

Agenda Item No. 20

EXECUTIVE SESSION

AGENDA ITEM BRIEFING

**Certified by the general counsel or other appropriate attorney as confidential or information that may be withheld from public disclosure in accordance with Section 551.1281 and Chapter 552 of the Texas Government Code.*

Submitted by: Clifton L. Thomas, Chairman
Board of Regents
The Texas A&M University System

Subject: Authorization for the Chairman to Negotiate and Execute an Employment Agreement with Chancellor John Sharp

Proposed Board Action:

Authorize the Chairman to negotiate and execute an employment agreement with Chancellor John Sharp, upon review for legal sufficiency by the Office of General Counsel.

Background Information:

Chancellor Sharp has served The Texas A&M University System since September 6, 2011. Chancellor Sharp has provided excellent service to our System, and I recommend an employment agreement to ensure his continued service.

A&M System Funding or Other Financial Implications:

Chairman Thomas recommends an initial salary of \$900,000.

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THE TEXAS A&M UNIVERSITY SYSTEM
August 18, 2015

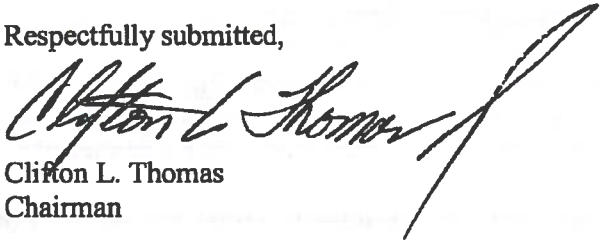
Members, Board of Regents
The Texas A&M University System

Subject: Authorization for the Chairman to Negotiate and Execute an Employment Agreement

I recommend adoption of the following minute order:

The Chairman of the Board of Regents of The Texas A&M University System is hereby delegated the authority to negotiate and execute an employment agreement with Chancellor John Sharp at an initial salary of \$900,000, upon review for legal sufficiency by the Office of General Counsel."

Respectfully submitted,



Clifton L. Thomas
Chairman

Approved for Legal Sufficiency:



Ray Bonilla
General Counsel

Personnel Actions Requiring Board Action

Proposed New Hire:

Name: John Sharp

Title: Chancellor, The Texas A&M University System

Salary: \$900,000

External Market Data:

| Survey Name | Survey Job Title | Base Salary | Total Compensation |
|-------------------|---|-------------|--------------------|
| Published Reports | Chancellor, Texas Tech University System | \$450,000 | \$750,000 |
| | Chancellor, University of Texas System | \$1,200,000 | \$2,200,000 |
| | Chancellor, Texas State University System | \$500,000 | \$640,360 |
| | Chancellor, University of Houston System | \$700,000 | \$1,050,000 |
| | | | |

Internal Salary Data: Not Applicable

| Incumbent Name | Job Title | | Annual Salary |
|----------------|-----------|--|---------------|
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Texas Public University Systems
Chancellor Compensation Comparison
August 31, 2015

| | |
|----------------------------------|---|
| Texas A&M University System | |
| Salary | \$ 507,300 |
| Deferred compensation | \$ <u>150,000</u> |
| Total | \$ 657,300 |
| | |
| University of Texas System | |
| Salary | \$1,200,000 |
| Retention bonus | \$ 100,000 |
| Deferred compensation | \$ 400,000 |
| Performance bonus | \$ <u>200,000</u> |
| Total | \$1,900,000 ¹ |
| | |
| University of Houston System | |
| Salary | \$ 700,000 |
| Retention bonus | \$ 100,000 |
| Deferred compensation | \$ 200,000 |
| Performance bonus | \$ <u>50,000</u> |
| Total | \$1,050,000 |
| | |
| Texas Tech System | |
| Salary | \$ 450,000 |
| Retention bonus | \$ 150,000/\$175,000/\$200,000 ² |
| Deferred compensation | \$ <u>150,000</u> ³ |
| Total | \$ 750,000 |
| | |
| Texas State University System | |
| Salary | \$ 500,000 |
| Housing/car/phone allowances | \$ 40,360 |
| Deferred compensation | \$ <u>100,000</u> |
| Total | \$ 640,360 |
| | |
| University of North Texas System | |
| Salary | \$ 579,108 |
| Allowances | \$ <u>4,448</u> |
| Total | \$ 583,556 |

¹ Does not include \$300,000 signing bonus

² Retention bonus increases each year

³ Deferred compensation amount is estimated based on prior chancellor; available information on new chancellor's contract is limited