# The University of Texas Health Science Center at San Antonio 



# The University of Texas Health Science Center at San Antonio 

Institution Code: 745

| Name | Position | Funding Source | Salary (09.01.2016) | Percentage Salary Increase Over FY 2016 | Nonsalary Benefits FY 2017 |  |  |  |  |  | Total Compensation | Explanation / Comments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  | $\begin{array}{\|c\|} \hline \text { Cash } \\ \text { Bonuses } \\ \hline \end{array}$ | $\begin{array}{\|c\|} \hline \text { Practice } \\ \text { Plan } \\ \text { Benefits } \end{array}$ | Housing Allowance | $\begin{array}{\|c\|} \text { Car } \\ \text { Allowance } \end{array}$ | Other | $\begin{array}{c\|} \begin{array}{c} \text { Non-Cash } \\ \text { Compensation } \end{array} \\ \hline \end{array}$ |  |  |
| Dodge, William | Dean, School of Dentistry | General Revenue Designated | $\$ 325,000$ | $0.00 \%$ | $\begin{aligned} & \hline \$ 0 \\ & 50 \end{aligned}$ | $\begin{aligned} & \$ 0 \\ & 50 \end{aligned}$ | $\begin{aligned} & \hline 50 \\ & \hline 0 \end{aligned}$ | $\begin{aligned} & \hline \$ 0 \\ & 50 \end{aligned}$ | $\underset{\substack{50 \\ \$ 2250}}{\text { ¢ }}$ | \$0 50 | \$325,000 |  |
|  |  |  | $\frac{\$ 0}{\$ 325,000}$ | $\frac{0.00 \%}{0.000 \%}$ | $\begin{aligned} & \frac{50}{50} \\ & \hline \end{aligned}$ | $\begin{array}{r} \frac{50}{50} \\ \hline \end{array}$ | $\begin{aligned} & \frac{50}{50} \\ & \hline \end{aligned}$ | $\begin{aligned} & \frac{50}{50} \\ & \hline \end{aligned}$ | \$22,750 $\$ 22,750$ | \$0 | $\begin{array}{r}\text { ¢22,750 } \\ \$ 347,750 \\ \hline\end{array}$ | Incentive compensation ( $\$ 22,750)$ |
| 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 | \$50,150 | Incentive compensation ( $\$ 45,135$ ) |
|  |  |  | \$295,000 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$45,135 | \$0 | $\underline{\$ 40,135}$ |  |
| Herrandez, Gabriel | Vice Dean for Finance, School of Medicine | General Revenue | \$305,000 | 6.45\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$305,000 |  |
|  |  |  |  |  |  |  |  |  |  |  |  | Incentive compensation based on FY16 actual |
|  |  | Designated | S0 | 0.00\% | S0 | \$0 | \$0 | 50 | \$27,030 | 50 | \$227,030 |  |
|  |  |  | \$305,000 | 6.45\% | \$0 | 50 | \$0 | 50 | \$27,030 | 50 | \$332,030 |  |
| 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 |  |  | \$58,500 | \$0 |  | Incentive compensation ( $\$ 58,500$ ) |
|  |  |  | \$270,000 | 3.85\% | \$0 | S0 | \$0 | S0 | \$58,500 | S0 | \$328,500 |  |
| Hepburn, Byron C. | Associate Vice President for the Military Health Institute and Assistant Dean for MilitaryHealth |  |  |  |  |  |  |  |  |  |  |  |
|  |  | 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 | \$34,485 | Incentive compensation ( $\$ 29,500$ ) |
|  |  | Restricted | \$124,992 | -15.26\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$124,992 |  |
|  |  |  | \$295,000 | 0.00\% | 50 | 50 | S0 | 50 | \$29,500 | S0 | \$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 | \$77,250 | Also has a $50 \%$ faculty appointment. Incentive compensation based on FY16 actual |
|  |  |  |  |  |  |  |  |  |  |  |  | ( $\$ 245,481$ ). A portion of the incentive may be |
|  |  | Designated | \$0 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$245,481 | \$0 | \$245,481 | associated with faculty effort. |
|  |  |  | \$77,250 | 0.00\% | S0 | S0 | S0 | S0 | \$245,481 | 50 | \$322,731 | - |
| 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 | \$58,500 | Incentive compensation ( $\$ 58,500$ ) |
|  |  |  | \$260,000 | 15.56\% | 50 | 50 | \$0 | 50 | \$58,500 | 50 | \$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 | \$933,702 | $\frac{2.27 \%}{1.26 \%}$ | \$0 | \$0 50 | \$0 | \$0 50 | \$0 | \$0 | - ${ }^{\text {\$9307,702 }}$ |  |
| 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 | \$50,750 | Incentive compensation ( $\$ 50,750)$ |
|  |  |  | \$250,000 | 0.00\% | \$0 | 50 | \$0 | S0 | \$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 | \$280,580 | 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 | \$15,000 | associated with faculty effort. |
|  |  |  | \$280,580 | 2.50\% | \$0 | \$0 | \$0 | \$0 | \$15,000 | \$0 | \$295,580 |  |
| Flowers, Dale | Chief Admin Officer, Healthcare, UT Medicine | Designated |  |  |  |  |  |  |  |  |  | Incentive compensation based on FY16 actual |
|  |  |  | \$275,133 | 3.00\% | \$0 | \$0 | \$0 | \$0 | \$13,615 | \$0 | \$288,748 | (\$13,615) |
|  |  |  | \$275,133 | 3.00\% | 50 | 50 | \$0 | 50 | \$13,615 | \$0 | \$288,748 |  |

Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 Fiscal Year 2017
The University of Texas Health Science Center at San Antonio
Institution Code: 745

| Name | Position | Funding Source | Salary (09.01.2016) | Percentage Salary Increase Over FY 2016 | Nonsalary Benefits FY 2017 |  |  |  |  |  | Total Compensation | Explanation / Comments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  | $\begin{array}{\|c\|} \text { Cash } \\ \text { Bonuses } \end{array}$ | $\begin{array}{\|c\|} \hline \text { Practice } \\ \text { Plan } \\ \text { Benefits } \end{array}$ | Housing Allowance | $\begin{array}{\|c\|} \text { Car } \\ \text { Allowance } \end{array}$ | Other | Non-Cash Compensation |  |  |
| Bready, Lois L. | Vice Dean for Graduate Medical Education, School of Medicine | General Revenue | \$266,104 | 5.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$266,104 | Also has a $20 \%$ faculty appointment. |
|  |  | Designated |  |  |  |  |  |  |  |  |  | Incentive compensation (\$14,374). A portion of the |
|  |  |  | \$266,104 | 0.00\% | \$0 50 | \$0 50 | \$0 So | \$0 50 | \$14,374 $\$ 14,374$ | \$0 | \$ $\$ 14,374 \mathrm{i}$ | incentive may be associated with faculty effort. |
| Diaz, Armando | Vice President for Governmental Relations | General Revenue | \$280,000 | 8.70\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$280,000 |  |
|  |  |  | \$280,000 | 8.70\% | \$0 | \$0 | \$0 | \$0 | S0 | S0 | \$280,000 |  |
| Morrill, Deborah H. | Vice President for Institutional Advancement | General Revenue Designated | \$156,975 | -17.65\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$156,975 |  |
|  |  |  | \$67,275 | 100.00\% | \$0 | \$0 | \$0 | \$0 | \$46,196 | \$0 | \$113,471 | Incentive compensation (\$46,196) |
|  |  |  | \$224,250 | 0.00\% | S0 | 50 | S0 | S0 | \$46,196 | 50 | \$270,446 |  |
| Kellaway, Judianne | Associate Dean for Admissions, School of Medicine | General Revenue |  |  |  |  |  |  |  |  |  | Hired on 4/1/2016. Also has a $10 \%$ faculty |
|  |  |  | $\begin{array}{r} \$ 261,000 \\ \hline \$ 261,000 \\ \hline \end{array}$ | 0.00\% | \$0 $\$ 0$ | \$0 $\$ 0$ | \$0 $\$ 0$ | \$0 $\$ 0$ | \$0 50 | \$0 | \$261,000 | appointment. |
| Lee, Kenyatta $Y$ | Chief Quality Officer | Designated |  |  |  |  |  |  |  |  |  | Hired on 9/1/2016. Also has a $20 \%$ faculty |
|  |  |  | $\begin{array}{r} \$ 248,000 \\ \hline \$ 248,000 \\ \hline \end{array}$ | 0.00\% | \$0 $\$ 0$ | \$0 $\$ 0$ | \$0 $\$ 0$ | \$0 $\$ 0$ | \$0 50 | \$0 $\$ 0$ | \$248,000 | appointment. |
| Gomez-Leon, Ginny L. | Associate Vice President for Budget and Financial Planning | General Revenue |  |  |  |  |  |  |  |  |  | Incentive compensation based on FY16 actual |
|  |  |  | \$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 | 50 | \$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 | 50 | \$0 | 50 | \$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 | $\frac{\$ 233,324}{}$ | Incentive compensation (533,046) |
| Brown, Gail Ann | Chief Compliance Officer and Chief Clinical Trials Officer | General Revenue Designated | \$82,833 | -3.69\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$82,833 |  |
|  |  |  | \$146,368 | 7.21\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$146,368 |  |
|  |  |  | \$229,201 | 3.00\% | S0 | 50 | S0 | S0 | S0 | 50 | \$229,201 |  |
| Cartee, Brian D. | Senior Director for Information Technology Services | General Revenue | \$203,129 | 2.00\% | \$0 | 50 | \$0 | \$0 | \$19,915 | \$0 | \$223,044 | Incentive compensation (\$19,915) |
|  |  |  | \$203,129 | 2.00\% | S0 | \$0 | \$0 | \$0 | \$19,915 | \$0 | $\underline{\$ 223,044}$ | (ent |
| Schnabel, Michael | Senior Director for Information Security and Operations and Chief Information Security Officer | General Revenue |  |  |  |  |  |  |  |  |  |  |
|  |  |  | $\begin{array}{r} \$ 202,661 \\ \$ 20661 \end{array}$ | 2.00\% | \$0 |  |  | \$0 | \$19,869 | \$0 | \$222,530 | Incentive compensation (\$19,869) |
|  |  |  | $\$ 202,661$ | 2.00\% | \$0 | \$0 | 50 | 50 | \$19,869 | S0 | \$222,530 |  |
| Luber, Murray Phil | Associate Dean for Graduate Medical Education, School of Medicine |  |  |  |  |  |  |  |  |  |  | Also has a $20 \%$ faculty appointment. Prior year |
|  |  | General Revenue | \$206,000 | 64.80\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$206,000 | faculty appointment was $50 \%$. <br> Incentive compensation based on FY16 actual |
|  |  | Designated |  |  |  |  |  |  |  |  |  | ( $\$ 15$ centive ). A portion of the incentive may be |
|  |  |  | \$0 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$15,000 | \$0 | \$15,000 | associated with faculty effort. |
|  |  |  | \$206,000 | 64.80\% | S0 | 50 | \$0 | 50 | \$15,000 | 50 | \$221,000 |  |

# The University of Texas Health Science Center at San Antonio 



Institution Code: 745

| Name | Position | Funding Source | Salary (09.01.2016) | Percentage Salary Increase Over FY 2016 | Nonsalary Benefitits FY 2017 |  |  |  |  |  | Total Compensation | Explanation / Comments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  | $\begin{array}{\|c\|} \hline \text { Cash } \\ \text { Bonuses } \\ \hline \end{array}$ | $\begin{gathered} \text { Practice } \\ \text { Plan } \\ \text { Benefits } \end{gathered}$ | Housing Allowance | $\begin{array}{\|c\|} \hline \text { Car } \\ \text { Allowance } \end{array}$ | Other | $\begin{array}{c\|} \begin{array}{c} \text { Non-Cash } \\ \text { Compensation } \end{array} \\ \hline \end{array}$ |  |  |
| 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 | Also has a 27.5\% faculty appointment and a 22.5\% appointment as Director of the Center for Patient Safety. Prior year faculty appointment was $37.5 \%$. |
|  |  | Designated | \$0 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$2,000 | \$0 | \$2,000 | Incentive compensation $(\$ 2,000)$. A portion of the incentive may be associated with faculty effort. |
|  |  |  | \$175,139 | 25.00\% | \$0 | \$0 | \$0 | \$0 | \$2,000 | \$0 | $\underline{\text { \$177,139 }}$ |  |
| Segura, Adriana | Associate Dean for Student Affairs, School of Dentistry | General Revenue <br> Designated |  |  |  |  |  |  |  |  |  | Also has a 10\% faculty appointment. Incentive compensation based on FY16 actual ( $\$ 40,000$ ). A portion of the incentive may be associated with |
|  |  |  | $\begin{aligned} & \$ 121,676 \\ & \$ 15,004 \end{aligned}$ | $\begin{gathered} 0.00 \% \\ 0 \end{gathered}$ | $\begin{aligned} & \$ 0 \\ & \$ 0 \\ & \$ 0 \end{aligned}$ | $\begin{aligned} & \$ 0 \\ & \text { \$0 } \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 0 \\ & \$ 0 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 0 \\ & \$ 0 \\ & \hline \end{aligned}$ | $\begin{gathered} \$ 40,000 \\ \$ 0 \\ \$ 0 \end{gathered}$ | $\begin{aligned} & \$ 0 \\ & \$ 0 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 161,676 \\ & \$ 15,004 \end{aligned}$ | faculty effort. |
|  |  |  | \$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 | \$163,050 | Also has a $25 \%$ faculty appointment. |
|  |  | Designated |  |  |  |  |  |  |  |  |  | Incentive compensation ( 57,899 ). A portion of the |
|  |  |  | \$160 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$7,899 | \$0 | \$7,899 | incentive may be associated with faculty effort. |
|  |  |  | \$163,050 | 2.50\% | S0 | S0 | S0 | \$0 | \$7,899 | 50 | \$170,949 |  |
| Charlton, Michael A. | Assistant Vice President for Environmental Health and Safety | General Revenue Designated | \$152,057 $\$ 14,019$ | 5.95\% $5.95 \%$ | \$0 | \$0 | \$0 | \$0 | \$0 $\$ 0$ | \$0 | $\$ 152,057$ $\$ 14,019$ |  |
|  |  | Service | \$3,234 | 5.96\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$3,234 |  |
|  |  |  | \$169,310 | 5.95\% | So | 50 | 50 | 50 | 50 | 50 | \$169,310 |  |
| Swartz, Carol | Assistant Vice President for Institutional Advancement | General Revenue <br> Designated |  |  |  |  |  |  |  |  |  | Incentive compensation based on FY16 actual |
|  |  |  | $\begin{aligned} & \$ 127,783 \\ & \$ 25,685 \end{aligned}$ | $\begin{gathered} -7.97 \% \\ \text { 156.47\% } \end{gathered}$ | $\begin{aligned} & \text { \$0 } \\ & \text { \$0 } \end{aligned}$ | $\begin{aligned} & \text { \$0 } \\ & \text { \$0 } \end{aligned}$ | $\begin{aligned} & \text { \$0 } \\ & \text { \$0 } \end{aligned}$ | $\begin{aligned} & \$ 0 \\ & \$ 0 \\ & \$ 0 \end{aligned}$ | $\begin{gathered} \$ 14,886 \\ \$ 0 \end{gathered}$ | $\begin{aligned} & \text { \$0 } \\ & \text { \$0 } \end{aligned}$ | $\begin{gathered} \$ 142,69 \\ \$ 25,655 \end{gathered}$ | (\$14,886) |
|  |  |  | \$153,438 | 3.08\% | S0 | \$0 | \$0 | \$0 | \$14,886 | \$0 | $\underline{\$ 168,324}$ |  |
| Loredo, Gilbert | Associate Vice President for Governmental Relations | General Revenue | \$165,673 | 14.06\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$165,673 |  |
|  |  |  | \$165,673 | 14.06\% | 50 | \$0 | \$0 | S0 | 50 | 50 | \$165,673 |  |
| Potter, Jennifer | Associate Dean for Research and Student Programs, School of Medicine | General Revenue <br> Designated |  |  |  |  |  |  |  |  |  | Also has a $30 \%$ faculty appointment. Prior year |
|  |  |  | $\begin{gathered} \$ 154,000 \\ \$ 0 \\ \hline \end{gathered}$ | $\begin{array}{r} 0.00 \% \\ -100.00 \% \end{array}$ | $\begin{aligned} & \$ 0 \\ & \$ 0 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 0 \\ & \$ 0 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 0 \\ & \$ 0 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 0 \\ & \$ 0 \\ & \hline 0 \end{aligned}$ | $\begin{gathered} \$ 0 \\ \$ 3,564 \\ \hline \end{gathered}$ | $\begin{aligned} & \text { \$0 } \\ & \text { \$0 } \end{aligned}$ | $\begin{gathered} \$ 154,000 \\ \$ 3,564 \end{gathered}$ | appointment to this position was $50 \%$. Incentive compensation $(\$ 3,564)$ |
|  |  |  | \$154,000 | 71.11\% | So | S0 | So | So | \$3,564 | 50 | \$157,564 |  |
| Nolan, Jr., Robert J. | Associate Dean for Graduate Medical Education, School of Medicine | General Revenue Designated | \$156,624 | 5.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$156,624 | Also has a $20 \%$ faculty appointment. |
|  |  |  | \$0 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |  |  |
|  |  |  | \$156,624 | 5.00\% | 50 | 50 | 50 | S0 | 50 | 50 | \$156,624 |  |
| Bauer, Blanca | Assistant Vice President for Academic Assessment and Effectiveness | General Revenue | \$148,000 | 2.07\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$148,000 |  |
|  |  |  | \$148,000 | 2.07\% | \$0 | \$0 | \$0 | \$0 | S0 | \$0 | $\underline{\text { \$148,000 }}$ |  |
| Blake,Nicquet | Associate Dean for Graduate Recruitment, Graduate School of Biomedical Sciences | General Revenue Restricted | \$104,266 | 7.48\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$104,266 |  |
|  |  |  | \$39,549 | 2.28\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$39,549 |  |
|  |  |  | \$143,815 | 6.00\% | 50 | 50 | 50 | \$0 | 50 | \$0 | \$143,815 |  |

# The University of Texas Health Science Center at San Antonio 

Institution Code: 745

| Name | Position | Funding Source | Salary (09.01.2016) | Percentage Salary Increase Over FY 2016 | Nonsalary Benefits FY 2017 |  |  |  |  |  | Total Compensation | Explanation / Comments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  | $\begin{array}{\|c\|} \hline \text { Cash } \\ \text { Bonuses } \\ \hline \end{array}$ | Practice <br> Plan Benefits | Housing Allowance | $\begin{array}{\|c\|} \text { Car } \\ \text { Allowance } \end{array}$ | Other | Non-Cash Compensation |  |  |
| Henzi, David L. | Associate Dean for Academic and Student Affairs, School of Health Professions | General Revenue Restricted | $\begin{aligned} & \$ 126,000 \\ & \$ 14,000 \end{aligned}$ | $\begin{aligned} & 12.00 \% \\ & 1200 \% \end{aligned}$ | $\begin{aligned} & \$ 0 \\ & \$ 0 \\ & \$ \end{aligned}$ | $\begin{aligned} & \$ 0 \\ & \text { \$0 } \end{aligned}$ | $\begin{aligned} & \$ 0 \\ & \text { \$0 } \end{aligned}$ | $\begin{aligned} & \$ 0 \\ & \text { \$0 } \end{aligned}$ | $\begin{aligned} & \$ 0 \\ & \$ 0 \\ & \$ 0 \end{aligned}$ | $\begin{aligned} & \$ 0 \\ & \$ 0 \\ & \$ 0 \end{aligned}$ | $\begin{array}{r}\text { \$126,000 } \\ \$ 14,000 \\ \hline\end{array}$ |  |
|  |  |  | \$140,000 | 12.00\% | 50 | 50 | S0 | 50 | 50 | 50 | \$140,000 |  |
| Braden, Carrie Jo | Associate Dean for Research, School of Nursing and School of Health Professions | General RevenueRestricted | \$127,750 | 12.79\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$127,750 | Also has a $25 \%$ faculty appointment. |
|  |  |  | \$ ${ }^{\text {S3,500 }}$ | 12.79\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | $\stackrel{\text { S3,500 }}{5131250}$ |  |
| Byrd, David | Associate Dean for Admissions \& Student Services, School of Nursing | General Revenue Designated | \$98,438 | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$98,438 |  |
|  |  |  | \$32,813 | -73.75\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$32,813 |  |
|  |  |  | \$131,250 | 5.00\% | 50 | 50 | S0 | 50 | 50 | 50 | \$131,250 |  |
| Jackson, Carlayne | Assistant Dean for Ambulatory Services, School of Medicine | Designated |  |  |  |  |  |  |  |  |  | Also has a $55 \%$ faculty appointment. Incentive compensation ( $\$ 18,814$ ). A portion of the incentive |
|  |  |  | \$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 | 50 | \$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\% | S0 | \$0 | \$0 | S0 | 50 | 50 | \$127,938 |  |
| Littlestar, Mark | Assistant Dean for Predoctoral Clinics, School of Dentistry | General Revenue Designated |  |  |  |  |  |  |  |  |  | Also has a 20\% faculty appointment. Incentive compensation based on FY16 actual $(\$ 27,000)$. A portion of the incentive may be associated with |
|  |  |  | $\begin{gathered} \$ 105,060 \\ \$ 0 \end{gathered}$ | $\begin{aligned} & 3.00 \% \\ & 0.00 \% \end{aligned}$ | $\begin{aligned} & \$ 0 \\ & \$ 0 \\ & \$ 0 \end{aligned}$ | $\begin{aligned} & \$ 0 \\ & \$ 0 \end{aligned}$ | $\begin{aligned} & \text { \$0 } \\ & \text { \$0 } \end{aligned}$ | $\begin{aligned} & \text { \$0 } \\ & \text { \$0 } \end{aligned}$ | $\begin{aligned} & \$ 19,034 \\ & \$ 0 \end{aligned}$ | $\begin{aligned} & \text { \$0 } \\ & \text { \$0 } \end{aligned}$ | $\begin{gathered} \$ 124,094 \\ \$ 0 \\ \hline \end{gathered}$ | faculty effort. |
|  |  |  | \$105,060 | 3.00\% | \$0 | \$0 | \$0 | \$0 | \$19,034 | 50 | \$124,094 |  |
| Gill, Sara | Assistant Dean for Graduate Programs, school of Nursing | General Revenue |  |  |  |  |  |  |  |  |  | Also has a $25 \%$ faculty appointment. Incentive compensation based on FY16 actual (\$747). A portion of the incentive may be associated with |
|  |  |  | \$120,750 | 15.00\% | \$0 | \$0 | \$0 | \$0 | \$747 | \$0 | \$121,497 | faculty effort. |
|  |  |  | \$120,750 | 15.00\% | S0 | S0 | S0 | S0 | \$747 | 50 | \$121,497 |  |
| Anderson, Matthew | Associate Dean for Finance and Administrative Affaris, School of Health Professions | General Revenue |  |  |  |  |  |  |  |  |  | Also has a $15 \%$ faculty appointment. Appointed to |
|  |  |  | $\begin{array}{r} \$ 120,700 \\ \hline \$ 120,700 \\ \hline \end{array}$ | 0.00\% | \$0 | \$0 | \$0 <br> 0 | \$0 | \$0 | \$0 <br> 0 | $\xrightarrow{\$ 120,700}{ }^{\text {S120,700 }}$ | this position 9/1/2016. |
| Hanson, Joshua | Assistant Dean for Student Affairs, School of Medicine |  |  |  |  |  |  |  |  |  |  | Also has a $10 \%$ faculty appointment and a $50 \%$ |
|  |  | General Revenue | \$94,808 | 8.35\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$94,808 | appointment with the VA Hospital. |
|  |  | Designated |  |  |  |  |  |  |  |  |  | Incentive compensation ( $\$ 25,000$ ). A portion of the |
|  |  |  |  | 0.00\% | \$0 | \$0 | \$0 | \$0 | \$25,000 | \$0 | \$25,000 | incentive may be associated with faculty effort. |
|  |  |  | \$94,808 | 8.35\% | S0 | S0 | \$0 | S0 | \$25,000 | S0 | \$119,808 |  |
| Leos, Lydia | Assistant Dean for Administration, School of Dentistry | General Revenue | \$115,758 | 6.00\% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$115,758 |  |
|  |  |  | \$111,758 | 6.00\% | \$0 | 50 | \$0 | S0 | \$0 | \$0 | \$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 | \$109,700 | Appointed to this position 9/1/2016. |
|  |  |  | \$109,700 | 0.00\% | \$0 | 50 | \$0 | 50 | 50 | \$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 | \$108,750 | Also has a $25 \%$ faculty appointment. |
|  |  |  | \$108,750 | 11.54\% | 50 | 50 | 50 | 50 | 50 | 50 | $\underline{\$ 108,750}$ |  |

The University of Texas Health Science Center at San Antonio
Institution Code: 745

| Name | Position | Funding Source | Salary (09.01.2016) | Percentage Salary Increase Over FY 2016 | Nonsalary Benefits FY 2017 |  |  |  |  |  | Total Compensation | Explanation / Comments |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  | $\begin{array}{\|c\|} \text { Cash } \\ \text { Bonuses } \end{array}$ | $\begin{array}{\|c\|} \hline \text { Practice } \\ \text { Plan } \\ \text { Benefits } \end{array}$ | Housing Allowance | Car Allowance | Other | Non-Cash Compensation |  |  |
| Peel, Jennifer | Assistant Dean for Graduate Medical Education, School of Medicine | General Revenue | \$106,376 | $2.50 \%$ | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | $\$ 106,376$ | Also has a 5\% faculty appointment. Incentive compensation based on FY16 actual (\$408). A portion of the incentive may be |
|  |  | Designated | \$106,376 | $\underbrace{0.00 \%}_{2.50 \%}$ | \$0 $\$ 0$ | \$0 | $\begin{aligned} & \frac{\$ 0}{50} \\ & \hline \end{aligned}$ | \$0 | \$408 <br> 408 | 50 $\$ 0$ | $\begin{aligned} & \$ 406,784 \\ & \$ 106 \end{aligned}$ | associated with faculty effort. |
| Conway, Deborah | Associate Dean for Curriculum, School of Medicine | General Revenue | $\begin{array}{r} \$ 100,450 \\ \hline \$ 100,450 \\ \hline \end{array}$ | $\begin{gathered} -61.67 \% \\ -6.61 .67 \% \end{gathered}$ | $\begin{array}{r} \frac{\$ 0}{50} \\ \hline \end{array}$ | $\begin{array}{r} \frac{\$ 0}{50} \\ \hline \end{array}$ | $\begin{array}{r} \frac{\$ 0}{50} \\ \hline \end{array}$ | $\frac{\$ 0}{50}$ | $\frac{50}{50}$ | $\frac{50}{50}$ |  | Also has a 60\% faculty appointment. Prior year faculty appointment was $10 \%$. |
| Taylor, Barbara | Assistant Dean for MD/MPH Program, School of Medicine | General Revenue | $\begin{array}{r} \$ 100,000 \\ \hline \$ 100,000 \\ \hline \hline \end{array}$ | $\xlongequal[\underbrace{}]{\substack{0.00 \% \\ 0.00 \%}}$ | $\begin{aligned} & \$ 0 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 0 \\ & \hline \end{aligned}$ | $\xlongequal{\text { so }}$ | $\begin{aligned} & \$ 0 \\ & \hline \\ & \hline \end{aligned}$ | $\begin{array}{r} \$ 0 \\ \hline \$ 0 \\ \hline \hline \end{array}$ | $\begin{aligned} & \frac{50}{50} \\ & \hline 1 \end{aligned}$ | $\begin{aligned} & \$ 100,000 \\ & \hline 100,000 \\ & \hline \hline \end{aligned}$ | Appointed to this position 7/1/2016. Also has a $25 \%$ faculty appointment and a $25 \%$ appointment with the VA Hospital. Received incentive compensation of $\$ 11,250$ associated with faculty appointment. |
| Hendricson, William D. | Assistant Dean for Educational and Faculty Development, School of Dentistry | General Revenue Restricted | $\begin{array}{r} \$ 42,400 \\ \$ 31,800 \\ \hline \$ 74,200 \end{array}$ | $\begin{gathered} -33.33 \% \\ -25.00 \% \\ \hline-30.00 \% \end{gathered}$ | \$0 \$0 \$0 | \$0 \$0 $\$ 0$ | \$0 \$0 \$0 | \$0 \$0 $\$ 0$ | $\begin{gathered} \$ 10,000 \\ \$ 10 \end{gathered}$ | \$0 \$0 $\$ 0$ | $\begin{aligned} & \$ 52,400 \\ & \$ 31,800 \\ & \hline \$ 84,200 \end{aligned}$ | Appointed $70 \%$ to this position. Prior year appointment to this position was $100 \%$. Incentive compensation based on FY16 actual ( $\$ 10,000$ ). |
| Cavazos, Jose E. | Assistant Dean for MD/PhD Program, Graduate School of Biomedical Sciences | General Revenue Designated | $\begin{array}{r} \$ 41,436 \\ \$ 39,864 \\ \hline \$ 81,300 \\ \hline \end{array}$ |  | $\begin{aligned} & \$ 0 \\ & \$ 0 \\ & \$ 0 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 0 \\ & \$ 0 \\ & \hline \$ 0 \\ & \hline \hline \end{aligned}$ | $\begin{array}{r} \$ 0 \\ \$ 0 \\ \$ 0 \\ \hline \end{array}$ | $\begin{array}{r} \$ 0 \\ \$ 0 \\ \hline \$ 0 \\ \hline \hline \end{array}$ | $\begin{aligned} & \$ 0 \\ & \$ 0 \\ & \text { \$0 } \\ & \hline \hline \end{aligned}$ | $\begin{array}{r} \$ 0 \\ \text { S0 } \\ \hline \\ \hline \end{array}$ | $\begin{aligned} & \$ 41,436 \\ & \\ & \hline 539,8640 \end{aligned}$ | Also has a 70\% faculty appointment. Prior year faculty appointment was $10 \%$ and a $75 \%$ appointment with the VA Hospital. |
| Oates Jr., Thomas | Assistant Dean for Clinical Research and Interim Associate Dean for Research, School of Dentistry | General Revenue | $\begin{array}{r} \$ 26,010 \\ \hline \$ 26,010 \\ \hline \hline \end{array}$ | $\xlongequal{\substack{0.00 \% \\ 0.00 \%}}$ | $\begin{array}{r} \$ 0 \\ \hline \$ 0 \\ \hline \hline \end{array}$ | $\begin{array}{r} \$ 0 \\ \hline \$ 0 \\ \hline \hline \end{array}$ | $\begin{aligned} & \text { \$0 } \\ & \hline \end{aligned}$ | $\begin{array}{r} \$ 0 \\ \hline \$ 0 \\ \hline \hline \end{array}$ | $\begin{array}{r} \$ 0 \\ \hline \$ 0 \\ \hline \hline \end{array}$ | $\begin{aligned} & \$ 0 \\ & \hline \end{aligned}$ | $\xlongequal{\frac{\$ 26,010}{526,010}}$ | Also has an 85\% faculty appointment. Retired effective $10 / 4 / 2016$ |
| Garra, Jaime | Assistant Dean for South Texas Community Affars, School of Medicine | General Revenue | \$25,000 $\$ 25,000$ | 0.00\% | $\begin{array}{r}\text { \$0 } \\ 50 \\ \hline\end{array}$ | \$0 50 | \$0 $\$ 0$ | \$0 | \$0 50 | \$0 50 | $\xlongequal{\frac{\$ 25,000}{}}$ | Appointed $12.5 \%$ to the HSC |

