| | | | | | | | Nonsalar | y Benefits FY | 2017 | | | |
|-----------------------------|--|-------------------------------|------------------------|-------------------|------------|------------|----------------------|----------------|----------------------|--------------|------------------------|---|
| | | | | | | Ta 1 | NUIISalai | y bellellts F1 | 2017 | | | |
| | | | | Percentage Salary | Cook | Practice | | Com | | Non Cook | | |
| | | Funding Course | | Increase Over FY | Cash | Plan | Housing Allowance | Car | Other | Non-Cash | | |
| Name | Position | Funding Source | Salary (09.01.2016) | 2016 | Bonuse | Benefits | Allowance | Allowance | Other | Compensation | Total Compensation | Explanation / Comments |
| Henrich, William | President | General Revenue | \$65,945 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$65,945 | 1ti |
| | | Designated | \$632,218 | 0.00% | \$0 | \$188,015 | \$0 | \$0 | \$318,862 | \$0 | \$1 120 00E | Incentive compensation (\$118,862), Deferred Compensation (\$200,000) |
| | | Designated | \$698,163 | 0.00% | \$0 | \$188,015 | \$0 | \$0 | \$318,862 | \$0 | \$1,205,040 | Compensation (\$200,000) |
| | | | | | ==== | | | | | | . , , | |
| | | | | | | | | | | | | |
| Black, Michael Edward | Senior Executive Vice President and Chief Operating Officer | General Revenue | \$345,150 | 13.46% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$345,150 | |
| | | Designated | \$404.850 | -9.19% | \$0 | \$0 | \$0 | \$0 | \$237,750 | \$0 | \$642,600 | Incentive compensation (\$162,750), Deferred Compensation (\$75,000) |
| | | Designated | \$750,000 | 0.00% | \$0 | \$0 \$0 | \$0 \$0 | \$0 | \$237,750 | \$0 | \$987,750 | Compensation (\$75,000) |
| | | | +: | | | 7- | 7.7 | 7- | 7-01/100 | | 7001/100 | |
| Gonzalez-Scarano, Francisco | Dean, School of Medicine and Executive Vice President of Medical Affairs | General Revenue | \$671,250 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$671,250 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$151,500 | \$0 | | Incentive compensation (\$151,500) |
| | | Restricted | \$78,750 \$750,000 | 0.00% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$151,500 | \$0 \$0 | \$78,750 \$901,500 | |
| | | | \$750,000 | 0.0070 | , JO | γo | 70 | Ų | 7131,300 | 70 | \$301,300 | |
| | | | | | | | | | | | | Also has a 16.25% faculty appointment. Incentive |
| | | | | | | | | | | | | compensation based on FY16 actual (\$56,412). A |
| | Executive Vice Dean for Clinical Affairs for School of Medicine and Executive Director of UT | | 4.50.000 | 5.000/ | 40 | 4.0 | 4.0 | 4.0 | 4== | 4.0 | 4=00.440 | portion of the incentive may be associated with |
| Rosende, Carlos A. | Medicine | Designated | \$452,000 \$452,000 | 6.00% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$56,412 \$56,412 | \$0 \$0 | \$508,412 \$508,412 | faculty effort. |
| | | | 3432,000 | 0.00% | - 50 | ŞÜ | 3 0 | ŞÜ | 330,412 | ŞŪ | 3308,412 | |
| Giuffrida, Andrea | Vice President for Research | General Revenue | \$290,000 | 132.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$290,000 | Also has a 20% faculty appointment. |
| | | Designated | \$80,000 | -58.97% | \$0 | \$0 | \$0 | \$0 | \$60,300 | \$0 | | Incentive compensation (\$60,300) |
| | | Restricted | \$15,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$15,000 | |
| | | | \$385,000 | 14.93% | \$0 | \$0 | \$0 | \$0 | \$60,300 | \$0 | \$445,300 | |
| Weiss, David S. | Dean, Graduate School of Biomedical Sciences | General Revenue | \$301,380 | 2.74% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$301,380 | |
| | | Designated | \$45,370 | -27.39% | \$0 | \$0 | \$0 | \$0 | \$55,480 | \$0 | \$100,850 | Incentive compensation (\$55,480) |
| | | Restricted | \$18,250 | 99.19% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$18,250 | |
| | | | \$365,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$55,480 | \$0 | \$420,480 | |
| Marks, Andrea M. | Vice President and Chief Financial Officer | General Revenue | \$335,000 | 6.35% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$335,000 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$70,875 | \$0 | | Incentive compensation (\$70,875) |
| | | | \$335,000 | 6.35% | \$0 | \$0 | \$0 | \$0 | \$70,875 | \$0 | \$405,875 | |
| 0 III . V | | | 4000 000 | | 40 | 4.0 | 4.0 | 4.0 | 40 | 4.0 | 4000.000 | |
| Collier, Yemen | Vice President and Chief Information Officer | General Revenue Designated | \$320,000 \$0 | 4.23% 0.00% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$69,075 | \$0 \$0 | \$320,000 | Incentive compensation (\$69,075) |
| | | Designated | \$320,000 | 4.23% | \$0 | \$0 | \$0 | \$0 | \$69,075 | \$0 | \$389,075 | incentive compensation (303,073) |
| | | | | | | | | | , , | | , , | |
| Breslin, Eileen T. | Dean, School of Nursing | General Revenue | \$295,347 | 499.99% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$295,347 | |
| | | Designated | \$0 \$22.016 | -100.00% | \$0 | \$0 | \$0 | \$0 \$0 | \$50,209 | \$0 | | Incentive compensation (\$50,209) |
| | | Restricted | \$32,816 \$328,163 | 0.00% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$50,209 | \$0 \$0 | \$32,816 \$378,372 | |
| | | | 3320,103 | 0.00% | ٥ | ŞU | λΩ | ŞU | پاکر,کرچ پاکر | υ¢ | \$370,372 | |
| Eddins-Folensbee, Florence | Vice Dean for Undergraduate Medical Education, School of Medicine | General Revenue | \$365,000 | 3.22% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$365,000 | |
| , | - , | | \$365,000 | 3.22% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$365,000 | |
| | | | | | | | | | | | | |
| Tesh, J. Michael | Vice President for Human Resources | General Revenue | \$295,000 | 7.27% 0.00% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$53,625 | \$0 \$0 | \$295,000 | Incentive compensation (\$52,625) |
| | | Designated | \$0 \$295,000 | 7.27% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$53,625 | \$0 \$0 | \$53,625 \$348.625 | Incentive compensation (\$53,625) |
| | | | | | | | | | | | | |

| | | | | | Nonsalary Benefits FY 2017 | | | | | | | |
|--------------------|--|-----------------|---------------------|-------------------|----------------------------|------------|------------|--------------|----------------------|----------------|--------------------|---|
| | | | | Percentage Salary | | Practice | Nonsalary | belletits F1 | 2017 | | | |
| | | | | Increase Over FY | Cash | Plan | Housing | Car | | Non-Cash | | |
| Name | Position | Funding Source | Salary (09.01.2016) | 2016 | Bonuses | Benefits | Allowance | Allowance | Other | Compensation | Total Compensation | Explanation / Comments |
| Dodge, William | Dean, School of Dentistry | General Revenue | \$325,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$325,000 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$22,750 | \$0 | | Incentive compensation (\$22,750) |
| | | | \$325,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$22,750 | \$0 | \$347,750 | |
| Shelledy, David | Dean, School of Health Professions | General Revenue | \$289,985 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$289,985 | |
| | | Designated | \$5,015 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$45,135 | \$0 | | Incentive compensation (\$45,135) |
| | | | \$295,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$45,135 | \$0 | \$340,135 | |
| Hernandez, Gabriel | Vice Dean for Finance, School of Medicine | General Revenue | \$305,000 | 6.45% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$305,000 | |
| | | Designated | \$0 | 0.00% | \$0 | ćo | \$0 | \$0 | ć27.020 | \$0 | | Incentive compensation based on FY16 actual |
| | | Designated | \$305,000 | 6.45% | \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$27,030 \$27,030 | \$0 \$0 | \$332,030 | (\$27,030) |
| | | | \$303,000 | 0.4370 | | 70 | J U | 70 | J27,030 | J O | 7332,030 | |
| Kazen, James D. | Executive Vice President for Facility Planning and Operations | General Revenue | \$270,000 | 3.85% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$270,000 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$58,500 | \$0 | | Incentive compensation (\$58,500) |
| | | | \$270,000 | 3.85% | \$0 | \$0 | \$0 | \$0 | \$58,500 | \$0 | \$328,500 | |
| | Associate Vice President for the Military Health Institute and Assistant Dean for Military | | | | | | | | | | | |
| Hepburn, Byron C. | Health | General Revenue | \$165,023 | 11.88% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$165,023 | |
| | | Designated | \$4,985 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$29,500 | \$0 | | Incentive compensation (\$29,500) |
| | | Restricted | \$124,992 | -15.26% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$124,992 | |
| | | | \$295,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$29,500 | \$0 | \$324,500 | |
| Toohey, John | Assistant Dean for Graduate Medical Education, School of Medicine | General Revenue | \$77,250 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | Also has a 50% faculty appointment. Incentive compensation based on FY16 actual |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$245,481 | \$0 | | (\$245,481). A portion of the incentive may be associated with faculty effort. |
| | | Designated | \$77,250 | 0.00% | \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$245,481 | \$0 \$0 | \$322,731 | associated with faculty effort. |
| | | | ψ, <u>250</u> | 0.0070 | | Ψ. | Ţ, | Ψ. | Ψ <u>L</u> 13) 101 | Ψ. | ψ322), 31 | |
| Adkins, Heather | Vice President and Chief Marketing and Communications Officer | General Revenue | \$260,000 | 15.56% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$260,000 | |
| | | Designated | \$0 | 0.00% | | \$0 | \$0 | \$0 | \$58,500 | \$0 | | Incentive compensation (\$58,500) |
| | | | \$260,000 | 15.56% | \$0 | \$0 | \$0 | \$0 | \$58,500 | \$0 | \$318,500 | |
| Clark, Robert A. | Assistant Vice President for Clinical Research | General Revenue | \$142,026 | 1.26% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$142,026 | Also has a 30% faculty appointment. |
| | | Designated | \$72,068 | -0.02% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$72,068 | |
| | | Restricted | \$93,702 | 2.27% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$93,702 | |
| | | | \$307,796 | 1.26% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$307,796 | |
| Mok, Jacqueline L. | Vice President for Academic, Faculty and Student Affairs | General Revenue | \$250,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$250,000 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$50,750 | \$0 | | Incentive compensation (\$50,750) |
| | | | \$250,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$50,750 | \$0 | \$300,750 | |
| Esterl, Robert | Associate Dean for Undergraduate Medical Education, School of Medicine | General Revenue | \$280,580 | 2.50% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | Also has a 10% faculty appointment. Incentive compensation based on FY16 actual (\$15,000). A portion of the incentive may be |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$15,000 | \$0 | | associated with faculty effort. |
| | | | \$280,580 | 2.50% | \$0 | \$0 \$0 | \$0 \$0 | \$0 | \$15,000 | \$0 | \$295,580 | , 2 |
| | | | | | | | | | | | | leasative engagementing based on EVIC and |
| Flowers, Dale | Chief Admin Officer, Healthcare, UT Medicine | Designated | \$275,133 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$13,615 | \$0 | \$288,748 | Incentive compensation based on FY16 actual |
| i ioweis, Daie | Gires Authin Officer, freathfeare, or intentille | Designated | \$275,133 | 3.00% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$13,615 | \$0 \$0 | \$288,748 | (413,013) |
| | | | 7273,133 | 3.0070 | | 70 | 70 | 70 | 713,013 | 70 | 7200,740 | |

| | | | | | | | Nonsalar | Benefits FY | 2017 | | | |
|----------------------|--|-------------------------------|-----------------------|---|-----------------|------------------------------|----------------------|-------------|----------------------|--------------------------|------------------------|--|
| Name | Position | Funding Source | Salary (09.01.2016) | Percentage Salary Increase Over FY 2016 | Cash Bonuses | Practice Plan Benefits | Housing Allowance | Car | Other | Non-Cash Compensation | Total Compensation | Explanation / Comments |
| Bready, Lois L. | Vice Dean for Graduate Medical Education, School of Medicine | General Revenue | \$266,104 | 5.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | Also has a 20% faculty appointment. |
| | , | | | | ** | | ** | *- | | 7- | +, | |
| | | Designated | | 0.00% | \$0 | \$0 | \$0 | \$0 | \$14,374 | \$0 | \$14.374 | Incentive compensation (\$14,374). A portion of the incentive may be associated with faculty effort. |
| | | | \$266,104 | 5.00% | \$0 | \$0 | \$0 | \$0 | \$14,374 | \$0 | \$280,478 | ,, |
| Diaz, Armando | Vice President for Governmental Relations | General Revenue | \$280,000 | 8.70% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$280,000 | |
| Diaz, Armando | vice resident for dovernmental relations | General Nevenue | \$280,000 | 8.70% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$280,000 | |
| Marcell Balanch II | After Provided for the William Const. | Consula consu | 6456.075 | 47.650/ | | ćo. | ćo. | ćo | ćo. | ÷0 | Ć45C 075 | |
| Morrill, Deborah H. | Vice President for Institutional Advancement | General Revenue Designated | \$156,975 \$67,275 | -17.65% 100.00% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$46,196 | \$0 \$0 | \$156,975 \$113,471 | Incentive compensation (\$46,196) |
| | | b cong.rated | \$224,250 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$46,196 | \$0 | \$270,446 | meentre compensation (\$ 10,250) |
| | | | | | | | | | | | | Hired on 4/1/2016. Also has a 10% faculty |
| Kellaway, Judianne | Associate Dean for Admissions, School of Medicine | General Revenue | \$261,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$261,000 | appointment. |
| | | | \$261,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$261,000 | |
| | | | | | | | | | | | | Hired on 9/1/2016. Also has a 20% faculty |
| Lee, Kenyatta Y | Chief Quality Officer | Designated | \$248,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | appointment. |
| | | | \$248,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$248,000 | |
| | | | | | | | | | | | | Incentive compensation based on FY16 actual |
| Gomez-Leon, Ginny L. | Associate Vice President for Budget and Financial Planning | General Revenue | \$225,000 | 9.89% | \$0 | \$0 | \$0 | \$0 | \$20,475 | \$0 | \$245,475 | (\$20,475). |
| | | | \$225,000 | 9.89% | \$0 | \$0 | \$0 | \$0 | \$20,475 | \$0 | \$245,475 | |
| Park, Jack C. | Chief Legal Officer | General Revenue | \$241,623 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$241,623 | |
| | - | | \$241,623 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$241,623 | |
| DeLay, Mary G. | Vice President and Chief of Staff | General Revenue | \$200,278 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$33,046 | \$0 | \$233.324 | Incentive compensation (\$33,046) |
| , , . | | | \$200,278 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$33,046 | \$0 | \$233,324 | (,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, |
| Brown, Gail Ann | Chief Compliance Officer and Chief Clinical Trials Officer | General Revenue | \$82,833 | -3.69% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$82,833 | |
| brown, dan Ann | Chief compilative officer and chief chinear thats officer | Designated | \$146,368 | 7.21% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$146,368 | |
| | | - | \$229,201 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$229,201 | |
| Cartee, Brian D. | Senior Director for Information Technology Services | General Revenue | \$203,129 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$19,915 | \$0 | \$223,044 | Incentive compensation (\$19,915) |
| , | , | | \$203,129 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$19,915 | \$0 | \$223,044 | , , |
| | Senior Director for Information Security and Operations and Chief Information Security | | | | | | | | | | | |
| Schnabel, Michael | Officer | General Revenue | \$202,661 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$19,869 | \$0 | \$222,530 | Incentive compensation (\$19,869) |
| | | | \$202,661 | 2.00% | \$0 | \$0 | \$0 | \$0 | \$19,869 | \$0 | \$222,530 | |
| | | | | | | | | | | | | Also has a 20% faculty appointment. Prior year |
| Luber, Murray Phil | Associate Dean for Graduate Medical Education, School of Medicine | General Revenue | \$206,000 | 64.80% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$206,000 | faculty appointment was 50%. Incentive compensation based on FY16 actual |
| | | Designated | ćo | 0.00% | ćo | ćo | ćo | ćo | ¢15.000 | ćo | | (\$15,000). A portion of the incentive may be |
| | | Designated | \$0 \$206,000 | 0.00% 64.80% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$15,000 \$15,000 | \$0 \$0 | \$15,000 \$221,000 | associated with faculty effort. |
| | | | 7200,000 | 04.0070 | 70 | γU | 70 | γo | 715,000 | ΨU | 7221,000 | |

| | | | | | | | Nonsalary | Benefits FY 2 | .017 | | | |
|----------------------|--|-------------------------------|------------------------|-------------------|-----------------|------------|------------|---------------|-----------------|--------------|------------------------|--|
| | | | | Percentage Salary | | Practice | | | | | | |
| | | | | Increase Over FY | Cash | Plan | Housing | Car | | Non-Cash | | |
| Name | Position | Funding Source | Salary (09.01.2016) | 2016 | Bonuses | Benefits | Allowance | Allowance | Other | Compensation | Total Compensation | Explanation / Comments |
| Otto, Randal | Associate Dean for Special Programs, School of Medicine | General Revenue | \$180,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | Also has a 50% faculty appointment. Incentive compensation based on FY16 actual |
| | | | | | | | | | | | | (\$40,213). A portion of the incentive may be |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$40,213 | \$0 | | associated with faculty effort. |
| | | | \$180,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$40,213 | \$0 | \$220,213 | |
| | | | | | | | | | | | | Also has a 20% faculty appointment. Prior year |
| Williams, Janet F. | Associate Dean for Faculty, School of Medicine | General Revenue | \$220,000 | 21.73% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | faculty appointment was 25%. |
| | | | \$220,000 | 21.73% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$220,000 | |
| | | | | | | | | | | | | Incentive compensation based on FY16 actual |
| Long, Gerard E. | Assistant Vice President for Business Affairs | General Revenue | \$202,450 | 4.20% | \$0 | \$0 | \$0 | \$0 | \$17,487 | \$0 | \$219,937 | (\$17,487). |
| | | | \$202,450 | 4.20% | \$0 | \$0 | \$0 | \$0 | \$17,487 | \$0 | \$219,937 | |
| | | | | | | | | | | | | Also has a 10% faculty appointment. Incentive |
| | | | | | | | | | | | | compensation based on FY16 actual (\$50,000). A |
| Cuest Caru | Associate Dean, Dental Clinic and Associate Dean for Patient Care, School of Dentistry | General Revenue | \$153,857 | -0.01% | \$0 | \$0 | \$0 | \$0 | \$50,000 | \$0 | | portion of the incentive may be associated with faculty effort. |
| Guest, Gary | Associate Death, Dental Clinic and Associate Death for Patient Care, School of Dentistry | Designated | \$10,014 | 0.00% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$30,000 | \$0 \$0 | \$10,014 | racuity errort. |
| | | · · | \$163,871 | 6.50% | \$0 | \$0 | \$0 | \$0 | \$50,000 | \$0 | \$213,871 | |
| Schmelz, Joseph | Assistant Vice President for Research Administration | General Revenue | \$107,512 | 2.68% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$107,512 | |
| Schillerz, Joseph | Assistant vice Freshdent for Nesearch Administration | Designated | \$65,287 | 2.12% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 | \$65,287 | |
| | | Restricted | \$38,009 | 3.65% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$38,009 | |
| | | | \$210,808 | 2.68% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$210,808 | |
| Knight, Gayle | Assistant Vice President for Strategic Planning and Institutional Analysis | General Revenue | \$206,147 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$206,147 | |
| | | | \$206,147 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$206,147 | |
| Nijland, Mark J. | Assistant Vice President for Research | General Revenue | \$60,010 | 2.71% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$60,010 | Also has a 5% faculty appointment. |
| ,, | | Designated | \$140,024 | 2.71% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$140,024 | , |
| | | | \$200,034 | 2.71% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$200,034 | |
| | | | | | | | | | | | | Also has a 10% faculty appointment. Incentive |
| | | | | | | | | | | | | compensation based on FY16 actual (\$60,000). A |
| | | | | | | | 4- | 4- | | | | portion of the incentive may be associated with |
| Glass, Birgit Junfin | Associate Dean for Academic Affairs, School of Dentistry | General Revenue Designated | \$120,091 \$15,012 | -0.01% 0.00% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$60,000 \$0 | \$0 \$0 | \$180,091 \$15,012 | faculty effort. |
| | | Designated | \$135,103 | 12.49% | \$0 | \$0 | \$0 | \$0 | \$60,000 | \$0 | \$195,103 | |
| | | | 4400.046 | 2.224 | | | | | | | 4100.016 | |
| D'Anna, Angela | Chief Audit Executive for Internal Audit & Consulting Services | General Revenue | \$192,816 \$192,816 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$192,816 \$192,816 | |
| | | | \$152,810 | 3.0070 | - 70 | γo | ÇÜ | γU | γo | Ç0 | \$152,610 | |
| | | | 4.50.5.4 | 45.000/ | 4.0 | 4.0 | 40 | 40 | 44= 64: | 40 | | Incentive compensation based on FY16 actual |
| Parks, Michael J. | Chief of Police | General Revenue Auxiliary | \$150,641 \$24,259 | 16.29% 16.29% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$15,041 \$0 | \$0 \$0 | \$165,682 \$24,259 | (\$15,041) |
| | | Auxilial y | \$174,900 | 16.29% | \$0 | \$0 | \$0 \$0 | \$0 \$0 | \$15,041 | \$0 \$0 | \$189,941 | |
| | | | | | - | | | | | | · · · | |
| Bell, Stephen | Associate Vice President for Facilities Management | General Revenue | \$180,000 \$180.000 | 0.00% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$180,000 \$180.000 | Hired on 8/1/2016. |
| | | | \$180,000 | 0.00% | \$0 | ŞU | ŞU | ŞU | ŞU | ŞU | \$180,000 | |

| | | | | | | | Negacles | Benefits FY 2 | 2017 | | | |
|-----------------------|---|-------------------------------|------------------------|-----------------------|-------------|---------------------------------------|---------------------------------------|---------------|--------------------|--------------|------------------------|--|
| | | | | | | I I | Nonsalary | benefits F1 | 2017 | | | |
| | | | | Percentage Salary | Cash | Practice Plan | Housing | Car | | Non-Cash | | |
| Name | Position | Funding Source | Salary (09.01.2016) | Increase Over FY 2016 | Bonuses | 7 | • • • • • | Allowance | Other | Compensation | Total Compensation | Explanation / Comments |
| Name | FUSITION | | Saiai y (05.01.2010) | 2010 | | | | | | | Total Compensation | Explanation / Comments |
| | | | | | | | | | | | | Also has a 27.5% faculty appointment and a 22.5% |
| | | | 4 | | | 4- | 4 | | | 4- | | appointment as Director of the Center for Patient |
| Patterson, Jan E. | Associate Dean for Quality and Lifelong Learning, School of Medicine | General Revenue | \$175,139 | 25.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$175,139 | Safety. Prior year faculty appointment was 37.5%. |
| | | | | | | | | | | | | Incentive compensation (\$2,000). A portion of the |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$2,000 | \$0 | | incentive may be associated with faculty effort. |
| | | | \$175,139 | 25.00% | \$0 | \$0 | \$0 | \$0 | \$2,000 | \$0 | \$177,139 | |
| | | | | | | | | | | | | Also has a 10% faculty appointment. Incentive |
| | | | | | | | | | | | | compensation based on FY16 actual (\$40,000). A |
| Segura, Adriana | Associate Dean for Student Affairs, School of Dentistry | General Revenue | \$121,676 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$40,000 | \$0 | | portion of the incentive may be associated with faculty effort. |
| Segura, Adriana | Associate Deal for Student Annuls, School of Dentistry | Designated | \$15,004 | 0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$15,004 | racarty criore. |
| | | | \$136,680 | 12.33% | \$0 | \$0 | \$0 | \$0 | \$40,000 | \$0 | \$176,680 | |
| Matthews, Thomas L. | Associate Dean for Students, School of Medicine | General Revenue | \$163,050 | 2.50% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | ¢162.050 | Also has a 25% faculty appointment. |
| Matthews, Momas L. | Associate Dean for Students, School of Medicine | General Revenue | \$103,030 | 2.50% | ŞÜ | 30 | 30 | ŞŪ | ŞU | 30 | \$103,030 | Also has a 23% faculty appointment. |
| | | | | | | | | | | | | Incentive compensation (\$7,899). A portion of the |
| | | Designated | \$0 \$163,050 | 0.00% 2.50% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$7,899 \$7,899 | \$0 \$0 | \$7,899 \$170,949 | incentive may be associated with faculty effort. |
| | | | \$103,030 | 2.50/0 | | 70 | 70 | Ų0 | 77,655 | 70 | \$170,545 | |
| Charlton, Michael A. | Assistant Vice President for Environmental Health and Safety | General Revenue | \$152,057 | 5.95% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$152,057 | |
| | | Designated Service | \$14,019 \$3.234 | 5.95% 5.96% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$14,019 \$3,234 | |
| | | Service | \$169,310 | 5.95% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$169,310 | |
| | | | | | | | | | | | | |
| Swartz, Carol | Assistant Vice President for Institutional Advancement | General Revenue | \$127,783 | -7.97% | \$0 | \$0 | \$0 | \$0 | \$14,886 | \$0 | \$142,669 | Incentive compensation based on FY16 actual |
| Swartz, Caror | ASSISTANT VICE President for institutional Advancement | Designated | \$25,655 | 156.47% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$14,886 | \$0 \$0 | \$25,655 | (\$14,000) |
| | | | \$153,438 | 3.08% | \$0 | \$0 | \$0 | \$0 | \$14,886 | \$0 | \$168,324 | |
| Loredo, Gilbert | Associate Vice President for Governmental Relations | General Revenue | \$165,673 | 14.06% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$165,673 | |
| Loredo, Gilbert | Associate vice President for Governmental Relations | General Revenue | \$165,673 | 14.06% | \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$165,673 | |
| | | | | | | | | | | | | |
| Dottor Ionnifor | Associate Dean for Research and Student Programs, School of Medicine | General Revenue | \$154,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | Also has a 30% faculty appointment. Prior year appointment to this position was 50%. |
| Potter, Jennifer | Associate Dean for Research and Student Programs, School of Medicine | Designated | \$134,000 \$0 | -100.00% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$3,564 | \$0 \$0 | | Incentive compensation (\$3,564) |
| | | J | \$154,000 | 71.11% | \$0 | \$0 | \$0 | \$0 | \$3,564 | \$0 | \$157,564 | , , , , |
| Nalas Is Dahast I | Associate Descriptor Conducto Madical Education Caboul of Madicina | Canada Daviano | ¢156 624 | 5.00% | ćo | ćo | ćo | ćo | ćo | \$0 | ¢156 624 | Alaa haa a 200/ Farulku aana intaraat |
| Nolan, Jr., Robert J. | Associate Dean for Graduate Medical Education, School of Medicine | General Revenue Designated | \$156,624 \$0 | 0.00% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$156,624 | Also has a 20% faculty appointment. |
| | | 8 | \$156,624 | 5.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$156,624 | |
| | | | 4440.000 | 2.070/ | 40 | 40 | 40 | 40 | 40 | 40 | **** | |
| Bauer, Blanca | Assistant Vice President for Academic Assessment and Effectiveness | General Revenue | \$148,000 \$148,000 | 2.07% 2.07% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$148,000 \$148,000 | |
| | | | ψ1.0,000 | 2.07,0 | | , , , , , , , , , , , , , , , , , , , | , , , , , , , , , , , , , , , , , , , | | 70 | Ψ- | \$2.70,000 | |
| Blake,Nicquet | Associate Dean for Graduate Recruitment, Graduate School of Biomedical Sciences | General Revenue | \$104,266 | 7.48% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$104,266 | |
| | | Restricted | \$39,549 \$143.815 | 2.28% 6.00% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$39,549 \$143.815 | |
| | | | 7143,013 | 0.0070 | 70 | γU | γU | γU | ٥ڔ | γo | 7143,613 | |

| | | | | | Nonsalary Benefits FY 2017 | | | | | | | |
|---------------------|---|-------------------------------|------------------------|-------------------|----------------------------|------------------|----------------------|------------------|-----------------|--------------------------|-----------------------|--|
| | | | | | | | Nonsalary | Benefits FY | 2017 | | | |
| | | | | Percentage Salary | Cb | Practice | | Carr | | Non Cook | | |
| Name | Desiries. | Funding Source | Salary (09.01.2016) | Increase Over FY | Cash Bonuses | Plan Benefits | Housing Allowance | Car Allowance | Other | Non-Cash Compensation | Total Compensation | Funlanation / Comments |
| Name | Position | ű | | 2016 | | | | | | | • | Explanation / Comments |
| Henzi, David L. | Associate Dean for Academic and Student Affairs, School of Health Professions | General Revenue Restricted | \$126,000 \$14,000 | 12.00% 12.00% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$126,000 \$14,000 | |
| | | | \$140,000 | 12.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$140,000 | |
| | | | | | | 4- | 4- | 4- | | 4- | | |
| Braden, Carrie Jo | Associate Dean for Research, School of Nursing and School of Health Professions | General Revenue Restricted | \$127,750 \$3,500 | 12.79% 12.79% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$127,750 \$3,500 | Also has a 25% faculty appointment. |
| | | nestricted | \$131,250 | 12.79% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$131,250 | |
| | | | | | | | | | | | | |
| Byrd, David | Associate Dean for Admissions & Student Services, School of Nursing | General Revenue Designated | \$98,438 \$32,813 | 0.00% -73.75% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$98,438 \$32,813 | |
| | | Designated | \$131,250 | 5.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$131,250 | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | Also has a 55% faculty appointment. Incentive |
| | | | | | | | | | | | | compensation (\$18,814). A portion of the incentive |
| Jackson, Carlayne | Assistant Dean for Ambulatory Services, School of Medicine | Designated | \$112,275 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$18,814 | \$0 | \$131,089 | may be associated with faculty effort. |
| | | | \$112,275 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$18,814 | \$0 | \$131,089 | |
| Keene, Gladys C. | Regional Dean, Laredo Campus | General Revenue | \$127,938 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$127.938 | Appointed 75% to the HSC. |
| | | | \$127,938 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$127,938 | pp. |
| | | | | | | | | | | | | Also has a 20% faculty appointment. Incentive |
| | | | | | | | | | | | | compensation based on FY16 actual (\$27,000). A |
| | | | | | | | | | | | | portion of the incentive may be associated with |
| Littlestar, Mark | Assistant Dean for Predoctoral Clinics, School of Dentistry | General Revenue | \$105,060 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$19,034 | \$0 | | faculty effort. |
| | | Designated | \$0 \$105,060 | 0.00% 3.00% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$19,034 | \$0 \$0 | \$0 \$124,094 | |
| | | | | 510070 | | | 70 | | ψ13,00°. | ΨŪ | ψ12 i)03 i | |
| | | | | | | | | | | | | Also has a 25% faculty appointment. Incentive |
| | | | | | | | | | | | | compensation based on FY16 actual (\$747). A portion of the incentive may be associated with |
| Gill, Sara | Assistant Dean for Graduate Programs, School of Nursing | General Revenue | \$120,750 | 15.00% | \$0 | \$0 | \$0 | \$0 | \$747 | \$0 | | faculty effort. |
| | | | \$120,750 | 15.00% | \$0 | \$0 | \$0 | \$0 | \$747 | \$0 | \$121,497 | |
| | | | | | | | | | | | | Also has a 15% faculty appointment. Appointed to |
| Anderson, Matthew | Associate Dean for Finance and Administrative Affairs, School of Health Professions | General Revenue | \$120,700 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | this position 9/1/2016. |
| | | | \$120,700 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$120,700 | |
| | | | | | | | | | | | | Also has a 10% faculty appointment and a 50% |
| Hanson, Joshua | Assistant Dean for Student Affairs, School of Medicine | General Revenue | \$94,808 | 8.35% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | appointment with the VA Hospital. |
| | | | | | | | | | | | | |
| | | Designated | | 0.00% | \$0 | \$0 | \$0 | \$0 | \$25,000 | \$0 | | Incentive compensation (\$25,000). A portion of the incentive may be associated with faculty effort. |
| | | Designated | \$94,808 | 8.35% | \$0 | \$0 | \$0 | \$0 | \$25,000 | \$0 | \$119,808 | incentive may be associated with faculty enort. |
| | | | - | | | | | | * | | | |
| Leos, Lydia | Assistant Dean for Administration, School of Dentistry | General Revenue | \$115,758 \$115,758 | 6.00% 6.00% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$115,758 | |
| | | | \$113,/30 | 0.00% | Şυ | ŞU | ŞU | ŞU | ŞU | ŞU | \$115,758 | |
| Johnstone, Jennifer | Interim Associate Dean of Finance & Administration, School of Nursing | General Revenue | \$109,700 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | Appointed to this position 9/1/2016. |
| | | | \$109,700 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$109,700 | |
| O'Neal, Cynthia | Assistant Dean for Undergraduate Programs, School of Nursing | General Revenue | \$108.750 | 11.54% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$102 750 | Also has a 25% faculty appointment. |
| o recui, cyricina | - 55.5ta Seal for ondergraduce (Tograms, School of Musling | General Revenue | \$108,750 | 11.54% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 \$0 | \$108,750 | . 1.55 1.45 a 25% faculty appointment. |

| | | | | | | | Nonsalary | Benefits FY 2 | 2017 | | | |
|------------------------|---|-----------------|----------------------|---------------------------------------|------------|------------|------------|---------------|------------|------------|------------------------|---|
| | | | | Danasata an Calama | | Practice | | | | | | |
| | | | | Percentage Salary Increase Over FY | Cash | Plan | Housing | Car | | Non-Cash | | |
| Name | Position | Funding Source | Salary (09.01.2016) | 2016 | Bonuses | Benefits | Allowance | | Other | | Total Compensation | Explanation / Comments |
| | | | , (| | | | | | | | | , , |
| Peel, Jennifer | Assistant Dean for Graduate Medical Education, School of Medicine | General Revenue | \$106,376 | 2.50% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | · ' 1 | ulso has a 5% faculty appointment. ncentive compensation based on FY16 actual \$408). A portion of the incentive may be |
| | | Designated | | 0.00% | \$0 | \$0 | \$0 | \$0 | \$408 | \$0 | | ssociated with faculty effort. |
| | | · · | \$106,376 | 2.50% | \$0 | \$0 | \$0 | \$0 | \$408 | \$0 | \$106,784 | • |
| | | | | _ | | | | | | | | ulso has a 60% faculty appointment. Prior year |
| Conway, Deborah | Associate Dean for Curriculum, School of Medicine | General Revenue | \$100,450 | -61.67% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | aculty appointment was 10%. |
| | | | \$100,450 | -61.67% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$100,450 | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | f | ppointed to this position 7/1/2016. Also has a 25% aculty appointment and a 25% appointment with he VA Hospital. Received incentive compensation |
| Taylor, Barbara | Assistant Dean for MD/MPH Program , School of Medicine | General Revenue | \$100,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | f \$11,250 associated with faculty appointment. |
| ., . , | , | | \$100,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$100,000 | , |
| | | | | | | | | | | | | |
| Hendricson, William D. | Assistant Dean for Educational and Faculty Development, School of Dentistry | General Revenue | \$42,400 | -33.33% | \$0 | \$0 | \$0 | \$0 | \$10,000 | \$0 | \$52,400 a | sppointed 70% to this position. Prior year ppointment to this position was 100%. In the properties of |
| | | Restricted | \$31,800 | -25.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$31,800 (| |
| | | | \$74,200 | -30.00% | \$0 | \$0 | \$0 | \$0 | \$10,000 | \$0 | \$84,200 | |
| Cavazos, Jose E. | Assistant Dean for MD/PhD Program, Graduate School of Biomedical Sciences | General Revenue | \$41,436 | 6.01% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | f | ulso has a 70% faculty appointment. Prior year aculty appointment was 10% and a 75% ppointment with the VA Hospital. |
| Cavazos, Jose E. | Assistant Dean for MD/PhD Program, Graduate School of Biomedical Sciences | Designated | \$39.864 | 11.42% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$39,864 | ppointment with the VA Hospital. |
| | | Designated | \$81,300 | 8.60% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$81,300 | |
| | Assistant Dean for Clinical Research and Interim Associate Dean for Research, School of | | | | | | | | | | | ulso has an 85% faculty appointment. Retired |
| Oates Jr., Thomas | Dentistry | General Revenue | \$26,010 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | | ffective 10/4/2016 |
| | | | \$26,010 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$26,010 | |
| Garza, Jaime | Assistant Dean for South Texas Community Affairs, School of Medicine | General Revenue | \$25,000 \$25,000 | 0.00% 0.00% | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$0 \$0 | \$25,000 A \$25,000 | appointed 12.5% to the HSC |