

Emily Toman
University of Texas at Arlington

On behalf of the Executive Vice President for Business Affairs and under the Texas Public Information Act, I am responding to your e-mail to Mr. Lynch dated March 25, 2008, wherein you requested a copy of: (1) "a document reflecting the current salary, dollar amount of automobile and housing allowance, and value of any other perk for the chancellor of the president and provost of each of the University of Texas components, and" (2) "most recent performance review of the University of Texas president and provost of each institution. "

Response to #1:

Annual Salary	\$ 585,197
Practice Plan Supplement	\$ 157,595
<u>Deferred Compensation</u>	<u>\$ 100,000</u>
Total Compensation	<u>\$ 842,792</u>

Higher Education
 Administrative Accountability Report
 Special Provisions, Sec. 5
 FY 2008

Institution Code: 714

Institution Name:

The University of Texas at Arlington

A Name	B Position	C Funding Source	D Salary (09/01/07)	E Percentage Salary Increase Over FY 2007	F Non-Salary Benefits FY 2008							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	L Total Compensation		
James T. Spivey	President	E&G Designated	\$65,945	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	
			\$333,035	6.23%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$333,035	
			\$389,000	5.14%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$389,000	
Randy L. Elzhanbaev Interim Provost and VP for Academic Affairs													
		E&G	\$210,670	10.33%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$210,670	
		E&G	\$15,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$15,000	
			\$225,670	10.33%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$225,670	
Michael Nogue	Senior Vice Provost	E&G	\$144,200	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$144,200	
Philip Cohen	Dean/Vice Provost	E&G	\$147,006	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$147,006	
Linda Wilton	Assistant Provost	E&G	\$177,250	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$177,250	

Provost Interview Questions

Background – Anonymous

1. How were you appointed to your current position, and by whom?
2. Do you feel qualified by way of exposure to the Provost and the duration of your administrative position to comment upon the performance of the Provost? (Ask how long the administrator has been in the position)
3. How have you interacted with the Provost since assuming your current position?
4. What is your understanding of the role of the Provost, and how does that relate to your unit?

General Interactions with the Provost - Anonymous

1. Does the Provost understand your units operations?
2. Do you feel the Provost has dealt promptly and effectively with problems?
3. How does the Provost interact with budgeting in your unit?
4. Has the Provost helped your unit in its outreach efforts and community engagement?
5. What is your overall assessment of the Provost?
6. Has the Provost interacted with you (and your faculty) in a collegial fashion?
7. Can you rely on the Provost to follow through on his commitments?
8. Does the Provost effectively maintain and defend high academic standards for the University?
9. Has the Provost shown a consistent concern for the professional life of the faculty, especially in the area of research, leaves, and expressions of support?
10. What has the Provost done well?
11. How could the Provost improve his performance?

Unit Specific Questions – Not Anonymous – An Opportunity to Be Heard

1. How has the Provost helped your unit over the last five years?
2. What could the Provost do to improve how he interacts with your unit?
3. Has the Provost played an active role in developing your unit?
4. Do departments, faculty or staff in your unit have any specific issues they would like to raise with the Provost?
5. What feedback would you like to pass on to the Provost and President regarding his interactions with your unit?

Questions for non-administrative faculty requesting personal interview – Anonymous

1. Over how many years that Dr. Wright has occupied the Provost's position have you observed his performance?
2. What is your understanding of the role of the Provost, and how does that relate to your unit?
3. What is the basis for your assessment of the Provost? Direct interaction? Personal impact of decisions made by the Provost? The opinion of peers? Etc... Please amplify.
4. Even though you may have already filled out a Faculty Questionnaire, what strengths have you observed in the Provost's performance?
5. What areas for improvement in future performance would you recommend to the Provost?
6. Has the Provost interacted with you (and your faculty) in a collegial fashion?
7. What is your overall assessment of the Provost?