

# COMPLIANCE OFFICE

3900 University Boulevard UC 365  
Tyler, TX 75799  
Telephone (903) 566-7151 Fax (903) 565-5861

*Mary Barr, Director of Compliance*

January 25, 2008

The University of Texas at Arlington  
Communication Department  
Box 19107  
Attn: Mohammad Bakhach  
Fine Arts Building RM 118  
Arlington, TX 76019-0107

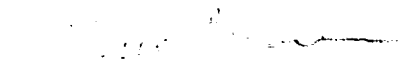
Mr. Bakhach,

Attached are the documents responsive to your public information request dated January 22, 2008. The University does not have any responsive documents to the request for the President's current evaluation. The current evaluation for the Provost is attached along with the appointment letters for both the President and the Provost.

Although the enclosed information does not include the value amount of the country club memberships, in the spirit of openness, in addition to the information on the documents attached, the President and the Provost have monthly country club dues paid in the amount of \$340.99 and \$356.14 respectively.

The charges for this request have been waived.

Sincerely,



Mary Barr  
Director, Compliance

Attachment



**The University of Texas System**  
Nine Universities. Six Health Institutions. Unlimited Possibilities.

Office of Academic Affairs  
601 Colorado Street, Austin, Texas 78701  
Phone: 512-499-4233 Fax: 512-499-4240

OFFICE OF

AUG 28 2007

PRESIDENT

Personal and Confidential

August 24, 2007

The University of Texas at Arlington  
The University of Texas at Austin  
The University of Texas at Brownsville  
The University of Texas at Dallas  
The University of Texas at El Paso  
The University of Texas - Pan American  
The University of Texas  
of the Permian Basin  
The University of Texas at San Antonio  
The University of Texas at Tyler

Dr. Rodney H. Mabry  
President  
The University of Texas at Tyler  
3900 University Boulevard  
Tyler, Texas 75701-6699

Dear Rod:

This letter outlines the terms of your appointment effective September 1, 2007.

Your annual salary rate effective September 1, 2007, will be \$329,025. You are entitled to other State-paid fringe benefits required to be provided to higher education employees by State law and for which you are eligible are included. Among these benefits are State-paid OASI, longevity pay, workers' compensation, liability insurance coverage, retirement plan, insurance premium sharing, and leave entitlement.

The Board of Regents has authorized \$30,000 in deferred compensation for the budget year subject to the terms and conditions of a separate agreement related to deferred compensation.

Additional elements of your compensation package are:

- (a) The cost of club membership(s) approved by the Executive Vice Chancellor for Academic Affairs will be paid, including initial fees for joining the club and all properly documented business related expenses. All personal expenses, including the portion of dues related to personal use, should be reimbursed to the institution. The portion of dues related to personal use is calculated based on the personal expenses for that month as a percent of the total expenses. That percentage is applied to the dues owed to determine the personal amount.
- (b) When your term as President ends, you will be entitled to return to a faculty position as Professor of Economics, with tenure, in the School of Liberal Arts, and to be compensated at your academic salary rate. Consistent with the provisions of *Texas Education Code*, Section 51.948(c), your annual academic rate, effective September 1, 2007, will be \$120,961. While serving as President, your appointment as Professor will be without compensation.
- (c) State law allows the grant of development leave at the individual's academic salary rate for one year to a faculty member who has held an administrative position at the institution for more than four years. An administrator who receives development leave must return to work (as a faculty member) at a U. T. System institution for an amount of time equal to the amount of time the administrator received development leave or repay the institution for all the costs of the development leave. Barring any subsequent legal prohibitions, these provisions will apply in your situation. The specific length of the development leave will be negotiated dependent on your term of service as President and other pertinent considerations should you leave the Presidency and return to faculty.



OFFICE OF THE PRESIDENT  
 THE UNIVERSITY OF TEXAS AT TYLER

3900 University Blvd., Tyler, Texas 75799-0001

September 1, 2007

**MEMORANDUM OF APPOINTMENT, 2007-08 Fiscal Year**

To: RODNEY H MABRY

From: Rodney H. Mabry, President

The Board of Regents of The University of Texas System has authorized your appointment to the position described below at The University of Texas at Tyler. This appointment is subject to the Rules and Regulations of the Board of Regents of The University of Texas System, Regental and U. T. System policies, the rules and regulations of the University, and applicable state and federal laws. The salary is the gross salary for the indicated budget period only and is subject to deductions required by state and federal law and, if permitted by law, other deductions that you authorize. The obligation of the University for payment of all or any portion of the salary that is payable from contracts or grant funds is dependent upon receipt of those funds.

**APPOINTMENT INFORMATION**

	Period of Appointment	% Time	Basis	Salary
PROFESSOR				
TN				
#OFFICE OF THE PRESIDENT--STATE APPROPRIATIONS PRESIDENT (SALARY SUPPLEMENT IN LIEU OF HOUSE AND UTILITIES)	9-01 8-31	100	12	65,945
DEPARTMENT OF SOCIAL SCIENCES--STATE APPROPRIATIONS	9-01 5-31	...	09	
#PRESIDENT'S OFFICE--LINDSEY SALARY SUPPLEMENT IN LIEU OF HOUSING	9-01 8-31	R	12	263,080
Total				329,025
Academic Rate			09	120,961
Administrative & Professional Rate			12	329,025

#Appointment as an administrative officer is without term and is subject to termination at the pleasure of the President. Salary for administrative duties will terminate with the termination of the administrative appointment.

Please indicate your acceptance of this appointment by signing below and returning this form through campus mail to the director of the Office of Human Resources.

I accept this appointment:

Date: 11-2-07

Dr. Rodney Mabry  
August 24, 2007  
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Please note that the benefits described above in (c) may, at the discretion of the Board be denied should you be terminated from the position of President for good cause, as determined by the Board.

Business-related travel and entertainment expenses, as well as official travel for Mrs. Mabry, shall be in accordance with the *Rules and Regulations* of the Board of Regents, Series 20205, U. T. System Policy, UTS120 – Spousal Travel Policy, and with current travel and entertainment budgets and policies of the institution. Expenses will be paid directly or reimbursed as appropriate.

Appropriate and timely submission of documentation required for reimbursement of travel and entertainment expenditures is required by the *Rules and Regulations* of the Board of Regents, Series 20205. Quarterly reports on travel, including spousal travel, and entertainment shall be filed with the Executive Vice Chancellor for Academic Affairs.

Your base salary is all inclusive and there are no additional allowances provided for housing or automobile consistent with Regents' *Rules and Regulations* on compensation for chief administrative officers. Reimbursement will be made for mileage associated with business use of a vehicle in accordance with the latest published Internal Revenue Service guidelines, the State Travel Regulations Act (*Texas Government Code*, Chapter 660) and applicable institutional policies.

There is no separate provision for the use of a cellular telephone or other wireless device. Such use shall follow the policy for wireless devices at your institution.

Elements in this compensation package may be subject to federal income tax and as such will be subject to withholding and reported on the W-2 form along with base salary paid. You should, of course, consult your tax adviser as to the handling of business or other offsetting deductions.

I look forward to the continued opportunity to work with you as President of The University of Texas at Tyler and express my appreciation for your service. If you have any questions, please let me know.

Sincerely,



David B. Prior, Ph.D.  
Executive Vice Chancellor for Academic Affairs

DP/sn

- c: Chancellor Mark G. Yudof  
Randy Wallace, Associate Vice Chancellor – Controller and Chief Budget Officer  
Gregg Lassen, Vice President for Business Affairs