

Higher Education												
Administrative Accountability Report												
GAA Special Provisions Art. III, Sec 7												
FY2026												
Institution Code: 783												
Institution Name: University of Houston - System Administration												
A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (09/01/25)	Percentage Salary Increase Over FY 2025	Annualized Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Khator, Renu	Chancellor/President	General Revenue	69,990							2,003	71,993	Non-cash: Use of Univ Vehicle: \$2,003
		Designated	1,033,951		300,000			-	231,387	532,000	2,097,338	Other: Longevity: \$2,060; Club Membership: \$1,418; Additional compensation 457(f) one time payout: \$227,909; Non-cash compensation 457(f) not vested (Retention): \$332,000; (Performance) \$200,000; Cash Bonus: 300,000
		Khator Total	1,103,941	2%	300,000	-	-	-	231,387	534,003	2,169,331	
Bartlett, Raymond S	Sr VC/VP, Admin & Finance	Designated	480,037					12,000	61,204		553,241	Other: Longevity: \$3,600; Additional compensation 401(A) monthly payout:\$57,604; Car Allowance: \$12,000
		Bartlett Total	480,037	3%	-	-	-	12,000	61,204	-	553,241	
Cornell, Dona	VC/VP, Legal Affairs/General Counsel	Designated	470,609					12,000	61,033		543,642	Other: Longevity: \$4,560;Additional compensation 457(f) monthly payout: \$56,473; Car Allowance: \$12,000
		Cornell Total	470,609	2%	-	-	-	12,000	61,033	-	543,642	
Chase, Diane Zaino	Sr VC/VP, Acad Affairs/Provost	Designated	458,036					12,000	240	54,964	525,240	Other: Longevity: \$240, Non-cash compensation 457(f) not vested: \$54,964; Car Allowance: \$12,000
		Chase Total	458,036	8%	-	-	-	12,000	240	54,964	525,240	
Dunlavy, Russell T	VC/VP, University Advancement	Designated	350,000					12,000	2,160	42,000	406,160	Other: Longevity: \$2,160, Non-cash compensation 457(f) not vested: \$42,000; Car Allowance: \$12,000
		Dunlavy Total	350,000	NA	-	-	-	12,000	2,160	42,000	406,160	
Smith, Jason	VC/VP, Governmental & Comm Relations	Designated	340,710					12,000	42,745		395,455	Other: Longevity: \$1,860; Additional compensation 401(A) monthly payout: \$40,885; Car Allowance: \$12,000
		Smith Total	340,710	3%	-	-	-	12,000	42,745	-	395,455	
Hurd, Phillip	Chief Audit Executive	Designated	306,000						620		306,620	Other: Longevity: \$620
		Hurd Total	306,000	2%	-	-	-	-	620	-	306,620	
Kittle, Paul Robert	VC/VP, Student Affairs	Designated	292,268					12,000	720	35,072	340,060	Other: Longevity: \$720, Non-cash compensation 457(f) not vested: \$35,072; Car Allowance: \$12,000
		Kittle Total	292,268	3%	-	-	-	12,000	720	35,072	340,060	
Palmer, Jeffrey David	Deputy General Counsel	Designated	258,060					-	720		258,780	Other: Longevity: \$720
		Palmer Total	258,060	2%	-	-	-	-	720	-	258,780	
Garcia, Deidra	Assoc VC, Governmental Relations	Designated	238,400					-	2,160		240,560	Other: Longevity: \$2,160
		Garcia Total	238,400	0%	-	-	-	-	2,160	-	240,560	
Lanagan, Lindsay	Assoc VC, Gov Reltns, Health	Designated	235,000								235,000	
		Lanagan Total	235,000	NA	-	-	-	-	-	-	235,000	
Hernandez, Demetrio	Assoc VC, Governmental Relations	Designated	217,227					-	1,920		219,147	Other: Longevity: \$1,920
		Hernandez Total	217,227	3%	-	-	-	-	1,920	-	219,147	
Schneider, Megan L	Assoc VC, Fed Reltns Govt	Designated	210,900						380		211,280	Other: Longevity: \$380
		Schneider Total	210,900	15%	-	-	-	-	380	-	211,280	
Glenn, Micah Jaryl	Chief of Staff/Exec Dir, BOR	Designated	155,924					-	720		156,644	Other: Longevity: \$720
		Glenn Total	155,924	NA	-	-	-	-	720	-	156,644	