Institution Code:	723	Institution Name:		The University o	of Texas Med	lical Branch	at Galvesto	n				
А	В	с	D	E	F	G	н	I	J	к	L	м
							Nonsalar	y Benefits FY	2013			
Name	Position	Funding Source	Salary (09.01.2012)	Percentage Salary Increase Over FY 2011	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Callender, David	President	General Revenue	\$26,293						-		-	
		Other E& G Income Designated	\$41,282 \$604,145			\$182,640			\$176,200.00			(J) cell phone expenses (\$1,200.00); Deferred Compensation
		-	\$671,720	2.50%	\$0	\$182,640	\$0	\$0	\$176,200.00	\$0	\$1,030,560	_(\$175,000.00))
Elger, William R.	EVP & Chief Bus / Fin Officer	= General Revenue Other E& G Income Designated	\$221,786 \$348,214 \$0						\$1,400.00 \$439,997.70			= (J) cell phone expenses (\$1,400) (J) FY12 incentive payout (\$54,497.70); FY13 maximum incentive opportunity (\$85,500.00); Deferred compensation
		-	\$570,000	0.00%	\$0	\$0	\$0	\$0	\$441,397.70	\$0	\$1,011,398	_(\$300,000) 3
Sollenberger, Donna K.	EVP & CEO Health System	General Revenue Other E& G Income Designated	\$193,808 \$304,287 \$132,405						\$936.00 \$130,611.90			– (J) cell phone expenses (\$936) (J) FY12 incentive payout (\$35,847.90); FY13 maximum incentive opportunity (\$94,500); cell phone expenses (\$264)
		=	\$630,500	1.20%	\$0	\$0	\$0	\$0	\$131,547.90	\$0	\$762,048	3
Raimer, Benny G	Sr.VP, HIth Policy & Legis Aff	General Revenue Other E& G Income Designated	\$166,145 \$260,855 \$0						\$97,500.00			(J) FY12 incentive payout (\$42,800); FY13 maximum incentive opportunity (\$53,500); cell phone expenses (\$1,200)
		-	\$427,000	0.00%	\$0	\$0	\$0	\$0	\$97,500.00	\$0	\$524,500	
McCallum, Rex	VP & Chief Physician Executive	General Revenue Other E& G Income Restricted Designated	\$7,782 \$12,218 \$4,000 \$376,000						\$61,800.00			(J) FY12 incentive payout (\$20,600); FY13 maximum incentive
		-	\$400,000	0.00%	\$0	\$0	\$0	\$0	\$61,800.00	\$0	\$461,800	_ opportunity (\$40,000); cell phone expenses (\$1,200)
Cooper, Cary W	EVP & Provost, ad Interim	= General Revenue	\$136,184	0.0078		<u>J</u>	ŲŪ			<u> </u>	Ş 4 01,800	=
		Other E& G Income Designated	\$213,816 \$0						\$1,400.00 \$62,128.50			 (J) cell phone expenses (\$1,400) (J) FY12 incentive payout (\$9,628); FY13 maximum incentive opportunity (\$52,500.00)
		=	\$350,000	0.00%	\$0	\$0	\$0	\$0	\$63,528.50	\$0	\$413,529	
King, Carolee Ann	Sr. VP & General Counsel	General Revenue Other E& G Income Designated	\$130,348 \$204,652 \$0						\$1,200.00 \$68,650.00			(J) cell phone expenses (\$1,200) (J) FY12 incentive payout (\$26,650); FY13 maximum incentive opportunity (\$42,000)

Institution Code:	723	Institution Name:		The University o	of Texas Medi	cal Branch	at Galvesto	n				
А	В	с	D	E	F	G	н	I	J	к	L	М
							Nonsalar	y Benefits FY	2013			
Name	Position	Funding Source	Salary (09.01.2012)	Percentage Salary Increase Over FY 2011	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
			\$335,000	3.08%	\$0	\$0	\$0	\$0	\$69,850.00	\$0	\$404,850	
Murray, Owen J	VP, Offender Care Services	General Revenue Other E& G Income Designated	\$137,741 \$216,259 \$0						\$44,687.50			(J) FY12 incentive payout (\$7,987.50); FY13 maximum incentive opportunity (\$35,500); cell phone expenses (\$1,200)
			\$354,000	0.00%	\$0	\$0	\$0	\$0	\$44,687.50	\$0	\$398,688	
Connaughton, David M	VP, Finance - Clinical Enterpr	General Revenue Other E& G Income Designated	\$136,184 \$213,816 \$0 \$350,000	2.94%	\$0	\$0	\$0	\$0	\$1,200.00 \$43,500.00 \$44,700.00	\$0	\$394,700	(J) cell phone expenses (\$1,200) (J) FY12 incentive payout (\$8,500); FY13 maximum incentive opportunity (\$35,000.00)
Shriner, Michael R	VP, Business Ops & Facilities	General Revenue Other E& G Income Designated	\$124,511 \$195,489 \$0 \$320,000	4.58%	\$0	\$0	\$0	\$0	\$1,200.00 \$56,800.00 \$58,000.00	\$0	\$378,000	(J) cell phone expenses (\$1,200) (J) FY12 incentive payout (\$24,800); FY13 maximum incentive opportunity (\$32,000)
Watson, Pamela G	Dean&Prof SON & VP Education	General Revenue Other E& G Income Restricted Designated	\$114,115 \$179,165 \$18,720 \$0 \$312,000	0.00%	\$0	\$0	\$0	\$0	\$59,480.00 \$59,480.00	\$0	\$371,480	(J) FY12 incentive payout (\$11,280); FY13 maximum incentive opportunity (\$47,000.00); cell phone expenses (\$1,200)
Protas, Elizabeth J	VP&Dean, School of Health Prof	General Revenue Other E& G Income Restricted Designated	\$110,823 \$173,997 \$18,180 \$0 \$303,000	0.00%	\$0	\$0	\$0	\$0	\$1,200.00 \$63,700.00 \$64,900.00	\$0	\$367,900	(J) cell phone expenses (J) FY12 incentive payout (\$18,200); FY13 maximum incentive opportunity (\$45,500)
Farr, Ralph E	VP Information Services	General Revenue Other E& G Income Designated	\$70,038 \$109,962 \$120,000 \$300,000	3.09%	\$0	\$0	\$0	\$0	\$720.00 \$56,059.40 \$56,779.40	\$0	\$356,779	– (J) cell phone expenses (\$720) (J) FY12 incentive payout (\$24,579.40); FY13 maximum incentive opportunity (\$31,000); cell phone expenses (\$480)
McKinley, Ronald B.	VP HR & Employee Services	General Revenue Other E& G Income	\$116,729 \$183,271						\$1,200.00			(J) cell phone expenses (\$1,200)

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						-		ry Benefits FY				
Name	Position	Funding Source	Salary (09.01.2012)	Percentage Salary Increase Over FY 2011	Cash Bonuses	Practice Plan Benefits	Housing	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
		Designated	\$0				-		\$53,842.50			(J) FY12 incentive payout (\$23,842.50); FY13 maximum
		-	\$300,000	9.09%	\$0	\$0	\$0	\$0	\$55,042.50	\$0	\$355,043	_ incentive opportunity (\$30,000)
		-	+++++++++++++++++++++++++++++++++++++++			<i></i>		+-	+,		+,	=
Thomas, Lauree	Assoc Dean Admiss&Stdnt Affrs	General Revenue	\$111,064									
		Other E& G Income	\$174,375									
		Designated	\$0						\$35,452.68			 (J) FY12 incentive payout (\$12,844.75); FY13 maximum incentive opportunity (\$21,407.93); cell phone expenses _ (\$1,200)
		-	\$285,439	0.00%	\$0	\$0	\$0	\$0	\$35,452.68	\$0	\$320,892	
			4									_
Murdock, Sandra S	VP, Health System Operations	General Revenue Other E& G Income	\$84,532 \$132,718						\$936.00			(J) cell phone expenses (\$936)
		Designated	\$132,718						\$39,589.00			(J) FY12 incentive payout (\$11,825); FY13 maximum incentive
												opportunity (\$27,500); cell phone expenses (\$264)
		-	\$275,000	0.00%	\$0	\$0	\$0	\$0	\$40,525.00	\$0	\$315,525	5
Lieberman, Steven A	Vice Dean for Acad Aff	General Revenue	\$105,953									
		Other E& G Income	\$166,352						\$1,200.00			(J) cell phone expenses (\$1,200)
		Designated	\$0						\$30,634.31			(J) FY12 incentive payout (\$10,211.44); FY13 maximum
			\$272,305	0.00%	\$0	\$0	\$0	\$0	\$31,834.31	\$0	\$304,139	_ incentive opportunity (\$20,422.88)
		-	2272,303	0.00%		ĻΟ	ΟÇ	Ş 0	\$31,834.31	ŞŪ	\$304,133	=
Slocum, Cameron W	VP Finance - Academic Enterpr.	General Revenue	\$101,555									
		Other E& G Income	\$159,445							\$0		
		Designated	\$0						\$35,395.60			(J) FY12 incentive payout (\$7,695.6); FY13 maximum incentive
		-	\$261,000	0.00%	\$0	\$0	\$0	\$0	\$35,395.60	\$0	\$296,396	_ opportunity (\$26,500); cell phone expenses (\$1,200) 6
		-										=
Clardy, Betsy B.	VP, Chief Development Officer	General Revenue	\$72,956									(1) II (1) (1) (1) (1) (1) (1) (1) (1) (1) (1)
		Other E& G Income	\$114,544						\$1,200.00			(J) cell phone expenses (\$1,200)
		Designated	\$62,500						\$40,000.00			(J) FY12 incentive payout (\$15,000); FY13 maximum incentive opportunity (\$25,000.00)
		-	\$250,000	1.63%	\$0	\$0	\$0	\$0	\$41,200.00	\$0	\$291,200	
Ainsworth, Michael	Assoc Dean Educational Affairs	General Revenue	\$48,631									
Answorth, Michael		Other E& G Income	\$76,353						\$1,200.00			(J) cell phone expenses (\$1,200)
		Designated	\$124,985						\$39,370.15			(J) FY12 incentive payout (\$20,622.46); FY13 maximum
						4.4	14	4 a		4.0	4444	incentive opportunity (\$18,747.69)
		:	\$249,969	0.00%	\$0	\$0	\$0	\$0	\$40,570.15	\$0	\$290,539	J
Eurlong Matthew	Assoc V.P. Ein Plng & Porf Mamt	General Revenue	\$93 384									

Furlong, MatthewAssoc VP, Fin Plng & Perf MgmtGeneral Revenue\$93,384

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А	В	с	D	E	F	G	н	I	J	к	L	М
							Nonsala	ry Benefits FY	2013			
Name	Position	Funding Source	Salary (09.01.2012)	Percentage Salary Increase Over FY 2011	Cash Bonuses	Practice Plan Benefits	Housing	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
		Other E& G Income	\$146,616								•	-
		Designated	\$0						\$37,897.35			(J) FY12 incentive payout (\$19,897.35); FY13 maximum incentive opportunity (\$18,000)
		-	\$240,000	1.77%	\$0	\$0	\$0	\$0	\$37,897.35	\$0	\$277,89	
		=										
	P, Financial Acctg and Rptg	General Revenue	\$91,438									
Promoted from Assistant V	P to VP 1/1/12	Other E& G Income	\$143,562						\$300.00			(J) cell phone expenses (\$300)
		Designated	\$0						\$39,719.20			FY12 incentive payout (\$15,319.20); FY13 maximum incentiv opportunity (\$23,500); cell phone expenses (\$900)
		_	\$235,000	17.19%	\$0	\$0	\$0	\$0	\$40,019.20	\$0	\$275,01	
		_										_
•	P, Budget & Analysis	General Revenue	\$91,438									
Promoted from Assistant V	P to VP 1/1/12	Other E& G Income	\$143,562 \$0						\$39,846.74			(J) FY12 incentive payout (\$15,146.74); Cell phone expenses
		Designated	ζŪ						<i>339,</i> 040.74			(\$1,200); FY13 maximum incentive opportunity (\$23,500)
		=	\$235,000	25.12%	\$0	\$0	\$0	\$0	\$39,846.74	\$0	\$274,84	
Lauchuacht Katuina V	ing Duppidout (Chief of Staff	Canaral Davanua	¢90.402									
Lambrecht, Katrina V	ice President&Chief of Staff	General Revenue Other E& G Income	\$89,493 \$140,507						\$1,200.00			(J) cell phone expenses (\$1,200)
		Designated	\$0						\$36,500.00			(J) FY12 incentive payout (\$13,500); FY13 maximum incentiv
								4				opportunity (\$23,000)
		=	\$230,000	2.22%	\$0	\$0	\$0	\$0	\$37,700.00	\$0	\$267,70	0
Saavedra, Rebecca V	P Strategic Management	General Revenue	\$83,656									
····, ····		Other E& G Income	\$131,344						\$1,200.00			(J) cell phone expenses (\$1,200)
		Designated	\$0						\$36,550.00			(J) FY12 incentive payout (\$15,050); FY13 maximum incentiv
		-	\$215,000	0.94%	\$0	\$0	\$0	\$0	\$37,750.00	\$0	\$252,75	_ opportunity (\$21,500) 0
		=	1 - 7						,			=
· · · · · ·	ssoc Dean Educational Affairs	General Revenue	\$85,602									
Promoted from Assistant to	o Associate Dean 9/1/12	Other E& G Income	\$134,398						\$1,200.00			(J) cell phone expenses (\$1,200)
		Designated	\$0						\$30,637.20			(J) FY12 incentive payout (\$14,137.20); FY13 maximum incentive opportunity (\$16,500)
		-	\$220,000	30.72%	\$0.00	\$0.00	\$0.00	\$0.00	\$31,837.20	\$0	\$251,83	
		=										_
Escobar, Carlos Rafael A	ssoc VP, Bus Ops & Facilities	General Revenue	\$83,656						A			
		Other E& G Income	\$131,344 \$0						\$1,200.00 \$31,670.25			(J) cell phone expenses (\$1,200) (J) FY12 incentive payout (\$15,545.25); FY13 maximum
		Designated	ŞU						əə1,070.25			(J) FY12 Incentive payout (\$15,545.25); FY13 maximum incentive opportunity (\$16,125.00)
		=	\$215,000	8.92%	\$0	\$0	\$0	\$0	\$32,870.25	\$0	\$247,87	
Galvan. Joe A A	ssoc VP. Deputy Chf Legal Off	General Revenue	\$81,711									
Gaivan, JUCA A	issue vr, Deputy cill Legdi Uli	General nevenue	Ψ Ο Ι,/ΙΙ									

Galvan, Joe AAssoc VP, Deputy Chf Legal OffGeneral Revenue\$81,711

Institution Code:	723	Institution Name:		The University o	ity of Texas Medical Branch at Galveston									
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							Nonsalar	y Benefits FY	2013					
				Percentage		Practice								
				Salary Increase	Cash	Plan	Housing	Car		Non-Cash	Total			
Name	Position	Funding Source	Salary (09.01.2012)	Over FY 2011	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments		
		Other E& G Income	\$128,289						\$1,200.00			(J) cell phone expenses (\$1,200)		
		Designated	\$0						\$31,500.00			(J) FY12 incentive payout (\$15,750); FY13 maximum incentive		
												opportunity (\$15,750)		
			\$210,000	0.00%	\$0	\$0	\$0	\$0	\$32,700.00	\$0	\$242,700	=		

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Name	Position	Funding Source	Salary (09.01.2012)	Percentage Salary Increase Over FY 2011	Cash Bonuses	Practice Plan Benefits	Housing	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments	
Boenig, Tobin	Assoc VP&Chief Compliance Off	General Revenue	\$79,765									•	
		Other E& G Income Designated	\$125,235 \$0						\$1,200.00 \$30,750.00			 (J) cell phone expenses (\$1,200) (J) FY12 incentive payout (\$15,375); FY13 maximum incentive opportunity (\$15,375.00) 	
		-	\$205,000	0.00%	\$0	\$0	\$0	\$0	\$31,950.00	\$0	\$236,950		
Smith, Laura R	Asst VP Legislative Affairs	General Revenue Other E& G Income Designated	\$77,394 \$121,512 \$0 \$198,906	0.00%	\$0	\$0	\$0	\$0	\$1,400.00 \$35,803.10 \$37,203.10	\$0	\$236,109	(J) cell phone expenses (\$1,400) (J) FY12 incentive payout (\$20,885.14; FY13 maximum incentive opportunity (\$14,917.96)	
		-	+;			+-		<i></i>	+++)=++++++++++++++++++++++++++++++++++		+)	=	
Abair, Jason	Assoc VP Ctr Tech Devlopment	General Revenue Other E& G Income Designated	\$77,820 \$122,180 \$0 \$200,000	1.01%	\$0	\$0	\$0	\$0	\$1,500.00 \$29,850.00 \$31,350.00	\$0	\$231,350	(J) cell phone expenses (\$1,500) (J) FY12 incentive payout (\$14,850); FY13 maximum incentive opportunity (\$15,000)	
		-	¢200,000	101/0		ψū		ψū	<i><i><i></i></i></i>	çõ	<i>\</i>	=	
Barrett, Ian C. New Hire 11/7/11	Assoc VP, HR Expert Services	General Revenue Other E& G Income Designated	\$77,820 \$122,180 \$0 \$200,000	0.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$1,200.00 \$29,506.46 \$30,706.46	\$0	\$230,707	(J) cell phone expenses (\$1,200) (J) FY12 incentive payout (\$14,506.46); FY13 maximum _incentive opportunity (\$15,000)	
		-	· · ·									=	
Leach, Todd A Promotion from Assoc V 2/1/2012	Assoc VP, Information Services /P, IS to Assoc VP & Dpty Chief Info	General Revenue C Other E& G Income Designated	\$46,692 \$73,308 \$80,000 \$200,000	12.04%	\$0	\$0	\$0	\$0	\$718.19 \$28,869.31 \$29,587.50	\$0	\$229,588	(J) cell phone expenses (\$718.19) (J) FY12 incentive payout (\$13,387.50); FY13 maximum incentive opportunity (\$15,000); cell phone expenses (481.81)	
Hagara, Kimberly K.	Assoc VP Audit Services	General Revenue Other E& G Income	\$76,458 \$120,042									=	
		Designated -	\$0						\$30,795.59			(J) FY12 incentive payout (\$16,058.09); FY13 maximum _ incentive opportunity (\$14,737.50)	
		-	\$196,500	1.87%	\$0	\$0	\$0	\$0	\$30,795.59	\$0	\$227,296	5	
Conley, Debra A	Assoc VP, HR & Emp Relations	General Revenue Other E& G Income Designated	\$71,983 \$113,017 \$0						\$1,400.00 \$27,610.58			(J) cell phone expenses (\$1,400) (J) FY12 incentive payout (\$13,735.58); FY13 maximum	
		-	\$185,000	6.07%	\$0	\$0	\$0	\$0	\$29,010.58	\$0	\$214,011	_incentive opportunity (\$13,875.00) I	

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							Nonsala	ry Benefits FY	2013			
Name	Position	Funding Source	Salary (09.01.2012)	Percentage Salary Increase Over FY 2011	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Macias-Hoag, Annette	Assoc VP Cin Sppt & Svc Ln Ops	General Revenue	\$58,404								-	
u u		Other E& G Income Designated	\$91,696 \$39,900						\$936.00 \$22,341.19			(J) cell phone expenses (\$936) (J) FY12 incentive payout (\$7,827.19); FY13 maximum incentive opportunity (\$14,250); cell phone expenses (\$264)
			\$190,000	15.15%	\$0	\$0	\$0	\$0	\$23,277.19	\$0	\$213,277	
Dudley, Jennifer C	Assoc VP, Development	General Revenue Other E& G Income Designated	\$70,816 \$111,184 \$0 \$182,000	1.11%	\$0	\$0	\$0	\$0	\$1,200.00 \$27,150.00 \$28,350.00	\$0	\$210,350	(J) cell phone expenses (\$1,200) (J) FY12 incentive payout (\$13,500); FY13 maximum incentive _ opportunity (\$13,650)
												=
Ketchens, David Ray	AssocVP, Property Services	General Revenue Other E& G Income Restricted	\$68,092 \$106,908 \$0						\$1,400.00			(J) cell phone expenses (\$1,400)
		Designated	\$0						\$24,563.70			(J) FY12 incentive payout (\$11,438.70); FY13 maximum incentive opportunity (\$13,125)
			\$175,000	3.96%	\$0	\$0	\$0	\$0	\$25,963.70	\$0	\$200,964	
Houston, Clifford W	Assoc VP Educational Outreach	General Revenue Other E& G Income Restricted Designated	\$60,293 \$94,663 \$8,513 \$8,513						\$27,842.39			(J) FY12 incentive payout (\$13,543.66); FY13 maximum incentive opportunity (\$12,898.73); cell phone expenses
			\$171,983	0.00%	\$0	\$0	\$0	\$0	\$27,842.39	\$0	\$199,825	_ (\$1,400)
Hermstein, Scott M	Asst VP, Fac Group Practice	General Revenue Other E& G Income Designated	\$13,310 \$20,897 \$136,825						\$24,289.27			– (J) FY12 incentive payout (\$10,261.9); FY13 maximum _ incentive opportunity (\$12,827.37); cell phone expenses
			\$171,032	0.00%	\$0	\$0	\$0	\$0	\$24,289.27	\$0	\$195,321	L =
Mullins, Dixie	Asst VP AlumRel Giving Univ Ev	General Revenue Other E& G Income Designated	\$58,287 \$91,513 \$18,515 \$168,314	0.00%	\$0	\$0	\$0	\$0	\$1,200.00 \$25,247.10 \$26,447.10	\$0	\$194,761	(J) cell phone expenses (\$1,200) (J) FY12 incentive payout (\$12,623.55; FY13 maximum incentive opportunity (\$12,623.55)
			¥100,017	0.0070			20		<i>q</i> =0,++7.10	20	÷=>=,703	-
Benkula, Bonnie	Assoc VP, Ambulatory Care - VL	General Revenue Other E& G Income	\$65,485 \$102,815						\$1,200.00			(J) cell phone expenses (\$1,200)

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								y Benefits FY	2013		_	
Name	Position	Funding Source	Salary (09.01.2012)	Percentage Salary Increase Over FY 2011	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
		Designated	\$0						\$20,827.12			(J) FY12 incentive payout (\$8,204.62); FY13 maximum
			\$168,300	0.00%	\$0	\$0	\$0	\$0	\$22,027.12	\$0	\$190,327	_ incentive opportunity (\$12,622.50) 7
Peterson, Casey D	Assoc VP, Clinic Operations	General Revenue Other E& G Income Designated	\$65,485 \$102,815 \$0						\$1,200.00 \$20,827.12			= (J) cell phone expenses (\$1,200) (J) FY12 incentive payout (\$8,204.62); FY13 maximum
			\$168,300	0.00%	\$0	\$0	\$0	\$0	\$22,027.12	\$0	\$190,327	_ incentive opportunity (\$12,622.50) 7
Smith, Cynthia L	Asst VP - Phys Billing Svcs	General Revenue Other E& G Income Designated	\$0 \$0 \$160,000 \$160,000	0.00%	\$0	\$0	\$0	\$0	\$26,040.00 \$26,040.00	\$0	\$186,040	= (J) FY12 incentive payout (\$12,840); FY13 maximum incentive
Laughlin, Laurence E.	Asst VP, Patient Finance	General Revenue Other E& G Income Designated	\$55,213 \$86,687 \$23,100 \$165,000	2.10%	\$0	\$0	\$0	\$0	\$1,008.00 \$20,020.80 \$21,028.80	\$0	\$186,029	(J) cell phone expenses (\$1,008) (J) FY12 incentive payout (\$7,453.80); FY13 maximum incentive opportunity (\$12,375); cell phone expenses (\$192)
Ledbetter, Stanley C	Asst VP, Development Services	General Revenue Other E& G Income Designated	\$63,228 \$99,272 \$0 \$162,500	8.33%	\$0	\$0	\$0	\$0	\$1,200.00 \$18,937.50 \$20,137.50	\$0	\$182,638	(J) cell phone expenses (\$1,200) (J) FY12 incentive payout (\$6,750); FY13 maximum incentive _ opportunity (\$12,187.50) 3
D'Agostino, Toni J New role 3/1/12	Asst VP Spr Prgm & PreAwd Mgr	nt General Revenue Other E& G Income Restricted Designated	\$0 \$0 \$16,647 \$149,826 \$166,474	0.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$15,595.88 \$15,595.88	\$0	\$182,069	(J) cell phone expenses (\$1,400) (J) FY12 incentive payout (\$1,710.36); FY13 maximum _ incentive opportunity (\$12,485.52); cell phone expenses
Matthews, Douglas W	Asst VP, Government Relations	General Revenue Other E& G Income Designated	\$58,365 \$91,635 \$0 \$150,000	0.00%	\$0	\$0	\$0	\$0	\$1,200.00 \$27,000.00 \$28,200.00	\$0	\$178,200	(J) cell phone expenses (\$1,200) (J) FY12 incentive payout (\$15,750); FY13 maximum incentive _ opportunity (\$11,250)
McKay, Kim T	Asst VP, Facilities Port Mgmt	General Revenue	\$58,365									=

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А	В	с	D	E	F	G	н	I	J	к	L	м
							Nonsala	ry Benefits FY	2013			
Name	Position	Funding Source	Salary (09.01.2012)	Percentage Salary Increase Over FY 2011	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
		Other E& G Income	\$91,635						\$1,200.00			(J) cell phone expenses (\$1,200)
		Designated	\$0						\$23,803.43			(J) FY12 incentive payout (\$12,553.43); FY13 maximum
		-	\$150,000	3.06%	\$0	\$0	\$0	\$0	\$25,003.43	\$0	\$175,003	_incentive opportunity (\$11,250)
		=	<i>2130,000</i>	5.0070		ψŪ	θŲ	φ¢	\$23,003.43	ψŪ	<i>Q173,003</i>	=
Blanchard, Marcel J.	Asst VP, Utility Operations	General Revenue	\$11,673									
		Other E& G Income	\$18,327						\$225.33			(J) cell phone expenses (\$225.33)
		Designated	\$120,000						\$23,181.12			(J) FY12 incentive payout (\$10,956.45); FY13 maximum
												incentive opportunity (\$11,250); cell phone expenses (\$974.67)
		-	\$150,000	2.68%	\$0	\$0	\$0	\$0	\$23,406.45	\$0	\$173,406	
		=								-		=
Martin, James E.	Assoc VP Univ Stdnt Svcs, Int	General Revenue	\$62,256									
		Other E& G Income	\$97,744						\$1,200.00			(J) cell phone expenses (\$1,200)
		Designated	\$0						\$12,000.00			(J) FY13 maximum incentive opportunity (\$12,000)
		-	\$160,000	0.00%	\$0	\$0	\$0	\$0	\$13,200.00	\$0	\$173,200) =
			\$0									
Victor, James G.	Asst VP Facilities Desgn&Const	General Revenue Other E& G Income	\$62,256 \$97,744									
New Hire 6/1/12		Designated	\$97,744 \$0						\$13,200.00			(J) FY13 maximum incentive opportunity (\$12,000); cell phone
		Designated	ΨŪ						\$13,200.00			expenses (\$1,200)
		-	\$160,000	0.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$13,200.00	\$0	\$173,200	-
			4-0.000									
Dowling, Beverly C	Asst VP, Community Health Netw		\$58,365						\$1,200.00			(I) call share ourses (¢1 200)
		Other E& G Income Restricted	\$91,635 \$0						\$1,200.00			(J) cell phone expenses (\$1,200)
		Designated	\$0 \$0						\$20,531.25			(J) FY12 incentive payout (\$9,281.25); FY13 maximum
												incentive opportunity (\$11,250.00)
		-	\$150,000	0.00%	\$0	\$0	\$0	\$0	\$21,731.25	\$0	\$171,731	=
			<u> </u>									
Baudy, Wayne	Assoc VP Anc Svcs & Svc Ln Ops	General Revenue Other E& G Income	\$46,421 \$72,883						\$936.00			(J) cell phone expenses (\$936)
		Designated	\$72,885						\$950.00 \$16,562.57			(J) FY12 incentive payout (\$4,972.22); FY13 maximum
		Designated	<i>951,714</i>						<i>Q10,302.37</i>			incentive opportunity (\$11,326.35); cell phone expenses
		-					1-			1-		_(\$264)
		=	\$151,018	21.30%	\$0	\$0	\$0	\$0	\$17,498.57	\$0	\$168,517	, =
Smack Stanhan B	Accoc V/D Outpotiont CMC	General Revenue	\$0									
Smock, Stephen R	Assoc VP, Outpatient CMC	Other E& G Income	\$0 \$0									
		Designated	\$148,570						\$19,028.42			(J) FY12 incentive payout (\$13,371.31); FY13 maximum incentive opportunity (\$11,142.76); cell phone expenses

(\$1,200)

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А	В	с	D	E	F	G	н	I	L	к	L	м
							Nonsalar	y Benefits FY	2013			
Name	Position	Funding Source	Salary (09.01.2012)	Percentage Salary Increase Over FY 2011	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
			\$148,570	0.00%	\$0	\$0	\$0	\$0	\$19,028.42	\$0	\$167,598	3
Williams, Anthony K	Assoc VP, Inpatient CMC	General Revenue Other E& G Income Designated	\$57,808 \$90,762 \$0						\$19,028.42			(J) FY12 incentive payout (\$6,685.66); FY13 maximum _ incentive opportunity (\$11,142.76); cell phone expenses
			\$148,570	0.00%	\$0	\$0	\$0	\$0	\$19,028.42	\$0	\$167,598	3
Schneider, Bryan	Assoc VP, Ambu Spec Care - CMC	General Revenue Other E& G Income Designated	\$0 \$0 \$144,243						\$18,709.16			(J) cell phone expenses (\$1,400); FY12 incentive payout (\$6,490.93); FY13 maximum incentive opportunity _(\$10,818.23)
			\$144,243	0.00%	\$0	\$0	\$0	\$0	\$18,709.16	\$0	\$162,952	
LeBlanc, Steven James New Hire 3/1/12	Assoc VP & Dpty Chief Info Ofc	General Revenue Other E& G Income Designated	\$58,365 \$91,635 \$0 \$150,000	0.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$1,200.00 \$11,250.00 \$12,450.00	\$0	\$162,450	(J) cell phone expenses (\$1,200) (J) FY13 maximum incentive opportunity (\$11,250)
Kovacevich, Craig S New role 6/1/12	Assoc VP for Healthcare Transf	General Revenue Other E& G Income Restricted Designated	\$49,026 \$76,974 \$0 \$14,000						\$20,662.50			(J) cell phone expenses (\$2,400) (J) FY12 incentive payout
		-	\$140,000	21.74%	\$0.00	\$0.00	\$0.00	\$0.00	\$20,662.50	\$0	\$160,663	_ (\$7,762.50); FY13 maximum incentive opportunity (\$10,500)
Coppenhaver, Dorian H	Sr Assoc Dean Student Aff GSBS	General Revenue Other E& G Income Designated	\$140,000 \$51,433 \$80,751 \$0 \$132,184	0.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$1,200.00 \$19,827.60 \$21,027.60	\$0	\$153,212	= (J) cell phone expenses (\$1,200) (J) FY12 incentive payout (\$9,913.8); FY13 maximum incentive _ opportunity (\$9,913.80)
McKee, John Christophe	r Assoc VP, Instnl Effectiveness	General Revenue Other E& G Income Designated	\$52,917 \$83,083 \$0 \$136,000	9.92%	\$0	\$0	\$0	\$0	\$13,679.73 \$13,679.73	\$0	\$149,680	(J) FY12 incentive payout (\$3,479.73); FY13 maximum _ incentive opportunity (\$10,200)
Blomberg, Emily C New role 4/1/12	Assoc VP Health Sys&SvcLineOps	General Revenue Other E& G Income	\$40,345 \$63,343						\$936.00			(J) cell phone expenses (\$936)

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А	В	с	D	E	F	G	н		1	к	L	М
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Name	Position	Funding Source	Salary (09.01.2012)	Percentage Salary Increase Over FY 2011	Cash Bonuses	Practice Plan Benefits	Housing	Car	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
		Designated	\$27,562						\$15,888.94	-		FY12 incentive payout (\$5,781.19); FY13 maximum incentive
			4									opportunity (\$9,843.75); cell phone expenses (\$264)
		=	\$131,250	5.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$16,824.94	\$0	\$148,075	=
Shelton, Steven R	Asst VP Comm Outreach Prgms	General Revenue Other E& G Income Restricted Designated	\$45,094 \$70,799 \$30,498 \$0						\$1,200.00			(J) cell phone expenses
			\$146,390	0.00%	\$0	\$0	\$0	\$0	\$1,200.00	\$0	\$147,590	0
Havard, Mary Geneva	Assoc VP, Public Affairs	General Revenue Other E& G Income Designated - -	\$46,905 \$73,642 \$0 \$120,547	16.37%	\$0	\$0	\$0	\$0	\$1,200.00 \$17,392.79 \$18,592.79	\$0	\$139,140	(J) cell phone expenses (\$1,200) (J) FY12 incentive payout (\$8,351.77); FY13 maximum _ incentive opportunity (\$9,041.03)
Cavazos, Henry James	Assoc Dean Academic Affairs	General Revenue	\$45,091									
		Other E& G Income Designated	\$70,796 \$0						\$1,400.00 \$15,644.75			(J) cell phone expenses (\$1,400) (J) FY12 incentive payout (\$6,953.22); FY13 maximum incentive opportunity (\$8,691.53)
		-	\$115,887	0.00%	\$0	\$0	\$0	\$0	\$17,044.75	\$0	\$132,932	
Krcma, Lawrence John	Assoc VP, University Events	General Revenue Other E& G Income Designated –	\$44,746 \$70,254 \$0 \$115,000	4.55%	\$0	\$0	\$0	\$0	\$1,200.00 \$13,575.00 \$14,775.00	\$0	\$129,775	(J) cell phone expenses (\$1,200) (J) FY12 incentive payout (\$4,950); FY13 maximum incentive opportunity (\$8,625) 5
Rabek, Jeffrey P	Asst Dean Stdnt Affrs& Admssns	General Revenue Other E& G Income Designated	\$39,961 \$62,741 \$0 \$102,702	0.00%	<u></u> \$0	\$0	\$0	\$0	\$13,524.21 \$13,524.21	\$0	\$116.22((J) FY12 incentive payout (\$4,621.58); FY13 maximum incentive opportunity (\$7,702.63); cell phone expenses
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