Special Provisions, Sec. 5 - Fiscal Year 2018

The University of Texas Health Science Center at San Antonio

					Nonsalary Benefits FY 2018							
				Percentage		Practice						
			Salary	Salary Increase	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(09.01.2017)	Over FY 2017	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
				•	8							
Henrich, William	President	General Revenue	\$65,945	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	
		Designated	\$632,218	0.00%	\$0	\$188,015	\$0	\$0	\$297,700	\$0	\$1,117,933	Incentive compensation (\$97,700), Deferred
			\$698,163	0.00%	\$0	\$188,015	\$0	\$0	\$297,700	\$0	\$1,183,878	Compensation (\$200,000)
			\$098,103	0.00%	<u> </u>	\$100,015	ΟÇ	ΟÇ	3237,700	υÇ	\$1,105,678	
Black, Michael Edward	Senior Executive Vice President and Chief Operating Officer	General Revenue	\$345,150	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$345,150	
		Designated	\$404,850	0.00%	\$0	\$0	\$0	\$0	\$240,750	\$0	\$645,600	Incentive compensation (\$165,750), Deferred
			\$750,000	0.00%	\$0	\$0	\$0	\$0	\$240,750	\$0	\$990,750	Compensation (\$75,000)
			\$750,000	0.00%	<u> </u>	ŞU	ŞU	ŞU	\$240,750	ŞU	\$990,750	
Rodriguez, Ronald	Interim Dean, School of Medicine	General Revenue	\$560,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$560,000	
		Designated	\$140,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,000	Appointed 80% as Interim Dean 1/1/2017. Also
												has a 20% faculty appointment. Not eligible for incentive in Interim role.
			\$700,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$700,000	incentive in interim role.
Rosende, Carlos A.	Executive Vice Dean for Clinical Affairs for School of Medicine	Designated	\$476,120	5.34%	\$0	\$0	\$0	\$0	\$58,969	\$0	\$535,089	Also has a 16.25% faculty appointment.
	and Executive Director of UT Medicine											Incentive compensation based on FY17 actual (\$58,969).
			\$476,120	5.34%	\$0	\$0	\$0	\$0	\$58,969	\$0	\$535,089	
			6001 000	0.000/	40	40	* 0	60	40	<u>éa</u>	6004.000	
Weiss, David S.	Dean, Graduate School of Biomedical Sciences	General Revenue Designated	\$301,380 \$45,370	0.00% 0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$52,560	\$0 \$0	\$301,380 \$97,930	Incentive compensation (\$52,560)
		Restricted	\$18,250	0.00%	\$0	\$0	\$0 \$0	\$0 \$0	\$0	\$0	\$18,250	
			\$365,000	0.00%	\$0	\$0	\$0	\$0	\$52,560	\$0	\$417,560	
Decality Filmers T		Constal David	6207 400	4.049/	ćo	ćo	ćo	ćo	ćo	ćo	6207 400	
Breslin, Eileen T.	Dean, School of Nursing	General Revenue Designated	\$307,190 \$0	4.01% 0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$71,400	\$0 \$0	\$307,190 \$71,400	Incentive compensation (\$71,400)
		Restricted	\$32,810	-0.02%	\$0	\$0	\$0	\$0 \$0	\$0	\$0	\$32,810	
			\$340,000	3.61%	\$0	\$0	\$0	\$0	\$71,400	\$0	\$411,400	
Marks, Andrea M.	Vice President and Chief Financial Officer	General Revenue	\$335,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$335,000	
Warks, Anurea Wi.		Designated	\$333,000 \$0	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$73,030	\$0 \$0		Incentive compensation (\$73,030)
			\$335,000	0.00%	\$0	\$0	\$0	\$0	\$73,030	\$0	\$408,030	
Ciuffrida Andro-	Vice President for Personsh		¢260.000	7 249/	ćo	ćo	έΩ	ćo	ćo	ć0	\$260.000	Also has a 20% faculty appointment
Giuffrida, Andrea	Vice President for Research	General Revenue Designated	\$269,000 \$51,000	-7.24% -36.25%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$68,005	\$0 \$0		Also has a 20% faculty appointment. Incentive compensation (\$68,005). Salary
						÷-		, -	, ,		+===,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	decreased \$50,000 as Special Advisor role in
												School of Dentistry relinquished with the
							4.5	4.5	**	4.5	4	recruitment of an Associate Dean for Research.
		Restricted	\$15,000 \$335,000	0.00%	<u>\$0</u> \$0	\$0 \$0	\$0 \$0	<u>\$0</u> \$0	\$0 \$68.005	\$0 \$0	\$15,000 \$403,005	
			000,000	-12.33/0	οÇ	οç	υç	υç	200,005	γÇ	ş403,005	

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Name	Position	Funding Source	Salary (09.01.2017)	Percentage Salary Increase Over FY 2017	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Collier, Yemen	Vice President and Chief Information Officer	General Revenue	\$320,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$320,000	
		Designated	\$0	0.00%	<u>\$0</u>	\$0 ¢0	\$0 ¢0	\$0 ¢0	\$72,000	\$0		Incentive compensation (\$72,000)
			\$320,000	0.00%	\$0	\$0	\$0	\$0	\$72,000	\$0	\$392,000	-
Marrill Dabarah H	Vice President for Institutional Advancement		¢261.000	66.27%	ćo	ćo	ćo	ćo	\$0	¢0	¢261.000	
Morrill, Deborah H.	vice President for institutional Advancement	General Revenue Designated	\$261,000 \$39,000	-42.03%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	ېں \$67,500	\$0 \$0	\$261,000	Incentive compensation (\$67,500)
		Designated	\$300,000	33.78%	<u> </u>	\$0 \$0	\$0 \$0	\$0	\$67,500	\$0	\$367,500	
			\$300,000	55.70%	Ų	ŲŲ	Ψ	ŲÇ	<i>907,300</i>	Ú,	\$307,300	
Eddins-Folensbee,	Vice Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$365,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$365,000	
Florence	Wedicine		\$365,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$365,000	
Dodge, William	Dean, School of Dentistry	General Revenue	\$325,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$325,000	
Douge, william	Dearly School of Dentistry	Designated	\$323,000 \$0	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$39,975	\$0 \$0		Incentive compensation (\$39,975)
		Designated	\$325,000	0.00%	\$0 \$0	\$0	\$0 \$0	\$0 \$0	\$39,975	\$0 \$0	\$364,975	
Hepburn, Byron C.	Associate Vice President for the Military Health Institute and	General Revenue	\$244,260	48.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$244,260	
	Assistant Dean for Military Health	Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$59,295	\$0	\$59 295	Incentive compensation (\$59,295)
		Restricted	\$50.740	-59.41%	\$0	\$0 \$0	\$0 \$0	\$0	\$0	\$0 \$0	\$50,740	
			\$295,000	0.00%	\$0	\$0	\$0	\$0	\$59,295	\$0	\$354,295	-
Shelledy, David	Dean, School of Health Professions	General Revenue	\$289,985	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$289,985	
Shenedy, David		Designated	\$5,015	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$47,495	\$0 \$0		Incentive compensation (\$47,495)
		Designated	\$295,000	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$47,495	\$0 \$0	\$342,495	
Hernandez, Gabriel	Vice Dean for Finance, School of Medicine	General Revenue	\$305,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$305,000	
nemanuez, Gabrier		Designated	\$005,000 \$0	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$30,500	\$0 \$0		Incentive compensation based on FY17 actual (\$30,500).
			\$305,000	0.00%	\$0	\$0	\$0	\$0	\$30,500	\$0	\$335,500	
Kazen, James D.	Executive Vice President for Facility Planning and Operations	General Revenue	\$270,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$270,000	
		Designated	\$0	0.00%	\$0	\$0 \$0	\$0	\$0	\$58,860	\$0		Incentive compensation (\$58,860)
			\$270,000	0.00%	\$0	\$0	\$0	\$0	\$58,860	\$0	\$328,860	
Adkins, Heather	Vice President and Chief Marketing and Communications Officer	General Revenue	\$260,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$260,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$58,500	\$0	\$58.500	Incentive compensation (\$58,500)

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			Salary	Percentage Salary Increase	Cash	Practice Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(09.01.2017)	Over FY 2017	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Clark, Robert A.	Assistant Vice President for Clinical Research	General Revenue Designated	\$29,377 \$188,999	-79.32% 162.25%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$1,000	\$0 \$0	\$189,999	Also has a 30% faculty appointment. Incentive compensation (\$1,000). A portion of the incentive may be associated with faculty
		Restricted	\$95,576	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$95,576	effort.
			\$313,952	2.00%	\$0	\$0	\$0	\$0	\$1,000	\$0	\$314,952	
Mok, Jacqueline L.	Vice President for Academic, Faculty and Student Affairs	General Revenue	\$250,000 \$0	0.00%	\$0 \$0	\$0	\$0 \$0	\$0 \$0	\$0	\$0	\$250,000	
		Designated	\$0 \$250,000	0.00%	<u>\$0</u> \$0	<u>\$0</u> \$0	\$0 \$0	<u>\$0</u> \$0	\$56,250 \$56,250	\$0 \$0	\$306,250	Incentive compensation (\$56,250)
			\$250,000	0.00%	<u> </u>		ΟÇ	Ψ	<i>330,230</i>	ΟÇ	\$500,250	
Esterl, Robert	Associate Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$280,580	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$280,580	Also has a 10% faculty appointment.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$22,000	\$0	\$22,000	Incentive compensation based on FY17 actual (\$22,000). A portion of the incentive may be associated with faculty effort.
			\$280,580	0.00%	\$0	\$0	\$0	\$0	\$22,000	\$0	\$302,580	
Vacant	Vice President for Human Resources	General Revenue	\$295,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		Separated from Institution on 8/10/2017.
			\$295,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$295,000	
Diaz, Armando	Vice President for Governmental Relations	General Revenue	\$280,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$280,000	
			\$280,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$280,000	
Lee, Kenyatta Y.	Chief Quality Officer	Designated	\$248,000	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0		Also has a 20% faculty appointment. Incentive compensation based on FY17 actual (\$15,000). A portion of the incentive may be associated with faculty effort.
			\$248,000	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$263,000	
Kellaway, Judianne	Associate Dean for Admissions, School of Medicine	General Revenue	\$253,170	-3.00%	\$0	\$0	\$0	\$0	\$0	\$0		Also has a 10% faculty appointment.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$400	\$0		Incentive compensation (\$400). A portion of the incentive may be associated with faculty
		Restricted	\$7,830	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$7,830	
			\$261,000	0.00%	\$0	\$0	\$0	\$0	\$400	\$0	\$261,400	
Collins, Chiquita	Vice Dean for Inclusion and Diversity, School of Medicine	General Revenue	\$260,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		Hired on 9/1/2017.
		Designated	\$0 \$260,000	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$26,000 \$26,000	\$0 \$0	\$26,000 \$286,000	Incentive compensation (\$26,000)
			⊋200,000	0.00%	0ڊ	υç	υç	∪ډ	<i>γ</i> 20,000	γU	₹280,000	
Gomez-Leon, Ginny L	Associate Vice President for Budget and Financial Planning	General Revenue	\$233,100	3.60%	\$0	\$0	\$0	\$0	\$22,500	\$0	\$255,600	Incentive compensation based on FY17 actual (\$22,500).
			\$233,100	3.60%	\$0	\$0	\$0	\$0	\$22,500	\$0	\$255,600	
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			Salary	Percentage Salary Increase	Cash	Practice Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(09.01.2017)	Over FY 2017	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Park, Jack C.	Chief Legal Officer	General Revenue	\$174,210	-27.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$174,210	
		Designated	\$74,662	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$74,662	
			\$248,872	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$248,872	
Segura, Adriana	Associate Dean for Student Affairs, School of Dentistry	General Revenue	\$206,675	69.86%	\$0	\$0	\$0	\$0	\$40,000	\$0		Also has a 10% faculty appointment. Incentive compensation based on FY17 actual (\$40,000). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$206,675	51.21%	\$0	\$0	\$0	\$0	\$40,000	\$0	\$246,675	
Pineda, Juanita Lozar	no Associate Dean for External Affairs, School of Dentistry	General Revenue	\$139,166	0.00%	\$0	\$0	\$0	\$0	\$55,953	\$0		Appointed Associate Dean 2/20/2017. Also has a 10% faculty appointment. Incentive compensation based on FY17 actual (\$55,953). A portion of the incentive may be associated with faculty effort.
		Restricted	\$50,606	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$50,606	
			\$189,772	0.00%	\$0	\$0	\$0	\$0	\$55,953	\$0	\$245,725	
DeLay, Mary G.	Vice President and Chief of Staff	General Revenue	\$200,278	0.00%	\$0	\$0	\$0	\$0	\$44.261	\$0	\$244 539	Incentive compensation (\$44,261)
Delay, Mary G.		General Nevenue	\$200,278	0.00%	\$0	\$0 \$0	\$0 \$0	\$0	\$44,261	\$0	\$244,539	
			· · · · ·					·	. ,	·	· ,	
Brown, Gail Ann	Chief Compliance Officer and Chief Clinical Trials Officer	General Revenue	\$179,749	117.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$179,749	
		Designated	\$56,328	-61.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$56,328	
			\$236,077	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$236,077	
Gebhard, John R.	Assistant Vice President for Technology Commercialization	Designated	\$234,600	10.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$234 600	Appointed Assistant Vice President 1/1/2017.
		Designated	\$234,600	10.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$234,600	
Long, Gerard E.	Assistant Vice President for Business Affairs	General Revenue	\$209,750	3.61%	\$0	\$0	\$0	\$0	\$20,245	\$0	\$229,995	Incentive compensation based on FY17 actual (\$20,245).
			\$209,750	3.61%	\$0	\$0	\$0	\$0	\$20,245	\$0	\$229,995	(+_0)0).
Cartee, Brian D.	Senior Director for Information Technology Services	General Revenue	\$208,168	2.48%	\$0	\$0	\$0	\$0	\$20,313	\$0	\$228,481	Incentive compensation based on FY17 actual (\$20,313).
			\$208,168	2.48%	\$0	\$0	\$0	\$0	\$20,313	\$0	\$228,481	
Schnabel, Michael	Senior Director for Information Security and Operations and Chief Information Security Officer	General Revenue	\$207,728	2.50%	\$0	\$0	\$0	\$0	\$20,266	\$0		Incentive compensation based on FY17 actual (\$20,266).
			\$207,728	2.50%	\$0	\$0	\$0	\$0	\$20,266	\$0	\$227,994	
Williams, Janet F.	Associate Dean for Faculty, School of Medicine	General Revenue	\$226,608	3.00%	\$0	\$0	\$0	\$0	\$0	\$0		Also has a 20% faculty appointment.
			\$226,608	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$226,608	

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			Colore	Percentage	Cash	Practice Plan	Housing	Car		Non-Cash	Tabel	
Name	Position	Funding Source	Salary (09.01.2017)	Salary Increase Over FY 2017	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Total Compensation	Explanation / Comments
Hume	1 contion		(00.01.101.)									
O'Hara, Patrick A.	Senior Associate Vice President for Development	Designated	\$225,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$225,000	Hired on 10/30/2017.
			\$225,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$225,000	
Kaminski, Patrick M.	Assistant Vice President for Office of Strategic Planning and Business Development	General Revenue	\$215,863	3.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$215,863	Appointed Assistant Vice President 5/1/2017.
		Designated	\$7,737	19.95%	\$0	\$0	\$0	\$0	\$0	\$0	\$7,737	
			\$223,600	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$223,600	
Schmelz, Joseph	Assistant Vice President for Research Administration	General Revenue	\$109,662	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$109,662	
5cm/ci2, 505cpm	Assistant vice incluent for Research Administration	Designated	\$66,593	2.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0	\$66,593	
		Restricted	\$38,769	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$38,769	
			\$215,024	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$215,024	
Keene, Gladys C.	Regional Dean, Laredo Campus	General Revenue	\$215,000	68.05%	\$0	\$0	\$0	\$0	\$0	\$0		Appointed 100% to the HSC 9/1/2017. Prior year appointment was 75%.
			\$215,000	68.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$215,000	,
Guest, Gary	Associate Dean, Dental Clinic and Associate Dean for Patient Care, School of Dentistry	General Revenue	\$163,871	6.51%	\$0	\$0	\$0	\$0	\$50,000	\$0		Also has a 10% faculty appointment. Incentive compensation based on FY17 actual (\$50,000). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$163,871	0.00%	\$0	\$0	\$0	\$0	\$50,000	\$0	\$213,871	
Glass, Birgit Junfin	Associate Dean for Academic Affairs, School of Dentistry	General Revenue	\$150,103	24.99%	\$0	\$0	\$0	\$0	\$60,000	\$0		Also has a 10% faculty appointment. Incentive compensation based on FY17 actual (\$60,000). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$150,103	11.10%	\$0	\$0	\$0	\$0	\$60,000	\$0	\$210,103	
Nijland, Mark J.	Assistant Vice President for Research	General Revenue	\$61,211	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$61 211	Also has a 5% faculty appointment.
Nijianu, Mark J.	Assistant vice resident for Research	Designated	\$142,825	2.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$142,825	Also has a 5% faculty appointment.
			\$204,036	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$204,036	
Parks, Michael J.	Chief of Police	General Revenue	\$159,680	6.00%	\$0	\$0	\$0	\$0	\$17,490	\$0		Incentive compensation based on FY17 actual (\$17,490).
		Auxiliary	\$25,714	-85.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$25,714	(421,430).
		-	\$185,394	6.00%	\$0	\$0	\$0	\$0	\$17,490	\$0	\$202,884	
Lazarine, John	Chief Audit Executive for Internal Audit and Consulting Services	General Revenue	\$200,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$200.000	Hired on 5/1/2017.
Luzai iiie, juliii	Chief Addit Executive for internal Addit and Consulting Services	Selleral Nevellue	\$200,000	0.00%	<u> </u>	\$0 \$0	<u>\$0</u> \$0	\$0 \$0	<u>\$0</u> \$0	\$0	\$200,000	mica on 5/1/2017.
			7200,000	0.0070		70	70	70	70	~~	7200,000	

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Nolan, Jr., Robert J.	Associate Dean for Graduate Medical Education, School of	General Revenue	\$172,000	9.82%	\$0	\$0	\$0	\$0	\$0	\$0	\$172,000	Also has a 20% faculty appointment.
	Medicine											
		Designated	\$20,000	0.00%	<u>\$0</u> \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$20,000	
			\$192,000	22.59%	ŞU	ŞU	ŞU	ŞU	ŞU	ŞU	\$192,000	
Patterson, Jan E.	Associate Dean for Quality and Lifelong Learning, School of Medicine	General Revenue	\$180,388	3.00%	\$0	\$0	\$0	\$0	\$0	\$0		Also has a 27.5% faculty appointment and a 22.5% appointment as Director of the Center
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$2,000	\$0	\$2,000	for Patient Safetv. Incentive compensation (\$2,000). A portion of the incentive may be associated with faculty
			\$180,388	3.00%	\$0	\$0	\$0	\$0	\$2,000	\$0	\$182,388	effort.
Potter, Jennifer	Associate Dean for Research and Student Programs, School of	General Revenue	\$175,000	13.64%	\$0	\$0	\$0	\$0	\$0	\$0	\$175,000	Also has a 30% faculty appointment.
	Medicine	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$6,424	\$0		Incentive compensation based on FY17 actual (\$6,424). A portion of the incentive may be associated with faculty effort.
			\$175,000	13.64%	\$0	\$0	\$0	\$0	\$6,424	\$0	\$181,424	
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Bell, Stephen	Associate Vice President for Facilities Management	General Revenue	\$180,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,000	
			\$180,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,000	
Charlton, Michael A.	Assistant Vice President for Environmental Health and Safety	General Revenue	\$158,139	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$158,139	
		Designated	\$14,580	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$14,580	
		Service	\$3,363	3.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$3,363	
			\$176,082	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$176,082	
Loredo, Gilbert	Associate Vice President for Governmental Relations	General Revenue	\$173,956	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$173,956	
	Associate vice resident for covernmental helations	General nevenue	\$173,956	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$173,956	
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Swartz, Carol	Assistant Vice President for Institutional Advancement	General Revenue	\$131,114	2.61%	\$0	\$0	\$0	\$0	\$15,344	\$0		Incentive compensation based on FY17 actual (\$15,344).
		Designated	\$26,324	2.61%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,324	
			\$157,438	2.61%	\$0	\$0	\$0	\$0	\$15,344	\$0	\$172,782	
Schiebel, Curtis	Chief Director Finance and Administration, Office of the Vice President for Research	General Revenue	\$168,424	4.06%	\$0	\$0	\$0	\$0	\$0	\$0	\$168,424	
			\$168,424	4.06%	\$0	\$0	\$0	\$0	\$0	\$0	\$168,424	

Special Provisions, Sec. 5 - Fiscal Year 2018

The University of Texas Health Science Center at San Antonio

							Nonsalary	Benefits FY 20				
Name	Position	Funding Source	Salary (09.01.2017)	Percentage Salary Increase Over FY 2017	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Hanson, Joshua	Associate Dean for Student Affairs, School of Medicine	General Revenue	\$158,907	67.61%	\$0	\$0	\$0	\$0	\$0	\$0	\$158,907	Appointed 65% Associate Dean 9/1/2017. Prior
		Designated	\$5,000	0.00%	\$0	\$0	\$0	\$0	\$3,375	\$0	\$8,375	year appointment was 40% Assistant Dean. Also has a 10% faculty appointment and a 25% appointment with the VA Hospital. Incentive compensation (\$3,375). A portion of the incentive may be associated with faculty effort.
			\$163,907	72.88%	\$0	\$0	\$0	\$0	\$3,375	\$0	\$167,282	
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.
	Medicine	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$89,845	\$0		Incentive compensation based on FY17 actual (\$89,845). A portion of the incentive may be associated with faculty effort.
			\$77,250	0.00%	\$0	\$0	\$0	\$0	\$89 <i>,</i> 845	\$0	\$167,095	
Singh-Carlson, Savitri	Vice Dean for Faculty Affairs and Diversity, School of Nursing	General Revenue	\$148,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$148,500	Appointed Vice Dean 11/15/2016. Also has a 25% faculty appointment.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$9,405	\$0		Incentive compensation (\$9,405). A portion of the incentive may be associated with faculty effort.
			\$148,500	0.00%	\$0	\$0	\$0	\$0	\$9,405	\$0	\$157,905	
Otto, Randal	Associate Dean for Special Programs, School of Medicine	General Revenue	\$120,000	-33.33%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,000	Also has a 50% faculty appointment. Prior year faculty appointment was 20%.
		Designated	\$37,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$37,000	<i>,</i>
			\$157,000	-12.78%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,000	
Sickora, Cindy	Vice Dean for Practice and Engagement, School of Nursing	Designated	\$147,000	0.00%	\$0	\$0	\$0	\$0	\$7,840	\$0		Appointed Vice Dean 1/1/2017. Also has a 25% faculty appointment. Incentive compensation (\$7.840).
			\$147,000	0.00%	\$0	\$0	\$0	\$0	\$7,840	\$0	\$154,840	157.8401.
Blake, Nicquet	Associate Dean for Graduate Recruitment, Graduate School of Biomedical Sciences	General Revenue	\$116,619	11.85%	\$0	\$0	\$0	\$0	\$0	\$0	\$116,619	
		Restricted	\$35,824	-9.42%	\$0	\$0	\$0	\$0	\$0	\$0	\$35,824	
			\$152,443	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$152,443	
Bauer, Blanca	Assistant Vice President for Academic Assessment and Effectiveness	General Revenue	\$151,750	2.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$151,750	
			\$151,750	2.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$151,750	

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The University of Texas Health Science Center at San Antonio

							Nonsalary	Benefits FY 20				
				Percentage		Practice						
			Salary	Salary Increase	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(09.01.2017)	Over FY 2017	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Henzi, David L.	Associate Dean for Academic and Student Affairs, School of Health Professions	General Revenue	\$142,800	13.33%	\$0	\$0	\$0	\$0	\$0	\$0	\$142,800	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$7,468	\$0		Incentive compensation (\$7,468)
		Restricted	<u>\$0</u> \$142,800	<u>-100.00%</u> 2.00%	<u>\$0</u> \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$7,468	\$0 \$0	\$0 \$150,268	
			\$142,800	2.00%		ŞΟ	ŞΟ	ŞU	<i>Ş1,</i> 408	Ş U	\$130,208	-
Byrd, David	Associate Dean for Admissions and Student Services, School of Nursing	General Revenue	\$104,344	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$104,344	
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$34,781	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$34,781	
			\$139,125	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$139,125	
Littlestar, Mark	Assistant Dean for Predoctoral Clinics, School of Dentistry	General Revenue	\$105,949	0.85%	\$0	\$0	\$0	\$0	\$32,000	\$0		Also has a 20% faculty appointment. Incentive compensation based on FY17 actual (\$32,000). A portion of the incentive may be associated with faculty effort.
			\$105,949	0.85%	\$0	\$0	\$0	\$0	\$32,000	\$0	\$137,949	,
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Cavazos, Jose E.	Assistant Dean for MD/PhD Program, Graduate School of Biomedical Sciences	General Revenue	\$67,750	63.51%	\$0	\$0	\$0	\$0	\$0	\$0		Also has a 70% faculty appointment.
		Designated	\$63,718	59.84%	\$0	\$0	\$0	\$0	\$0	\$0	\$63,718	As of 9/1/2017, began receiving \$50,168 augmentation.
			\$131,468	61.71%	\$0	\$0	\$0	\$0	\$0	\$0	\$131,468	
Braden, Carrie Jo	Associate Dean for Research, School of Nursing	General Revenue Restricted	\$127,750 \$3,500	0.00% 0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$127,750 \$3,500	Also has a 25% faculty appointment.
		Restricted	\$131,250	0.00%	<u> </u>	\$0 \$0	\$0 \$0	<u> </u>	\$0 \$0	\$0 \$0	\$131,250	
			<i></i>	0.0070	<u></u>	ΨŪ	ΨŪ	ΨŪ	ΨŪ	ψŪ	<i><i><i>ψ</i>131,230</i></i>	-
Kaulfus, John	Chief Student Affairs Officer and Title IX Director	General Revenue	\$128,000	3.23%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,000	
			\$128,000	3.23%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,000	_
Johnstone, Jennifer	Associate Dean of Finance and Administration, School of Nursing	General Revenue	\$127,500	16.23%	\$0	\$0	\$0	\$0	\$0	\$0	\$127,500	Appointed Associate Dean 1/1/2017.
	Nuising		\$127,500	16.23%	\$0	\$0	\$0	\$0	\$0	\$0	\$127,500	
Martinez, Natalina	Chief Director Finance and Administration, Graduate School of	General Revenue	\$123,596	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$123,596	
	Biomedical Sciences		\$123,596	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$123,596	
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Anderson, Matthew	Associate Dean for Finance and Administrative Affairs, School of Health Professions	General Revenue	\$122,752	1.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,752	Also has a 15% faculty appointment.
			\$122,752	1.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,752	-
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Special Provisions, Sec. 5 - Fiscal Year 2018

The University of Texas Health Science Center at San Antonio

					Nonsalary Benefits FY 2018							
Name	Position	Funding Source	Salary (09.01.2017)	Percentage Salary Increase Over FY 2017	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Leos, Lydia	Assistant Dean for Administration, School of Dentistry	General Revenue	\$122,703	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,703	•
			\$122,703	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,703	
Conway, Deborah	Associate Dean for Curriculum, School of Medicine	General Revenue	\$100,450	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$100.450	Also has a 60% faculty appointment.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$21,627	\$0		Incentive compensation based on FY17 actual (\$21,627). A portion of the incentive may be associated with faculty effort.
			\$100,450	0.00%	\$0	\$0	\$0	\$0	\$21,627	\$0	\$122,077	,
Gill, Sara	Associate Dean for Graduate Programs, School of Nursing	General Revenue	\$120,750	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$120.750	Also has a 25% faculty appointment.
			\$120,750	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,750	
Peel, Jennifer	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue	\$117,014	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,014	Also has a 5% faculty appointment.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$408	\$0		Incentive compensation (\$408). A portion of the incentive may be associated with faculty effort.
			\$117,014	10.00%	\$0	\$0	\$0	\$0	\$408	\$0	\$117,422	
Taylor, Barbara	Assistant Dean for MD/MPH Program , School of Medicine	General Revenue	\$103,000	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$103,000	Also has a 25% faculty appointment and a 25% appointment with the VA Hospital.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$11,000	\$0		Incentive compensation (\$11,000). A portion of the incentive may be associated with faculty effort.
			\$103,000	3.00%	\$0	\$0	\$0	\$0	\$11,000	\$0	\$114,000	
O'Neal, Cynthia	Associate Dean for Undergraduate Programs, School of Nursing	General Revenue	\$108,750	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$108,750	Also has a 25% faculty appointment.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$11,600	\$0		Incentive compensation (\$11,600). A portion of the incentive may be associated with faculty effort.
			\$108,750	0.00%	\$0	\$0	\$0	\$0	\$11,600	\$0	\$120,350	enort.
Luber, Murray Phil	Associate Dean for Graduate Medical Education, School of Medicine	General Revenue	\$77,250	-62.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,250	Also has a 70% faculty appointment. Prior year faculty appointment was 20%.
			\$77,250	-62.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,250	
Reeves, Stephanie	Interim Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue	\$75,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		Appointed Interim Assistant Dean 9/1/2017. Also has a 50% faculty appointment. Prior year faculty appointment was 100%.
			\$75,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$75,000	

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The University of Texas Health Science Center at San Antonio

				Nonsalary Benefits FY 2018								
Name	Position	Funding Source	Salary (09.01.2017)	Percentage Salary Increase Over FY 2017	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Jackson, Carlayne	Assistant Dean for Ambulatory Services, School of Medicine	Designated	\$49,900	-55.56%	\$0	\$0	\$0	\$0	\$18,814	\$0		Also has a 80% faculty appointment. Prior year faculty appointment was 55%. Incentive compensation based on FY17 actual (\$18,814). A portion of the incentive may be associated with faculty effort.
			\$49,900	-55.56%	\$0	\$0	\$0	\$0	\$18,814	\$0	\$68,714	
Singh, Brij B.	Associate Dean for Research, School of Dentistry	Designated	\$23,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		Hired on 11/1/2017. Also has 90% faculty appointment.
			\$23,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$23,500	