

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2018**

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

Name	Position	Funding Source	Salary (09.01.2017)	Percentage Salary Increase Over FY 2017	Nonsalary Benefits FY 2018						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Henrich, William	President	General Revenue	\$65,945	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	Incentive compensation (\$97,700), Deferred Compensation (\$200,000)
		Designated	\$632,218	0.00%	\$0	\$188,015	\$0	\$0	\$297,700	\$0	\$1,117,933	
			<u>\$698,163</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$188,015</u>	<u>\$0</u>	<u>\$0</u>	<u>\$297,700</u>	<u>\$0</u>	<u>\$1,183,878</u>	
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	Incentive compensation (\$165,750), Deferred Compensation (\$75,000)
		Designated	\$404,850	0.00%	\$0	\$0	\$0	\$0	\$240,750	\$0	\$645,600	
			<u>\$750,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$240,750</u>	<u>\$0</u>	<u>\$990,750</u>	
Rodriguez, Ronald	Interim Dean, School of Medicine	General Revenue	\$560,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$560,000	Appointed 80% as Interim Dean 1/1/2017. Also has a 20% faculty appointment. Not eligible for incentive in Interim role.
		Designated	\$140,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,000	
			<u>\$700,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$700,000</u>	
Rosende, Carlos A.	Executive Vice Dean for Clinical Affairs for School of Medicine and Executive Director of UT Medicine	Designated	\$476,120	5.34%	\$0	\$0	\$0	\$0	\$58,969	\$0	\$535,089	Also has a 16.25% faculty appointment. Incentive compensation based on FY17 actual (\$58,969).
			<u>\$476,120</u>	<u>5.34%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$58,969</u>	<u>\$0</u>	<u>\$535,089</u>	
Weiss, David S.	Dean, Graduate School of Biomedical Sciences	General Revenue	\$301,380	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$301,380	Incentive compensation (\$52,560)
		Designated	\$45,370	0.00%	\$0	\$0	\$0	\$0	\$52,560	\$0	\$97,930	
		Restricted	\$18,250	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$18,250	
			<u>\$365,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$52,560</u>	<u>\$0</u>	<u>\$417,560</u>	
Breslin, Eileen T.	Dean, School of Nursing	General Revenue	\$307,190	4.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$307,190	Incentive compensation (\$71,400)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$71,400	\$0	\$71,400	
		Restricted	\$32,810	-0.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$32,810	
			<u>\$340,000</u>	<u>3.61%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$71,400</u>	<u>\$0</u>	<u>\$411,400</u>	
Marks, Andrea M.	Vice President and Chief Financial Officer	General Revenue	\$335,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$335,000	Incentive compensation (\$73,030)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$73,030	\$0	\$73,030	
			<u>\$335,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$73,030</u>	<u>\$0</u>	<u>\$408,030</u>	
Giuffrida, Andrea	Vice President for Research	General Revenue	\$269,000	-7.24%	\$0	\$0	\$0	\$0	\$0	\$0	\$269,000	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 recruitment of an Associate Dean for Research.
		Designated	\$51,000	-36.25%	\$0	\$0	\$0	\$0	\$68,005	\$0	\$119,005	
		Restricted	\$15,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$15,000	
			<u>\$335,000</u>	<u>-12.99%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$68,005</u>	<u>\$0</u>	<u>\$403,005</u>	

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Collier, Yemen	Vice President and Chief Information Officer	General Revenue	\$320,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$320,000	Incentive compensation (\$72,000)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$72,000	\$0		\$72,000
				<u>\$320,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$72,000</u>		<u>\$0</u>
Morrill, Deborah H.	Vice President for Institutional Advancement	General Revenue	\$261,000	66.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$261,000	Incentive compensation (\$67,500)	
			Designated	\$39,000	-42.03%	\$0	\$0	\$0	\$0	\$67,500	\$0		\$106,500
				<u>\$300,000</u>	<u>33.78%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$67,500</u>	<u>\$0</u>		<u>\$367,500</u>
Eddins-Folensbee, Florence	Vice Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$365,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$365,000		
				<u>\$365,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>		<u>\$365,000</u>
Dodge, William	Dean, School of Dentistry	General Revenue	\$325,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$325,000	Incentive compensation (\$39,975)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$39,975	\$0		\$39,975
				<u>\$325,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$39,975</u>		<u>\$0</u>
Hepburn, Byron C.	Associate Vice President for the Military Health Institute and Assistant Dean for Military Health	General Revenue	\$244,260	48.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$244,260		
			Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$59,295	\$0		\$59,295
			Restricted	\$50,740	-59.41%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
	<u>\$295,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$59,295</u>	<u>\$0</u>	<u>\$354,295</u>			
Shelley, David	Dean, School of Health Professions	General Revenue	\$289,985	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$289,985	Incentive compensation (\$47,495)	
			Designated	\$5,015	0.00%	\$0	\$0	\$0	\$0	\$47,495	\$0		\$52,510
				<u>\$295,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$47,495</u>	<u>\$0</u>		<u>\$342,495</u>
Hernandez, Gabriel	Vice Dean for Finance, School of Medicine	General Revenue	\$305,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$305,000	Incentive compensation based on FY17 actual (\$30,500).	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$30,500	\$0		\$30,500
				<u>\$305,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$30,500</u>	<u>\$0</u>		<u>\$335,500</u>
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	Incentive compensation (\$58,860)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$58,860	\$0		\$58,860
				<u>\$270,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$58,860</u>	<u>\$0</u>		<u>\$328,860</u>
Adkins, Heather	Vice President and Chief Marketing and Communications Officer	General Revenue	\$260,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$260,000	Incentive compensation (\$58,500)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$58,500	\$0		\$58,500
				<u>\$260,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$58,500</u>	<u>\$0</u>		<u>\$318,500</u>

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Clark, Robert A.	Assistant Vice President for Clinical Research	General Revenue	\$29,377	-79.32%	\$0	\$0	\$0	\$0	\$0	\$0	\$29,377	Also has a 30% faculty appointment. Incentive compensation (\$1,000). A portion of the incentive may be associated with faculty effort.
		Designated	\$188,999	162.25%	\$0	\$0	\$0	\$0	\$1,000	\$0	\$189,999	
		Restricted	\$95,576	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$95,576	
			<u>\$313,952</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$1,000</u>	<u>\$0</u>	<u>\$314,952</u>	
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	Incentive compensation (\$56,250)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$56,250	\$0	\$56,250	
			\$250,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$56,250	\$0	
			<u>\$250,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$56,250</u>	<u>\$0</u>	<u>\$306,250</u>	
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. Incentive compensation based on FY17 actual (\$22,000). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$22,000	\$0	\$22,000	
			\$280,580	0.00%	\$0	\$0	\$0	\$0	\$22,000	\$0	\$302,580	
			<u>\$280,580</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$22,000</u>	<u>\$0</u>	<u>\$302,580</u>	
Vacant	Vice President for Human Resources	General Revenue	\$295,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$295,000	Separated from Institution on 8/10/2017.
			\$295,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$295,000	
			<u>\$295,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$295,000</u>	
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	
			<u>\$280,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$280,000</u>	
Lee, Kenyatta Y.	Chief Quality Officer	Designated	\$248,000	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$263,000	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	
			<u>\$248,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$15,000</u>	<u>\$0</u>	<u>\$263,000</u>	
Kellaway, Judianne	Associate Dean for Admissions, School of Medicine	General Revenue	\$253,170	-3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$253,170	Also has a 10% faculty appointment. Incentive compensation (\$400). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$400	\$0	\$400	
		Restricted	\$7,830	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$7,830	
			<u>\$261,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$400</u>	<u>\$0</u>	<u>\$261,400</u>	
Collins, Chiquita	Vice Dean for Inclusion and Diversity, School of Medicine	General Revenue	\$260,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$260,000	Hired on 9/1/2017. Incentive compensation (\$26,000)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$26,000	\$0	\$26,000	
			\$260,000	0.00%	\$0	\$0	\$0	\$0	\$26,000	\$0	\$286,000	
			<u>\$260,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$26,000</u>	<u>\$0</u>	<u>\$286,000</u>	
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	
			<u>\$233,100</u>	<u>3.60%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$22,500</u>	<u>\$0</u>	<u>\$255,600</u>	













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Jackson, Carlayne	Assistant Dean for Ambulatory Services, School of Medicine	Designated	\$49,900	-55.56%	\$0	\$0	\$0	\$0	\$18,814	\$0	\$68,714	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.
			<u>\$49,900</u>	<u>-55.56%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$18,814</u>	<u>\$0</u>	<u>\$68,714</u>	
Singh, Brij B.	Associate Dean for Research, School of Dentistry	Designated	\$23,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$23,500	Hired on 11/1/2017. Also has 90% faculty appointment.
			<u>\$23,500</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$23,500</u>	