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	<u> </u>	 					Nonsalary	Benefits FY	2016			I
				Percentage		Practice	-				ı	
			Salary	Salary Increase	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(09.01.2015)	•	Bonuses	Benefit	_	Allowance	Other	Compensation	Compensation	Explanation / Comments
Henrich, William	President	General Revenue	\$65,945	0.00%							\$65,945	:
neimon, william	President	Designated	\$632,218	0.00%		\$188,015	;		\$333,960			name in the state of the state
		Designated	7032,210	0.0070		7100,01	,		7333,300		71,134,133	(\$200,000)
			\$698,163	0.00%	\$0	\$188,01	\$ \$0	\$0	\$333,960	\$0	\$1,220,138	_
				itive compensation pro	_			-			_	
				pending on achieveme		_	_			_		
		Maximum goals earn	ned 150% of the awa	rd opportunity respect	ively. The am	ount of con	pensation payabl	e in FY 2016 fo	r FY 2015 pe	rformance is determ	ined by the Board of	Regents in two parts.
		Qualitative awards w	vere made in Octobe	r 2015, while quantitat	ive awards w	ill be made	n February 2016.	Incentive com	pensation re	eported above as "ot	her" is the actual qua	litative award
		amount paid in Octo	ber 2015 (\$48,871) a	and an estimated quan	titative award	d amount ba	sed on the actual	quantitative pa	ayment made	e in the prior fiscal ye	ear (\$85,089).	
Gonzalez-Scarano Francis	co Dean, School of Medicine and Vice President of Medical Affairs	General Revenue	\$671,250	0.00%							\$671,250	
Gorizalez-Scarano, Francis	co Dean, School of Medicine and Vice Fresident of Medical Affairs	Designated	\$071,230 \$0	0.00%					\$143,250) Incentive compensation (\$143,250)
		Restricted	\$78,750	0.00%					7143,230		\$78,750	
			\$750,000	0.00%	\$0	\$0	\$0	\$0	\$143,250	\$0	\$893,250	
Black, Michael Edward	Senior Executive Vice President and Chief Operating Officer	General Revenue	\$304,200	-13.33%							\$304,200	\$100,000 annual deferred compensation rolled into salary effective 9/1/2015.
		Designated	\$445,800	49.10%					\$131,300		\$577,100) Incentive compensation (\$131,300)
		-	\$750,000	15.38%	\$0	\$0	\$0	\$0	\$131,300	\$0	\$881,300	-) =
Rosende, Carlos A.	Executive Vice Dean for Clinical Affairs for School of Medicine and Executive Director of UT Medicine	Designated	\$426,406	5.26%					\$54,000		\$480,406	5 Also has a 16.25% faculty appointment. Incentive compensation based on FY15 actual (\$54,000). A portion of the incentive may be associated with faculty effort.
			\$426,406	5.26%	\$0	\$0	\$0	\$0	\$54,000	\$0	\$480,406	=
Waise David C	Doop Craduate School of Diamodical Sciences	Conoral Boyonya	¢202.2E0	0.00%							\$202.250	_
Weiss, David S.	Dean, Graduate School of Biomedical Sciences	General Revenue Designated	\$293,350 \$62,488	0.00% 137.78%					\$54,020		\$293,350 \$116,508	n Incentive compensation (\$54,020)
		Restricted	\$9,162	-79.81%					334,020		\$9,162	
			\$365,000	0.00%	\$0	\$0	\$0	\$0	\$54,020	\$0	\$419,020	
Civifuida Andrea	Vice President for Research	Compared Bayranya	¢125.000	0.00%							¢135.000	-) Also has a 20% faculty appointment.
Giuffrida, Andrea	vice President for Research	General Revenue Designated	\$125,000 \$195,000	0.00% 0.00%					\$57,955			5 Incentive compensation (\$57,955)
		Restricted	\$15,000	0.00%					<i>337,333</i>		\$15,000	
		nestricted	\$335,000	0.00%	\$0	\$0	\$0	\$0	\$57,955	\$0	\$392,955	
Duralia Ell. T	Dans Calcast of Neuroina	Cara IS	640.000	05.000/							A10.00	-
Breslin, Eileen T.	Dean, School of Nursing	General Revenue	\$49,225	-85.00%					¢=7 7 7 7		\$49,225	
		Designated Restricted	\$246,122 \$32,816	100.00% 100.00%					\$57,757		\$303,879 \$32,816) Incentive compensation (\$57,757)
		Nestricted	\$328,163	0.00%	\$0	\$0	\$0	\$0	\$57,757	\$0	\$32,810	
Marks, Andrea M.	Vice President and Chief Financial Officer	General Revenue	\$315,000	5.00%					¢co c=c		\$315,000	
		Designated	\$0	0.00%	- co	40	<u> </u>	<u> </u>	\$68,670	<u> </u>) Incentive compensation (\$68,670)
			\$315,000	5.00%	\$0	\$0	\$0	\$0	\$68,670	\$0	\$383,670	J

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					Nonsalary Benefits FY 2016				2016			
				Percentage		Practice	•				1	
			Salary	Salary Increase	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(09.01.2015)	Over FY 2015	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Collier, Yemen	Vice President and Chief Information Officer	General Revenue	\$307,000	7.72%					\$69,075			Incentive compensation (\$69,075)
			\$307,000	7.72%	\$0	\$0	\$0	\$0	\$69,075	\$0	\$376,075) =
			****	/					4			(640.7F0)
Dodge, William	Dean, School of Dentistry	General Revenue	\$325,000 \$325,000	0.00%	\$0	\$0	\$0	\$0	\$48,750 \$48,750	\$0	\$373,750	ncentive compensation (\$48,750)
			\$323,000	0.00%	3 0	ŞÜ	ŞU	ŞU	346,730	ŞU	Ş3/3,/3C) =
Eddins-Folensbee, Floren	ice Vice Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$353,600	0.00%							\$353,600	
,	, , , , , , , , , , , , , , , , , , ,		\$353,600	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$353,600	
												=
Shelledy, David	Dean, School of Health Professions	General Revenue	\$289,985	-1.70%							\$289,985	
		Designated	\$5,015	100.00%		4.0	4.0	4.0	\$57,525) Incentive compensation (\$57,525)
			\$295,000	0.00%	\$0	\$0	\$0	\$0	\$57,525	\$0	\$352,525) =
Clark, Robert A.	Assistant Vice President for Clinical Research	General Revenue	\$140,253	1.45%							\$140.253	3 Also has a 30% faculty appointment.
Clark, Nobel CA.	Assistant vice i resident for eninear nescuren	Designated	\$72,080	6.59%					\$41,237		• •	7 Incentive compensation based on FY15 actual (\$41,237). A portion of
		3	, ,===						, , -		, -,-	the incentive may be associated with faculty effort.
		Restricted	\$91,620	-2.26%							\$91,620	<u>)</u>
			\$303,953	1.45%	\$0	\$0	\$0	\$0	\$41,237	\$0	\$345,190) ≡
Tesh, J. Michael	Vice President for Human Resources	General Revenue	\$275,000	4.96%					¢52.625		\$275,000) 5 Incentive compensation (\$53,625)
		Designated	\$0 \$275,000	0.00% 4.96%	<u> </u>	\$0	\$0	\$0	\$53,625 \$53,625	\$0	\$328,625	
			\$273,000	4.30%	- 50	γU	γU	γU	755,025	γo	\$328,023	, =
Hepburn, Byron C.	Associate Vice President for the Military Health Institute and Assistant Dean for Military	General Revenue	\$147,500	-44.44%							\$147,500)
, , ,	Health										,	Appointed to this position effective 10/1/2014.
		Designated	\$0	-100.00%					\$9,735		. ,	Incentive compensation (\$29,500)
		Restricted	\$147,500	100.00%			4-		\$19,765		\$167,265	
			\$295,000	0.00%	\$0	\$0	\$0	\$0	\$29,500	\$0	\$324,500) =
Kazen, James D.	Executive Vice President for Facility Planning and Operations	General Revenue	\$260,000	0.00%							\$260,000	
Razeri, James D.	Executive vice i resident for racinty rianning and Operations	Designated	\$200,000	0.00%					\$58,500) Incentive compensation (\$58,500)
		3	\$260,000	0.00%	\$0	\$0	\$0	\$0	\$58,500	\$0	\$318,500	
												-
Hernandez, Gabriel	Vice Dean for Finance, School of Medicine	General Revenue	\$286,518	606.67%							\$286,518	
		Designated	\$0	-100.00%		40	40	40	\$25,500	40) Incentive compensation based on FY15 actual (\$25,500)
			\$286,518	6.00%	\$0	\$0	\$0	\$0	\$25,500	\$0	\$312,018	} =
Esterl, Robert	Associate Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$273,725	2.00%							\$273 725	5 Also has a 10% faculty appointment.
Esteri, Nobert	Associate Dear for Office graduate Medical Education, School of Medicine	Designated	\$273,723 \$0	0.00%					\$20,000) Incentive compensation based on FY15 actual (\$20,000). A portion of
		3	, -						, -,		, ,,,,,	the incentive may be associated with faculty effort.
			\$273,725	2.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$293,725	- 5
												_
Mok, Jacqueline L.	Vice President for Academic, Faculty and Student Affairs	General Revenue	\$250,000	0.00%					**		\$250,000	
		Designated	\$0	0.00%	<u> </u>	ćo	ćo	ćo	\$43,000	ćo		ncentive compensation (\$43,000)
			\$250,000	0.00%	\$0	\$0	\$0	\$0	\$43,000	\$0	\$293,000) =
Flowers, Dale	Chief Admin Officer, Healthcare, UT Medicine	Designated	\$267,119	3.00%					\$17,625		\$284 744	Incentive compensation based on FY15 actual (\$17,625)
,		_ 00.01.000	\$267,119	3.00%	\$0	\$0	\$0	\$0	\$17,625	\$0	\$284,744	-
					· 		1 -		. ,,	1 -	, == -,-	=

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							Nonsalary	Benefits FY 2	2016			
				Percentage		Practice					ı	
			Salary	Salary Increase		Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(09.01.2015)	Over FY 2015	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Diaz Armanda	Vice Precident for Covernmental Polations	Conoral Payanya	¢257.600	0.000/							¢257 600	
Diaz, Armando	Vice President for Governmental Relations	General Revenue Designated	\$257,600 \$22,400	0.00% 0.00%							\$257,600 \$22,400	
		Designated	\$280,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$280,000	•
			Ψ200,000	0.0070		70		70	70	Ψ-	Ψ200,000	•
Morrill, Deborah H.	Vice President for Institutional Advancement	General Revenue	\$190,613	-5.56%							\$190,613	
,		Designated	\$33,637	50.00%					\$48,887			Incentive compensation (\$48,887)
			\$224,250	0.00%	\$0	\$0	\$0	\$0	\$48,887	\$0	\$273,137	
Dunado Lain I	Vice Dean for Creducts Madical Education Cabacl of Madicine	Con and Davison	¢252.422	0.000/							ć252 42 2	Also has a 20% faculty appointment.
Bready, Lois L.	Vice Dean for Graduate Medical Education, School of Medicine	General Revenue Designated	\$253,422 \$0	0.00% 0.00%					\$8,821			Incentive compensation based on FY15 actual (\$8,821). A portion of
		Designated	ŞÜ	0.00%					70,021		70,021	the incentive may be associated with faculty effort.
			\$253,422	0.00%	\$0	\$0	\$0	\$0	\$8,821	\$0	\$262,243	•
Conway, Deborah	Associate Dean for Curriculum, School of Medicine	General Revenue	\$262,037	6.00%		1 -		4-	4 -			Also has a 10% faculty appointment.
			\$262,037	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$262,037	•
DeLay, Mary G.	Vice President and Chief of Staff	General Revenue	\$200,278	0.00%					\$40,056		\$240 334	Incentive compensation (\$40,056)
Delay, Mary G.	vice i resident and enter of starr	deneral nevenue	\$200,278	0.00%	\$0	\$0	\$0	\$0	\$40,056	\$0	\$240,334	•
			7-00/210			7.5	7.5	7.5	+ 10,000	T -	+	•
Park, Jack C.	Chief Legal Officer	General Revenue	\$234,585	3.50%							\$234,585	
			\$234,585	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$234,585	•
Adkins Hoathor	Vice President and Chief Marketing Officer	General Revenue	\$225,000	0.00%							¢22E 000	Hired on 3/9/2015.
Adkins, Heather	vice President and Chief Marketing Officer	Designated	\$225,000 \$0	0.00%					\$8,118			Incentive compensation (\$8,118)
		Designated	\$225,000	0.00%	\$0	\$0	\$0	\$0	\$8,118	\$0	\$233,118	•
					: 	•	·	•	. ,	·	· · ·	:
Brown, Gail Ann	Chief Compliance Officer and Chief Clinical Trials Officer	General Revenue	\$86,006	0.01%							\$86,006	
		Designated	\$136,519	217.49%							\$136,519	
		Restricted	\$0	-100.00%	. 						\$0	
			\$222,525	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$222,525	•
Shireman,Paula K.	Vice Dean for Research, School of Medicine	General Revenue	\$0	-100.00%							\$0	Appointed 31.25% to this position. Also has a 31.25% faculty
,	,											appointment and 37.5% appointment with the VA Hospital.
		Designated	\$113,770	47.59%					\$27,625		\$141,395	Incentive compensation based on FY15 actual (\$27,625). A portion of
												the incentive may be associated with faculty effort.
		Restricted	\$71,692	95.58%		1 -	4-	4-	4 -		\$71,692	
			\$185,462	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$213,087	•
Schmelz, Joseph	Assistant Vice President for Research Administration	General Revenue	\$104,710	1.60%							\$104,710	
		Designated	\$63,934	3.13%							\$63,934	
		Restricted	\$36,669	1.21%							\$36,669	
			\$205,313	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$205,313	
			1									
Gomez-Leon, Ginny L.	Assistant Vice President for Budget and Financial Planning	General Revenue	\$204,750	5.00%		ćo	ćo.	ćo	ćo	ćo	\$204,750	
			\$204,750	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$204,750	•

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					Nonsalary Benefits FY 2016				2016			
			Salary	Percentage Salary Increase	Cash	Practice Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(09.01.2015)	Over FY 2015			_		e Other			Explanation / Comments
Guest,Gary	Associate Dean, Dental Clinic and Associate Dean for Patient Care, School of Dentistry	General Revenue	\$153,871	0.00%					\$50,000		\$203,871	Also has a 10% faculty appointment. Incentive compensation based on FY15 actual (\$50,000). A portion of the incentive may be associated with faculty effort.
			\$153,871	0.00%	\$0	\$0	\$0	\$0	\$50,000	\$0	\$203,871	
Martin, Raymond F.	Assistant Vice President for Facilities	General Revenue	\$202,248	6.00%							\$202,248	
Wartin, Raymona 1.	Assistant vice i resident for radiates	deneral nevenue	\$202,248	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$202,248	
W:11 0 1		0 10	Ć200 442	2.500/							Ć200 4 45	=
Knight, Gayle	Assistant Vice President for Strategic Planning and Institutional Analysis	General Revenue	\$200,143 \$200,143	3.50% 3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,143 \$200,143	
					=		, -		, -		,, -	=
Schnabel, Michael	Senior Director for Information Security and Operations and Chief Information Security Officer	General Revenue	\$198,687	2.00%							\$198,687	7
	Officer		\$198,687	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$198,687	-
						<u> </u>		·		-		=
Nijland, Mark J.	Assistant Vice President for Research	General Revenue	\$58,425	14.82%							• •	5 Also has a 5% faculty appointment.
		Designated	\$136,325	14.82%	<u> </u>	ćo	ćo	\$0	\$0	\$0	\$136,325	
			\$194,750	14.82%	\$0	\$0	\$0	ŞU	ŞU	ŞU	\$194,750) =
Long, Gerard E.	Assistant Vice President for Business Affairs	General Revenue	\$194,299	5.00%							\$194,299	9
			\$194,299	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$194,299	
Novak, Julie	Vice Dean for Practice and Engagement, School of Nursing	Designated	\$60,238	-19.00%					\$25,500		\$85.739	3 Also has a 25% faculty appointment.
rtovak, sanc	Vice Bear for Fractice and Engagement, School of Warsing	Restricted	\$53,284	236.58%					723,300			4 Incentive compensation based on FY15 actual (\$25,500). A portion of the incentive may be associated with faculty effort.
		Auxiliary	\$54,178	-30.09%	_						\$54,178	3
			\$167,700	0.00%	\$0	\$0	\$0	\$0	\$25,500	\$0	\$193,200) =
Neenan, M. Elaine	Associate Dean for External Affairs, School of Dentistry	General Revenue	\$122,135	0.00%					\$70,000		\$192,135	5 Also has a 10% faculty appointment. Incentive compensation based on FY15 actual (\$70,000). A portion of the incentive may be associated with faculty effort.
			\$122,135	0.00%	\$0	\$0	\$0	\$0	\$70,000	\$0	\$192,135	=
-1.			4.07.000								4	=
D'Anna, Angela	Chief Audit Executive for Internal Audit & Consulting Services	General Revenue	\$187,200 \$187,200	4.00% 4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$187,200 \$187,200	
			7107,200	4.0070		, , , , , , , , , , , , , , , , , , , 	, , , , , , , , , , , , , , , , , , , 	, , , , , , , , , , , , , , , , , , , 	, , , , , , , , , , , , , , , , , , , 	, , , , , , , , , , , , , , , , , , , 	\$107,200	<u>-</u>
Williams, Janet F.	Associate Dean for Faculty, School of Medicine	General Revenue	\$180,731	57.50%								1 Also has a 25% faculty appointment. Prior year faculty appointment was 50%.
			\$180,731	57.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,731	<u>l</u> =
Glass, Birgit Junfin	Associate Dean for Academic Affairs, School of Dentistry	General Revenue	\$120,102	0.00%					\$60,000		\$180,102	2 Also has a 10% faculty appointment. Incentive compensation based on FY15 actual (\$60,000). A portion of the incentive may be associated with faculty effort.
			\$120,102	0.00%	\$0	\$0	\$0	\$0	\$60,000	\$0	\$180,102	=
						т -	т "	т •	,,	т-	+ 100,102	

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							Nonsalary E	Benefits FY	2016			
				Percentage		Practice					1	
			Salary	Salary Increase	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(09.01.2015)	Over FY 2015	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Otto, Randal	Associate Dean for Admissions, School of Medicine	General Revenue	\$180,000	100.00%							\$180,000	Appointed to this position on 9/1/2015. Also has a 50% faculty
												appointment. Received incentive payment of \$38,994 in FY15
		Designated	ćo	0.000/							¢o	associated with faculty appointment.
		Designated	\$0 \$180,000	0.00% 100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0 \$180,000	
			7100,000	100.0070		70	70	70	70	ŢŪ.	7100,000	, =
Asmis, Reto	Senior Associate Dean, Graduate School of Biomedical Sciences	General Revenue	\$177,161	21.43%							\$177,161	Also has a 20% faculty appointment. Prior year faculty appointment
												was 30%.
		Restricted	\$1,993	0.35%							\$1,993	
			\$179,154	21.14%	\$0	\$0	\$0	\$0	\$0	\$0	\$179,154	 -
Ciandinata Thomas	Associate Dean for Finance, School of Nursing	General Revenue	\$0	-100.00%							ć) Hired on 9/29/2014.
Giandinoto, Thomas	Associate Dean for Finance, School of Nursing	Designated	\$0 \$160,000	100.00%					\$9,600		•) Incentive compensation (\$9,600)
		Restricted	\$100,000	-100.00%					73,000		\$105,000	
			\$160,000	0.00%	\$0	\$0	\$0	\$0	\$9,600	\$0	\$169,600	_
Parks, Michael J.	Chief of Police	General Revenue	\$129,544	6.00%							\$129,544	
		Auxiliary	\$20,861	6.00%			4 -	1 -	\$14,189			Incentive compensation based on FY15 actual (\$14,189)
			\$150,405	6.00%	\$0	\$0	\$0	\$0	\$14,189	\$0	\$164,594	
Segura, Adriana	Associate Dean for Student Affairs, School of Dentistry	General Revenue	\$121,680	0.00%					\$40,000		\$161 680	Also has a 10% faculty appointment. Incentive compensation based
Jegara, Adriana	Associate Deali for Stadent Analis, School of Dentistry	General Nevenae	7121,000	0.0070					Ÿ + 0,000		\$101,000	on FY15 actual (\$40,000). A portion of the incentive may be
												associated with faculty effort.
			\$121,680	0.00%	\$0	\$0	\$0	\$0	\$40,000	\$0	\$161,680	-) =
												_
Matthews, Thomas L.	Associate Dean for Students, School of Medicine	General Revenue	\$159,068	6.00%					62.474		• • •	3 Also has a 25% faculty appointment.
		Designated	\$0	0.00%					\$2,474		\$2,474	Incentive compensation based on FY15 actual (\$2,474). A portion of the incentive may be associated with faculty effort.
			\$159,068	6.00%	\$0	\$0	\$0	\$0	\$2,474	\$0	\$161,542	=
			7 0,000	2.30.0		7.0	7~	**	τ-,···	7~	Ţ-0-,3 1 2	=
Maatsch, Darrell G.	Assistant Vice President for Strategic Initiatives and Facilities	General Revenue	\$161,534	5.28%							\$161,534	<u>.</u>
			\$161,534	5.28%	\$0	\$0	\$0	\$0	\$0	\$0	\$161,534	
Charlton, Michael A.	Assistant Vice President for Environmental Safety	General Revenue	\$143,524	2.60%							\$143,524	
		Designated Service	\$13,232 \$3,052	42.99% -0.23%							\$13,232 \$3,052	
		Jei vice	\$159,808	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$159,808	
			, 200,000	2.22.4		, , ,	Ŧ~	T -	Ŧ~	7-	+ 100,000	=
Luber, Murray Phil	Associate Dean for Graduate Medical Education, School of Medicine	General Revenue	\$125,000	100.00%							\$125,000	Also has a 50% faculty appointment. Prior year faculty appointment
												was 80%.
		Designated	\$0	100.00%					\$33,000		\$33,000) Incentive compensation based on FY15 actual (\$33,000). A portion of
			Ć125 000	150 000/	<u> </u>	ćo	ćo	ćo	¢22.000	¢o.	¢450.000	the incentive may be associated with faculty effort.
			\$125,000	150.00%	\$0	\$0	\$0	\$0	\$33,000	\$0	\$158,000) =

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					Nonsalary Benefits FY 2016							
				Percentage		Practice						
			Salary	Salary Increase	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(09.01.2015)	Over FY 2015	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Leykum, Lucy K.	Associate Dean for Clinical Affairs, School of Medicine	Designated	\$125,000	0.00%					\$25,000		\$150,000	Only receives Augmentation of \$125,000 for this position. Also has a
												12.5% faculty appointment and an 87.5% appointment at the VA
												Hospital. Incentive compensation based on FY15 actual (\$25,000). A
												portion of the incentive may be associated with faculty effort.
			\$125,000	0.00%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$150,000	- -
Nalas In Dahast I	Associate Description Conducts Madical Education Calculation	Company Downson	¢440.463	242.000/							¢4.40.4.63	Also has a 20% faculty appointment
Nolan, Jr., Robert J.	Associate Dean for Graduate Medical Education, School of Medicine	General Revenue Designated	\$149,162 \$0	312.00% -100.00%							\$149,162 \$0	Also has a 20% faculty appointment.
		Designated	\$149,162	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$149,162	
				0.0070	75	Ϋ́	70	Ψ.	Ψ.	Ψ.	+1.0,101	=
Swartz, Carol	Assistant Vice President for Institutional Advancement	General Revenue	\$138,856	2.18%							\$138,856	
		Designated	\$10,003	2.19%							\$10,003	-
			\$148,859	2.18%	\$0	\$0	\$0	\$0	\$0	\$0	\$148,859) -
Loredo, Gilbert	Assistant Vice President for Governmental Relations	General Revenue	\$145,250	3.75%							\$145.250	Hired on 1/5/2015.
Loredo, Gilbert	Assistant vice President for Governmental Relations	General Revenue	\$145,250	3.75%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,250	
			φ113)230	3.7370	 	Ψ0	ΨÜ	, , , , , , , , , , , , , , , , , , , 	Ψ.	ΨÜ	Ψ113)230	
Bauer, Blanca	Assistant Vice President for Academic Assessment and Effectiveness	General Revenue	\$145,000	0.00%							\$145,000	Hired on 7/1/2015.
			\$145,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,000	- - -
D. I		6 15	6440444	2.000/							Ć4.40.444	Also has a 27 EW faculty appointment and a 22 EW appointment as
Patterson, Jan E.	Associate Dean for Quality and Lifelong Learning, School of Medicine	General Revenue	\$140,111	2.00%							\$140,111	Also has a 37.5% faculty appointment and a 22.5% appointment as Director of the Center for Patient Safety.
		Designated	\$0	0.00%					\$2,000		\$2.000	Incentive compensation based on FY15 actual (\$2,000). A portion of
			, -						, ,		, ,	the incentive may be associated with faculty effort.
			\$140,111	2.00%	\$0	\$0	\$0	\$0	\$2,000	\$0	\$142,111	
			400.000								4	
Hendricson, William D.	Assistant Dean for Educational and Faculty Development, School of Dentistry	General Revenue	\$63,600	0.00%							\$63,600	Appointed 100% to this position. Prior year appointment to this position was 90%.
		Designated	\$0	-100.00%					\$30,000		\$30.000	Incentive compensation based on FY15 actual (\$30,000).
		Restricted	\$42,400	300.00%					+,		\$42,400	
			\$106,000	11.11%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$136,000	
-1.1												
Blake,Nicquet	Associate Dean for Graduate Recruitment, Graduate School of Biomedical Sciences	General Revenue	\$97,008 \$38,667	6.00% 6.00%							\$97,008	
		Restricted	\$135,675	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$38,667 \$135,675	
			ψ133,073	0.0070		70	, , , , , , , , , , , , , , , , , , , 	Ψ0	Ψ.	γo	Ψ133,073	•
Toohey, John	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue	\$77,250	100.00%							\$77,250	Also has a 50% faculty appointment. Prior year faculty appointment
												was 70%.
		Designated	\$0	-100.00%					\$57,866		\$57,866	Incentive compensation based on FY15 actual (\$57,866). A portion of
			\$77,250	66.67%	<u></u> \$0	\$0	\$0	\$0	\$57,866	\$0	\$135,116	the incentive may be associated with faculty effort.
			0.07/1/	00.07/0	- UÇ	υÇ	γU	υÇ	757,000	ΨU	7133,110	, =
MacPhail, Kristy T.	Associate Dean of Finance, School of Health Professions	General Revenue	\$135,000	10.29%							\$135,000	

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					Nonsalary Benefits FY 2016				2016			
Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015		Practice Plan Benefits	Housing	Car Allowanc	e Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Jackson, Carlayne	Assistant Dean for Ambulatory Services, School of Medicine	Designated	\$112,275	0.00%				•	\$20,863		\$133,138	Also has a 55% faculty appointment. Incentive compensation based on FY15 actual (\$20,863). A portion of the incentive may be associated with faculty effort.
			\$112,275	0.00%	\$0	\$0	\$0	\$0	\$20,863	\$0	\$133,138	-
Littlestar, Mark	Assistant Dean for Predoctoral Clinics, School of Dentistry	General Revenue	\$102,000	0.00%					\$27,400		\$129,400	Appointed to this position effective 6/19/2015. Also has a 20% faculty appointment. Incentive compensation based on FY15 actual (\$27,400). A portion of the incentive may be associated with faculty effort.
			\$102,000	0.00%	\$0	\$0	\$0	\$0	\$27,400	\$0	\$129,400	=
			4 -									-
Byrd, David	Associate Dean for Admissions & Student Services, School of Nursing	General Revenue Designated	\$0 \$125,000	-100.00% 100.00%							\$0 \$125,000	
		Designated	\$125,000	13.64%	\$0	\$0	\$0	\$0	\$0	\$0	\$125,000	_
												-
Henzi, David L.	Associate Dean for Academic and Student Affairs, School of Health Professions	General Revenue	\$112,500	-10.00%							\$112,500) Promoted to Associate Dean position effective 6/1/2015.
		Restricted	\$12,500	100.00%							\$12,500	·
			\$125,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$125,000	_
Keene, Gladys C.	Regional Dean, Laredo Campus	General Revenue	\$124,213	7.14%							\$124,213	Appointed 75% to the HSC. Prior year appointment to this position was 70%.
			\$124,213	7.14%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,213	- } =
Oates Jr., Thomas	Assistant Dean for Clinical Research and Interim Associate Dean for Research, School of Dentistry	General Revenue	\$26,010	0.00%					\$90,373		\$116,383	Also has a 85% faculty appointment. Incentive compensation based on FY15 actual (\$90,373). A portion of the incentive may be associated with faculty effort.
			\$26,010	0.00%	\$0	\$0	\$0	\$0	\$90,373	\$0	\$116,383	<u>-</u>
Braden,Carrie Jo	Associate Dean for Research, School of Nursing and School of Health Professions	General Revenue	\$113,266	53.04%								5 Also has a 25% faculty appointment.
		Restricted	\$3,103 \$116,369	-92.67% 0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$3,103 \$116,369	
			Ţ110,30 <i>3</i>	0.0070		, , , , , , , , , , , , , , , , , , , 	70	70	70	, , , , , , , , , , , , , , , , , , , 	7110,505	, =
Decker, Ilene	Associate Dean for Academic Affairs, School of Nursing	General Revenue	\$0	-100.00%							\$0	
		Designated	\$112,200	100.00%							. ,) Also has a 25% faculty appointment.) Terminated effective 11/07/2015
		Restricted	\$0 \$112,200	-100.00% 0.00%	<u> </u>	\$0	\$0	\$0	\$0	\$0	\$112,200	_
			<u> </u>			•	·	·	· ·	<u> </u>	· ,	=
Leos, Lydia	Assistant Dean for Administration and Finance, School of Dentistry	General Revenue	\$109,205	5.39%		40	40	40	40	40	\$109,205	_
			\$109,205	5.39%	\$0	\$0	\$0	\$0	\$0	\$0	\$109,205	<u>-</u>
Gill, Sara	Assistant Dean for Graduate Programs, School of Nursing	General Revenue	\$105,000	100.00%							\$105,000	Appointed to this position effective 9/1/2015. Also has a 25% faculty appointment. Received incentive payment of \$3,572 in FY15 associated with faculty appointment.
			\$105,000	100.00%	<u></u> \$0	\$0	\$0	\$0	\$0	\$0	\$105,000	-
			, ===,000		=	т.	т.	τ' •	т •	т	+ 200,000	=

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							Nonsalary E	Benefits FY 2	2016			
Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Peel, Jennifer	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue	\$103,780	546.00%							\$103,780	Also has a 5% faculty appointment.
		Designated	\$0	-100.00%					\$336		·	Incentive compensation based on FY15 actual (\$336). A portion of the incentive may be associated with faculty effort.
			\$103,780	2.00%	\$0	\$0	\$0	\$0	\$336	\$0	\$104,116	
Hanson, Joshua	Assistant Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$87,500	0.00%								Also has a 10% faculty appointment and a 50% appointment with the VA Hospital.
		Designated	\$0	0.00%					\$15,844			Incentive compensation based on FY15 actual (\$15,844). A portion of the incentive may be associated with faculty effort.
			\$87,500	0.00%	\$0	\$0	\$0	\$0	\$15,844	\$0	\$103,344	
O'Neal, Cynthia	Assistant Dean for Undergraduate Programs, School of Nursing	General Revenue	\$97,500	0.00%							\$97,500	Also has a 25% faculty appointment.
·			\$97,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$97,500	
Potter, Jennifer	Assistant Dean for Research and Student Programs, School of Medicine	Designated	\$90,000	26.05%								Also has a 50% faculty appointment.
			\$90,000	26.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,000	
Cavazos, Jose E.	Assistant Dean for MD/PhD Program, Graduate School of Biomedical Sciences	General Revenue	\$39,088	6.00%							. ,	Also has a 10% faculty appointment and a 75% appointment with the VA Hospital.
		Designated	\$35,777	0.00%							\$35,777	
			\$74,865	3.04%	\$0	\$0	\$0	\$0	\$0	\$0	\$74,865	
Ferrer, Robert Louis	Assistant Dean for the MD/MPH Program, School of Medicine	General Revenue	\$43,750	0.00%							\$43,750	Also has a 75% faculty appointment.
			\$43,750	0.00%	\$0	\$0	\$0) \$0	\$0	\$0	\$43,750	
Garza, Jaime	Assistant Dean for South Texas Community Affairs, School of Medicine	General Revenue	\$25,000	0.00%							\$25,000	Appointed 12.5% to the HSC
			\$25,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$25,000	