | | \$182,001 | |
| | | Total | \$193,800 | 2.00% | \$5,302 | \$0 | \$0 | \$0 | \$0 | \$199,102 | |
| Nathan Rice | Assistant Vice Chancellor Institutional Advancement | Designated | \$150,300 | | \$1,920 | | | | | \$152,220 | |
| | | Total | \$150,300 | 15.12% | \$1,920 | \$0 | \$0 | \$0 | \$0 | \$152,220 | |