

## Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 744

Institution Name: The University of Texas Health Science Center at Houston

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Colasurdo, Giuseppe	President and Alkek-Williams Distinguished Chair	E&G	\$65,669	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,669	Max at risk - Incentive Compensation (\$65,504)
		Designated	\$684,831	0.00%	\$0	\$199,500	\$0	\$0	\$65,504	\$0	\$949,835	
			\$750,500	0.00%	\$0	\$199,500	\$0	\$0	\$65,504	\$0	\$1,015,504	
<p>Note: Dr. Colasurdo participates in an incentive compensation program where award opportunity levels are adjusted to reflect his/her success in attaining performance goals. The award opportunity is 12.5% of FY 2015 base salary adjusted depending on achievement of "Threshold, Target, and Maximum" goals. Achievement of Threshold goals earned 50%, Target goals earned 100%, and Maximum goals earned 150% of the award opportunity respectively. The amount of compensation payable in FY 2016 for FY 2015 performance is determined by the Board of Regents in two parts. Qualitative awards were made in October 2015, while quantitative awards will be made in February 2016. Incentive compensation reported above as "other" is the actual qualitative award amount paid in October 2015 and an estimated quantitative award amount based on the actual quantitative payment made in the prior fiscal year.</p>												
Dillon, Kevin	Senior Executive Vice President, Chief Operating and Financial Officer	E&G	\$391,339	3.96%	\$0	\$0	\$0	\$0	\$0	\$0	\$391,339	Max at risk- Incentive Compensation (\$175,961.50); Deferred Compensation (\$127,972.50)
		Designated	\$248,521	12.17%	\$0	\$0	\$0	\$0	\$303,934	\$0	\$552,455	
					\$639,860	7.00%	\$0	\$0	\$0	\$0	\$303,934	
Andrassy, Richard	Professor, Chair, Exec. Vice Dean Clinical Affairs, Denton A. Cooley Chair in Surgery, Jack H. Mayfields Distinguished University Chair, Dr. Thomas D. Cronin Chair Plastic Surgery, Surgery, Medical School	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$50,000	\$0	\$50,000	Other - Supplement Administration; Compensation also includes faculty appointment
		Designated	\$385,116	0.00%	\$0	\$0	\$0	\$0	\$330,523	\$0	\$715,639	Other - Supplement Exec Vice Dean, Supplement Chair; Max at risk - Augmentation, On call pay, Clinical Incentive
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$69,920	\$0	\$69,920	Other - Supplement Endowment
			\$385,116	0.00%	\$0	\$0	\$0	\$0	\$450,443	\$0	\$835,559	
Stoll, Barbara	Professor, Dean, H. Wayne Hightower Distinguished Professor in the Medical Sciences	E&G	\$550,000	0.00%	\$0	\$0	\$0	\$0	\$175,000	\$0	\$725,000	Started 10/1/2015 Other - Supplement Dean and Supplement Administration; Compensation also includes faculty appointment.
Patel, Bela	Associate Professor, Non-Tenure Clinical, Assistant Dean, Internal Medicine, Medical School	Designated	\$249,958	4.57%	\$0	\$0	\$0	\$0	\$359,991	\$0	\$609,949	Other - Supplement Administration, Supplement Division Director, Supplement Clinical Director, Supplement Vice Chair, Supplement Clinical, Supplement Asst. Dean; Max at risk - Augmentation, Clinical Incentive; Compensation also includes faculty appointment
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
					\$249,958	0.61%	\$0	\$0	\$0	\$0	\$359,991	\$0

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Blackwell,Sean C	Professor and Chair, Assistant Dean, OBGYN, Medical School	Designated	\$231,518	4.67%	\$0	\$0	\$0	\$0	\$323,788	\$0	\$555,306	Other - Supplement LBJ Required Call, Supplement Chair, and Supplement Asst. Dean; Max at risk - Augmentation, Clinical Incentive; Compensation also includes faculty appointment
		Restricted	\$16,812	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$16,812	
			<u>\$248,330</u>	<u>12.27%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$323,788</u>	<u>\$0</u>	<u>\$572,118</u>	
Foyle,Kevin J	Vice President, Development, Administrative Support	Designated	\$378,560	4.00%	\$0	\$0	\$0	\$0	\$119,640	\$0	\$498,200	Other - Supplement Administration; Max at risk - Incentive
Hancock,John F	Professor, Chair, Vice Dean for Basic Research, Executive Director Brown Foundation Institute of Molecular Medicine, John S. Dunn Distinguished University Chair in Physiology and Medicine, Medical School	E&G	\$91,875	-36.25%	\$0	\$0	\$0	\$0	\$120,000	\$0	\$211,875	Other - Supplement Vice Dean and Supplement Chair; Compensation also includes faculty appointment
		Restricted	\$129,832	67.32%	\$0	\$0	\$0	\$0	\$105,000	\$0	\$234,832	Other - Supplement Center Director
			<u>\$221,707</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$225,000</u>	<u>\$0</u>	<u>\$446,707</u>	
Eichenwald,Eric Christopher	Professor, Chair and Assistant Dean for Healthcare Quality, Pediatrics, Medical School	Designated	\$206,000	3.00%	\$0	\$0	\$0	\$0	\$225,000	\$0	\$431,000	Other - Supplement Assistant Dean, and Supplement Chair; Max at risk - Augmentation; Compensation also includes faculty appointment
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$10,000	Other - Supplement Endowment
			<u>\$206,000</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$235,000</u>	<u>\$0</u>	<u>\$441,000</u>	
McNeese,Margaret C.	Professor, NTC and Vice Dean of Admissions and Student Affairs, MS Admissions, Medical School	E&G	\$239,404	0.00%	\$0	\$0	\$0	\$0	\$79,668	\$0	\$319,072	Other - Supplement Administration; Compensation also includes faculty appointment
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$93,877	\$0	\$93,877	Other - Supplement Administration and Supplement Clinical
			<u>\$239,404</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$173,545</u>	<u>\$0</u>	<u>\$412,949</u>	
Zhang,Jiajie	Dean, Dr. Doris L. Ross Professor, Biomedical Informatics	E&G	\$199,485	66.24%	\$0	\$0	\$0	\$0	\$50,000	\$0	\$249,485	Max at risk - research incentive
		Restricted	\$58,015	-55.37%	\$0	\$0	\$0	\$0	\$75,000	\$0	\$133,015	Other - Supplement Dean; Compensation also includes faculty appointment
			<u>\$257,500</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$125,000</u>	<u>\$0</u>	<u>\$382,500</u>	
Tramonte,Michael	Senior Vice President, Finance & Business Services, Finance, Administrative Support	E&G	\$303,430	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$303,430	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$75,858	\$0	\$75,858	Max at risk - Incentive
			<u>\$303,430</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$75,858</u>	<u>\$0</u>	<u>\$379,288</u>	
Gorenstein,David G.	Professor and Chair, Associate Dean for Research, Deputy Director IMM, James T. Willerson Distinguished Chair in Cardiovascular Research, Institute of Molecular Medicine, Medical School	E&G	\$114,578	-28.62%	\$0	\$0	\$0	\$0	\$60,000	\$0	\$174,578	Other - Supplement Chair and Supplement Associate Dean; Compensation also includes faculty appointment
		Restricted	\$145,001	52.30%	\$0	\$0	\$0	\$0	\$43,150	\$0	\$188,151	Other - Supplement Endowment
			<u>\$259,579</u>	<u>1.51%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$103,150</u>	<u>\$0</u>	<u>\$362,729</u>	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Mikhail,Osama I.	Interim Dean and Senior Vice President for Strategic Planning, Office of the Dean, School of Public Health	E&G	\$309,000	13.33%	\$0	\$0	\$0	\$0	\$46,659	\$0	\$355,659	Other - Supplement Vice Dean; Max at risk - Incentive
		Restricted	\$6,180	-82.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$6,180	
			\$315,180	2.00%	\$0	\$0	\$0	\$0	\$46,659	\$0	\$361,839	
Staller,Arlene D.	Vice President and Chief Legal & Compliance Officer, Legal Affairs, Administrative Support	E&G	\$341,339	4.00%	\$0	\$0	\$0	\$0	\$17,067	\$0	\$358,406	Max at risk - Incentive
Miller, Richard L.	Vice President and Chief Information Officer, Information Technology, Administrative Support	E&G	\$333,623	6.00%	\$0	\$0	\$0	\$0	\$16,681	\$0	\$350,305	Max at risk - Incentive
Miller,Charles C	Professor and Associate Dean for Hospital Quality Initiatives	E&G	\$35,000	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$35,000	Other - Supplement Associate Dean; Compensation also includes faculty appointment
		Designated	\$131,250	-16.67%	\$0	\$0	\$0	\$0	\$175,000	\$0	\$306,250	
		Restricted	\$8,750	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$8,750	
			\$175,000	0.00%	\$0	\$0	\$0	\$0	\$175,000	\$0	\$350,000	
Casas,Andrew	Vice President, and Chief Operating Officer UTP, Medical School	Designated	\$279,450	8.00%	\$0	\$0	\$0	\$0	\$69,863	\$0	\$349,313	Max at risk - Incentive
Frazier,Lorraine	Dean (SON), Huffington Foundation Endowed Chair and John P. McGovern Distinguished Professor, School of Nursing	E&G	\$220,000	0.00%	\$0	\$0	\$0	\$0	\$117,000	\$0	\$337,000	Other - Supplement Dean; Max at risk - Incentive; Compensation also includes faculty appointment Other - Supplement Endowment
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$11,250	\$0	\$11,250	
			\$220,000	0.00%	\$0	\$0	\$0	\$0	\$128,250	\$0	\$348,250	
Dyer,Carmel B.	Professor and Associate Dean for Harris County Programs and Roy M. and Phyllis Gough Huffington Chair in Gerontology, Internal Medicine, Medical School	Designated	\$160,024	-7.03%	\$0	\$0	\$0	\$0	\$146,900	\$0	\$306,924	Other - Supplement Associate Dean; Max at risk - Augmentation; Compensation also includes faculty appointment
		Restricted	\$36,276	50.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$36,276	
			\$196,300	0.00%	\$0	\$0	\$0	\$0	\$146,900	\$0	\$343,200	
Butler,Patricia	Professor, Non-Tenure Clinical, Vice Dean, Educational Programs, Medical School	E&G	\$256,776	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$256,776	Compensation also includes faculty appointment
		Designated	\$85,592	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$85,592	
			\$342,368	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$342,368	
Valenza,John A.	Dean & William N. Finnegan III Professor In The Dental Sciences, Office of the Dean, School of Dentistry	E&G	\$220,000	10.00%	\$0	\$0	\$0	\$0	\$122,000	\$0	\$342,000	Other - Supplement Dean; Max at risk - Incentive; Compensation also includes faculty appointment
Fernette,Eric	Vice President & Chief Human Resources Officer, Human Resources, Administrative Support	E&G	\$235,621	7.00%	\$0	\$0	\$0	\$0	\$11,781	\$0	\$247,402	Max at risk - Incentive
		Designated	\$78,540	7.00%	\$0	\$0	\$0	\$0	\$3,927	\$0	\$82,467	
			\$314,161	7.00%	\$0	\$0	\$0	\$0	\$15,708	\$0	\$329,869	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Ness,Roberta B.	Professor, Vice President for Innovation, and James W. Rockwell Professorship in Public Health	E&G	\$195,000	-18.75%	\$0	\$0	\$0	\$0	\$0	\$0	\$195,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$25,000	Other - Supplement Administration; Compensation also includes faculty appointment
		Restricted	\$105,000	75.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$105,000
			<b>\$300,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$25,000</b>	<b>\$0</b>	<b>\$325,000</b>	
Byrne,John H.	Professor, Chair, Associate Dean for Research, June and Virgil Waggoner Chair, Neurobiology & Anatomy, Medical School	E&G	\$99,590	7.53%	\$0	\$0	\$0	\$0	\$81,000	\$0	\$180,590	Other - Supplement Chair; Compensation also includes faculty appointment
		Designated	\$11,066	-38.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$11,066	
		Restricted	\$110,655	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$125,655	Other - Supplement Program Director
			<b>\$221,311</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$96,000</b>	<b>\$0</b>	<b>\$317,311</b>	
Starck,Patricia L.	Senior Vice President, Inter-Professional Education, Administrative Support	E&G	\$306,633	12.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$306,633	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<b>\$306,633</b>	<b>12.89%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$306,633</b>	
Thomas,Eric	Professor and Associate Dean for Healthcare Quality and Griff T. Ross Professor in Humanities and Technology in Health Care	E&G	\$5,299	-1.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,299	
		Designated	\$114,154	0.00%	\$0	\$0	\$0	\$0	\$111,925	\$0	\$226,079	Other - Supplement Associate Dean, Supplement Administration; Max at risk - Augmentation; Compensation also includes faculty appointment
		Restricted	\$65,173	-62.36%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$75,173	Other - Supplement Endowment
			<b>\$184,626</b>	<b>3.43%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$121,925</b>	<b>\$0</b>	<b>\$306,551</b>	
Murphy, Thomas J	Assistant Professor, Non-Tenure Clinical, Family Medicine, and Assistant Dean, Medical School	Designated	\$96,474	0.00%	\$0	\$0	\$0	\$0	\$200,000	\$0	\$296,474	Other - Supplement Administration; Also has faculty appointment not included here
Figari,Charles A.	Vice President and Chief Auxiliary Enterprises Officer, Auxiliary Enterprises, Administrative Support	E&G	\$22,107	8.00%	\$0	\$0	\$0	\$0	\$1,105	\$0	\$23,212	Max at risk - Incentive
		Aux	\$254,230	8.00%	\$0	\$0	\$0	\$0	\$12,712	\$0	\$266,942	Max at risk - Incentive
			\$276,337	8.00%	\$0	\$0	\$0	\$0	\$13,817	\$0	\$290,154	
Bernstam,Elmer Victor	Associate Dean for Research & Professor, Biomedical Informatics	E&G	\$32,328	-54.97%	\$0	\$0	\$0	\$0	\$58,190	\$0	\$90,518	Max at risk - research incentive; Also has faculty appointment not included here
		Designated	\$10,754	-66.73%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,754	
		Restricted	\$150,884	67.93%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$180,884	Other - Supplement Associate Dean
			<b>\$193,967</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$88,190</b>	<b>\$0</b>	<b>\$282,157</b>	

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Tyson,Jon E.	Professor, Vice Dean for Clinical Research and Healthcare Quality, Michelle Bain Distinguished Professor in Medicine and Public Health, Pediatrics, Medical School	E&G	\$98,712	12.67%	\$0	\$0	\$0	\$0	\$0	\$0	\$98,712	
		Designated	\$83,956	29.88%	\$0	\$0	\$0	\$0	\$19,155	\$0	\$103,111	Other - Supplement Vice Dean; Compensation also includes faculty appointment
		Restricted	\$71,744	-8.73%	\$0	\$0	\$0	\$0	\$0	\$0	\$71,744	
	\$254,412	10.21%	\$0	\$0	\$0	\$0	\$19,155	\$0	\$273,567			
Stancel, George M.	Executive Vice President for Academic and Research Affairs- Roger J. Bulger, M.D. Distinguished Professorship and Professor, Medical School	E&G	\$259,724	1.92%	\$0	\$0	\$0	\$0	\$13,251	\$0	\$272,975	Max at risk - Incentive; Also has faculty appointment not included here
Mitchell,Laura E	Professor and Associate Dean for Research, Epidemiology and Disease Control, School of Public Health	E&G	\$161,819	-16.75%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$181,819	Other - Supplement Associate Dean; Compensation also includes faculty appointment
		Restricted	\$87,133	79.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$87,133	
			\$248,952	2.46%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$268,952	
McDermott,Richard L	Vice President Facilities, Planning & Engineering, Facilities Operations, Administrative Support	E&G	\$254,963	4.50%	\$0	\$0	\$0	\$0	\$12,748	\$0	\$267,711	Max at risk - Incentive
Funk,Craig T	Vice President, Chief Clinical Service Line Officer, Orthopedic Surgery, Medical School	Designated	\$212,500	18.06%	\$0	\$0	\$0	\$0	\$53,125	\$0	\$265,625	Max at risk - Incentive; Promotion to VP in FY 2016
Perry,Cheryl L	Professor and Regional Dean and The Rockwell Distinguished Chair in Society and Health, Austin Regional Campus, School of Public Health	E&G	\$157,934	-8.61%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$177,934	Other - Supplement Regional Dean; Compensation also includes faculty appointment
		Restricted	\$85,041	96.85%	\$0	\$0	\$0	\$0	\$0	\$0	\$85,041	
			\$242,975	12.48%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$262,975	
Page,Julie T	Associate Dean for Clinical Business Affairs, MS Dean, Medical School	E&G	\$221,000	3.00%	\$0	\$0	\$0	\$0	\$33,150	\$0	\$254,150	Max at risk - Incentive
Chassay,Charles Mark	Assistant Professor, NTC, Associate Dean for Alumni Relations and Assistant Dean for Admissions and Student Affairs	Designated	\$133,333	0.00%	\$0	\$0	\$0	\$0	\$116,667	\$0	\$250,000	Other - Supplement Associate Dean; Max at risk - Augmentation; Compensation also includes faculty appointment
McNiel,Nancy O.	Associate Dean for Administrative Affairs at the Medical School, Medical School	E&G	\$234,912	4.00%	\$0	\$0	\$0	\$0	\$11,746	\$0	\$246,658	Max at risk - Incentive
Forbes,Scott	Vice President of Governmental Relations, Governmental Relations, Administrative Support	Designated	\$226,536	3.50%	\$0	\$0	\$0	\$0	\$11,327	\$0	\$237,863	Max at risk - Incentive

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Ownby,Allison R.	Associate Professor, NTR and Assistant Dean for Faculty and Educational Development	E&G	\$48,321	-10.64%	\$0	\$0	\$0	\$0	\$0	\$0	\$48,321	Compensation also includes faculty appointment
		Designated	\$57,925	7.12%	\$0	\$0	\$0	\$0	\$111,925	\$0	\$169,850	
		Restricted	\$9,604	0.00%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$19,604	
			\$115,850	7.12%	\$0	\$0	\$0	\$0	\$121,925	\$0	\$237,775	
McCormick,Joseph B.	James H. Steele NTT Professor & Regional Dean, Brownsville Regional Campus, School of Public Health	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$25,000	Other - Supplement Center Director and Supplement Regional Dean; Compensation also includes faculty appointment
		Designated	\$97,565	145.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$97,565	
		Restricted	\$105,696	-33.38%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,696	
			\$203,261	2.50%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$228,261	
Lehman,Brenda Louise	Associate Vice President Revenue Cycle Management, Revenue Cycle Management, Medical School	Designated	\$190,164	8.67%	\$0	\$0	\$0	\$0	\$38,033	\$0	\$228,197	Max at risk - Incentive
Smith,Angela Hintzel	Associate Dean for Finance at the Medical School, MS Management, Medical School	E&G	\$213,174	3.50%	\$0	\$0	\$0	\$0	\$10,659	\$0	\$223,833	Max at risk - Incentive
Solberg,Eric J.	Associate Vice President, Academic & Research Affairs, EVP of Academic and Research Affairs, Administrative Support	E&G	\$199,083	4.00%	\$0	\$0	\$0	\$0	\$21,877	\$0	\$220,960	Other - Supplement Administration
Ryan,Debra Jean	Associate Dean For Management III, School of Public Health	E&G	\$197,327	3.00%	\$0	\$0	\$0	\$0	\$19,733	\$0	\$217,060	Max at risk - Incentive
Emery,Robert J.	Vice President Safety, Health, Environment and Risk Management, Administrative Support	E&G	\$215,705	7.12%	\$0	\$0	\$0	\$0	\$0	\$0	\$215,705	Also has faculty appointment not included here
Kaur,Manjit	Associate Vice President, Physician Services, MSRDP Administration, Medical School	Designated	\$178,500	0.00%	\$0	\$0	\$0	\$0	\$26,775	\$0	\$205,275	Max at risk - Incentive
Rozmus,Cathy L	Professor/Associate Dean of Academic Affairs, Department of Family Health, School of Nursing	E&G	\$142,882	2.00%	\$0	\$0	\$0	\$0	\$17,510	\$0	\$160,392	Other - Supplement Administration; Compensation also includes faculty appointment
		Designated	\$35,720	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$35,720	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$1,500	\$0	\$1,500	Other - Supplement Endowment
			\$178,602	2.00%	\$0	\$0	\$0	\$0	\$19,010	\$0	\$197,612	
Hughes,James B	Assistant Vice President for Development, Development, Administrative Support	Designated	\$194,750	21.72%	\$0	\$0	\$0	\$0	\$0	\$0	\$194,750	Promotion to VP in FY 2016
Spillar,Karen K	Associate Vice President of Planning, Office of the President, Administrative Support	E&G	\$188,451	5.57%	\$0	\$0	\$0	\$0	\$0	\$0	\$188,451	

## Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 744

Institution Name: The University of Texas Health Science Center at Houston

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
LeMaistre,William Sidney	Assistant Vice President & Chief Compliance Officer, Institutional Compliance, Administrative Support	E&G	\$88,868	2.00%	\$0	\$0	\$0	\$0	\$4,443	\$0	\$93,311	Max at risk - Incentive
		Designated	\$88,868	2.00%	\$0	\$0	\$0	\$0	\$4,443	\$0	\$93,311	Max at risk - Incentive
			\$177,736	2.00%	\$0	\$0	\$0	\$0	\$8,886	\$0	\$186,622	
Bartholomew,Leona K.	Professor and Associate Dean for Academic Affairs, School of Public Health	E&G	\$100,839	-16.74%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$130,839	Other - Supplement Associate Dean; Compensation also includes faculty appointment
		Restricted	\$54,298	79.34%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,298	
			\$155,137	2.48%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$185,137	
Bergstrom,Nancy	Theodore J. & Mary E. Trumble Professorship In Aging Research, Associate Dean for Research and Director of Aging, School of Nursing	E&G	\$166,907	-6.98%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$181,907	Other - Supplement Administration; Compensation includes faculty appointment
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$1,500	\$0	\$1,500	Other - Supplement Endowment
			\$166,907	-6.98%	\$0	\$0	\$0	\$0	\$16,500	\$0	\$183,407	
Kohl III,Harold W	Professor and Associate Regional Dean of Global Health	E&G	\$54,600	-21.54%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,600	Compensation also includes faculty appointment
		Restricted	\$127,400	43.83%	\$0	\$0	\$0	\$0	\$0	\$0	\$127,400	
			\$182,000	15.07%	\$0	\$0	\$0	\$0	\$0	\$0	\$182,000	
Butler,Bruce D.	Vice President of Research & Technology, Res-Technology Management, Administrative Support	Designated	\$176,989	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$176,989	Also has faculty appointment not included here
		Restricted	\$4,986	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$4,986	
			\$181,975	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$181,975	
Balcazar,Hector G.	Professor and Regional Dean, El Paso Regional Campus, School of Public Health	E&G	\$101,965	-17.11%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$121,965	Other - Supplement Regional Dean; Compensation also includes faculty appointment
		Restricted	\$54,904	78.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,904	
			\$156,869	2.02%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$176,869	
Kelder,Steven H.	Professor and Associate Regional Dean and Beth Toby Grossman Distinguished Professorship in Spirituality and Healing	E&G	\$114,931	-15.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$114,931	Compensation also includes faculty appointment
		Restricted	\$61,886	82.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$61,886	
			\$176,817	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$176,817	
Ogden,Jodi	Associate Vice President, Sponsored Projects Administration, Administrative Support	E&G	\$176,800	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$176,800	
Jeske,Arthur H.	Associate Dean, Strategic Planning and Professor, Office of the Dean, School of Dentistry	E&G	\$154,707	3.60%	\$0	\$0	\$0	\$0	\$21,000	\$0	\$175,707	Other - Supplement Administration; Compensation includes faculty appointment
Hochner,Rose	Associate VP Marketing and Communication and Chief of Staff to the President	E&G	\$152,000	26.67%	\$0	\$0	\$0	\$0	\$22,800	\$0	\$174,800	Max at risk - Incentive





## Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 744

Institution Name: The University of Texas Health Science Center at Houston

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Pierpont,Hugh P.	Associate Dean for Student and Alumni Affairs, and Professor, Office of Student Affairs, School of Dentistry	E&G	\$130,530	3.92%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$150,530	Other - Supplement Administration; Compensation also includes faculty appointment
Valerio,Melissa A	Associate Professor and Interim Regional Dean, San Antonio Regional Campus, School of Public Health	E&G	\$83,298	-4.69%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$103,298	Other - Supplement Regional Dean; Compensation also includes faculty appointment
		Designated	\$6,408	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$6,408	
		Restricted	\$38,445	75.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$38,445	
			\$128,150	17.31%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$148,150	
Hanks,Robert G	Associate Professor and Assistant Dean and Department Chair.	E&G	\$13,730	0.00%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$23,730	Other - Supplement Interim Chair; Compensation also includes faculty appointment; Promotion to Assistant Dean in FY 2016
		Designated	\$13,730	-44.69%	\$0	\$0	\$0	\$0	\$0	\$0	\$13,730	
		Restricted	\$109,840	10.63%	\$0	\$0	\$0	\$0	\$0	\$0	\$109,840	
			\$137,300	10.63%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$147,300	
Morrow,Joe T.	Associate Dean For Management II, Office of the Dean, School of Dentistry	E&G	\$147,241	5.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$147,241	
Perez,Susan D	Associate Dean For Management II, Management Office, School of Nursing	E&G	\$144,690	4.49%	\$0	\$0	\$0	\$0	\$0	\$0	\$144,690	
Smith,Mary Ann	Assistant Professor of Environmental and Occupational Health NTT and Associate Dean for Student Affairs, School of Public Health	E&G	\$74,439	-33.37%	\$0	\$0	\$0	\$0	\$0	\$0	\$74,439	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$30,000	Other - Supplement Associate Dean; Compensation also includes faculty appointment
		Restricted	\$40,083	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$40,083	
		\$114,522	2.51%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$144,522		
Caughy,Margaret O.	Professor & Interim Regional Dean	E&G	\$83,038	-16.70%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$98,038	Other - Supplement Regional Dean; Compensation also includes faculty appointment; Promotion to Interim Regional Dean for FY 2016
		Restricted	\$44,713	79.42%	\$0	\$0	\$0	\$0	\$0	\$0	\$44,713	
			\$127,750	2.53%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$142,750	
Walji,Muhammad F.	Associate Dean for Technology Services and Informatics and Professor, Education and Technology Services, School of Dentistry	E&G	\$11,372	15.29%	\$0	\$0	\$0	\$0	\$25,999	\$0	\$37,371	Other - Supplement Administration and Supplement Associate Dean; Compensation also includes faculty appointment
		Restricted	\$102,345	2.62%	\$0	\$0	\$0	\$0	\$0	\$0	\$102,345	
			\$113,717	3.76%	\$0	\$0	\$0	\$0	\$25,999	\$0	\$139,716	



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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Gleason Jr,Wallace A.	Associate Dean for Admissions and Student Affairs	E&G	\$61,606	8.45%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$71,606	Other - Supplement Associate Dean; Also has faculty appointment not included here
		Restricted	\$30,714	-0.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$30,714	
			\$92,320	5.48%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$102,320	
Barros,Juliana	Associate Professor in Restorative Dentistry Non-Tenure Clinical and Interim Associate Dean for Research	E&G	\$89,458	3.34%	\$0	\$0	\$0	\$0	\$0	\$0	\$89,458	Max at risk - Augmentation; Compensation also includes faculty appointment; Promotion to Interim Associate Dean for FY 2016
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$5,645	\$0	\$5,645	
			\$89,458	3.34%	\$0	\$0	\$0	\$0	\$5,645	\$0	\$95,103	
Rosenfeld,Gary C.	Associate Dean for Educational Programs	E&G	\$68,308	1.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$68,308	Also has faculty appointment not included here
		Restricted	\$24,250	1.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$24,250	
			\$92,559	1.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$92,559	
Lahoti,Sheela L.	Associate Dean for Admissions and Student Affairs	E&G	\$77,685	-5.60%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$87,685	Other - Supplement Administration; Also has faculty appointment not included here
		Restricted	\$4,606	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$4,606	
			\$82,291	0.00%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$92,291	
Love,Latanya J.	Assistant Professor of Pediatrics, Non-Tenure Clinical and Assistant Dean for Diversity and Inclusion, Assistant Dean for Admissions and Student Affairs, Medical School	E&G	\$63,591	-5.50%	\$0	\$0	\$0	\$0	\$15,225	\$0	\$78,816	Other - Supplement Administration; Also has faculty appointment not included here
		Restricted	\$10,095	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,095	
			\$73,686	9.50%	\$0	\$0	\$0	\$0	\$15,225	\$0	\$88,911	
Patel,Shalizeh	Associate Professor in Restorative Dentistry Non-Tenure Clinical and Interim Associate Dean for Research	E&G	\$88,139	3.61%	\$0	\$0	\$0	\$0	\$0	\$0	\$88,139	Compensation also includes faculty appointment; Promotion to Interim Associate Dean for FY 2016
Oakes,Joanne	Asst Dean for Educational Programs	E&G	\$79,880	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$79,880	Also has faculty appointment not included here
Doyle,Peter D.	Assistant Dean Harris County Programs	Designated	\$52,290	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$72,290	Other - Supplement Assistant Dean; Also has faculty appointment not included here
Toy,Eugene C.	Asst Dean for Educational Programs	E&G	\$67,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$67,500	Also has faculty appointment not included here; Promotion to Assistant Dean for FY 2016
Dougherty,Anne H.	Vice President, Human Research Protection Programs, EVP Academic & Research Affairs, Administrative Support and Professor, Internal Medicine, Medical School	Designated	\$64,583	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$64,583	Also has faculty appointment not included here

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Mancias,Pedro	Assistant Dean for Diversity and Inclusion, Diversity & Inclusion Office, Assistant Dean for Admin and Student Affairs, Medical School	E&G	\$56,645	10.00%	\$0	\$0	\$0	\$0	\$7,500	\$0	\$64,145	Other - Supplement Administration; Also has a faculty appointment not included here
Morano,Kevin A.	Associate Dean for Faculty Affairs and Professor, Medical School	E&G	\$48,880	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$63,880	Other - Supplement Administration; Also has faculty appointment not included here; Promotion to Associate Dean in FY 2016
Cleary,Len	Asst Dean for Educational Programs	E&G	\$55,900	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$55,900	Also has faculty appointment not included here
Promecene,Pamela A.	Assistant Dean For Graduate Medical Education	Designated	\$52,083	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$52,083	Also has faculty appointment not included here
Bean,Andrew	Professor and Associate Dean Graduate Education, Graduate School of Biomedical Sciences	E&G	\$23,320	0.00%	\$0	\$0	\$0	\$0	\$26,500	\$0	\$49,820	Other - Supplement Associate Dean; Also has faculty appointment not included here
Orlander,Philip R.	Associate Dean for Educational Programs	E&G	\$45,998	8.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$45,998	Also has faculty appointment not included here
Shelburne,Julia T.	Assistant Dean For Graduate Medical Education	Designated	\$32,550	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$32,550	Also has faculty appointment not included here
Harper,R Andrew	Asst Dean for Educational Programs	E&G Designated	\$9,583	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$9,583	Also has faculty appointment not included here
			\$9,583	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$9,583	
			\$19,165	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$19,165	