The University of Texas Health Science Center at San Antonio

					Nonsalary Benefits FY 2019							
				Percentage Salary		Practice						
Name	Position	Funding Source	Salary (09.01.2018)	Increase Over FY 2018	Cash Bonuses	Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
												<u> </u>
Henrich, William	President	General Revenue	\$65,945	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	Other includes incentive compensation (\$139,633),
		Designated	\$632,218	0.00%	\$0	\$188,015	\$0	\$0	\$339,633	\$0	\$1,159,866	Deferred Compensation (\$200,000)
		G	\$698,163	0.00%	\$0	\$188,015	\$0	\$0	\$339,633	\$0	\$1,225,811	
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	\$235,500	\$0	\$640,350	Incentive compensation (\$160,500). Deferred Compensation (\$75,000)
		Designated	\$750,000	0.00%	\$0	\$0 \$0	\$0	\$0 \$0	\$235,500	\$0	\$985,500	
Hromas, Robert Alan	Dean, School of Medicine	General Revenue	\$601,627	-10.87%	\$0	\$0	\$0	\$0	\$0	\$0	\$601,627	Hired on 01/31/2018.
		Designated Restricted	\$0 \$73,373	0.00% 0.00%	\$0	\$0	\$0	\$0	\$163,394	\$0	\$163,394 \$73,373	Incentive compensation prorated for 7 months (\$63,394), Deferred Compensation (\$100,000)
		Restricted	\$675,000	0.00%	\$0	\$0	\$0	\$0	\$163,394	\$0	\$838,394	_
Rosende, Carlos A.	Executive Vice Dean for Clinical Affairs, School of Medicine	Designated	\$509,500 \$509,500	7.01% 7.01%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$45,200 \$45,200	\$0 \$0	\$554,700 \$554,700	Also has a 16.25% faculty appointment. Incentive compensation based on FY18 actual (\$45,200). A portion of the incentive may be associated with faculty effort.
												=
Marks, Andrea M.	Vice President and Chief Financial Officer	General Revenue	\$355,000	5.97%	\$0	\$0 \$0	\$0 60	\$0 \$0	\$0	\$0 60	\$355,000	(ATE 070)
		Designated	\$0 \$355,000	0.00% 5.97%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$75,970 \$75,970	\$0 \$0	\$75,970 \$430,970	Incentive compensation (\$75,970)
			+555/555				7.7		7.0,0.0	7.5	+ .00/0.0	=
Breslin, Eileen T.	Dean, School of Nursing	General Revenue	\$307,190	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$307,190	
		Designated Restricted	\$0 \$32,810	0.00% 0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$76,500 \$0	\$0 \$0	\$76,500 \$32,810	Incentive compensation (\$76,500)
		Restricted	\$340,000	0.00%	\$0	\$0 \$0	\$0 \$0	\$0 \$0	\$76,500	\$0	\$416,500	-
Weiss, David S.	Dean, Graduate School of Biomedical Sciences	General Revenue	\$255,500	-15.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$255,500	=
	. ,	Designated	\$91,250	101.12%	\$0	\$0	\$0	\$0	\$50,370	\$0	\$141,620	Incentive compensation (\$50,370)
		Restricted	\$18,250	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$18,250	<u> </u>
			\$365,000	0.00%	\$0	\$0	\$0	\$0	\$50,370	\$0	\$415,370	=
Collier, Yemen	Vice President and Chief Information Officer	General Revenue	\$335,000	4.69%	\$0	\$0	\$0	\$0	\$0	\$0	\$335,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$75,375	\$0	\$75,375	_ Incentive compensation (\$75,375)
			\$335,000	4.69%	\$0	\$0	\$0	\$0	\$75,375	\$0	\$410,375	=
Giuffrida, Andrea	Vice President for Research	General Revenue	\$75,240	-72.03%							\$75,240	Also has a 20% faculty appointment.
												Incentive compensation (\$72,695). A portion of the
		Designated	\$244,760	379.92%	\$0	\$0	\$0	\$0	\$72,695	\$0	\$317,455	incentive may be associated with faculty effort.
		Restricted	\$15,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$15,000	_
			\$335,000	0.00%	\$0	\$0	\$0	\$0	\$72,695	\$0	\$407,695	_

The University of Texas Health Science Center at San Antonio

					Nonsalary Benefits FY 2019							
				Percentage Salary		Practice						
			Salary	Increase Over FY	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(09.01.2018)	2018	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Morrill, Deborah H.	Vice President for Institutional Advancement	General Revenue	\$261,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$261,000	
,		Designated	\$39,000	0.00%	\$0	\$0	\$0	\$0	\$67,500	\$0	\$106,500	Incentive compensation (\$67,500)
			\$300,000	0.00%	\$0	\$0	\$0	\$0	\$67,500	\$0	\$367,500	-
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	
			\$365,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$365,000	- =
	Associate Vice President for the Military Health Institute and Assistant											
Hepburn, Byron C.	Dean for Military Health	General Revenue	\$242,490	-0.72%	\$0	\$0	\$0	\$0	\$0	\$0	\$242,490	
, = 7		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$61,655	\$0	\$61,655	Incentive compensation (\$61,655)
		Restricted	\$52,510	3.49%	\$0	\$0	\$0	\$0	\$0	\$0	\$52,510	_
			\$295,000	0.00%	\$0	\$0	\$0	\$0	\$61,655	\$0	\$356,655	=
Kazen, James D.	Executive Vice President for Facility Planning and Operations	General Revenue	\$285,000	5.56%	\$0	\$0	\$0	\$0	\$0	\$0	\$285,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$64,125	\$0	\$64,125	Incentive compensation (\$64,125)
			\$285,000	5.56%	\$0	\$0	\$0	\$0	\$64,125	\$0	\$349,125	- -
Challado Bardd	Dans Caland of Health Desfancions	Consent Bourse	Ć200 00F	0.000/	ćo	ćo	ćo	ćo	ćo	ćo	¢200.005	
Shelledy, David	Dean, School of Health Professions	General Revenue Designated	\$289,985 \$5,015	0.00% 0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$47,495	\$0 \$0	\$289,985 \$52,510	Incentive compensation (\$47,495)
		Designated	\$295,000	0.00%	\$0	\$0	\$0 \$0	\$0 \$0	\$47,495	\$0 \$0	\$342,495	_incentive compensation (\$47,455)
												=
Hernandez, Gabriel	Vice Dean for Finance, School of Medicine	General Revenue	\$315,000	3.28%	\$0	\$0	\$0	\$0	\$0	\$0	\$315,000	Incentive compensation based on FY18 actual
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,925	\$0	\$25,925	(\$25,925).
		-	\$315,000	3.28%	\$0	\$0	\$0	\$0	\$25,925	\$0	\$340,925	- · · · · · · · · · · · · · · · · · · ·
Tawney, Amy	Vice President and Chief Human Resources Officer	General Revenue	\$295,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$295,000	Hired on 03/19/2018.
rawney, runy	vice i resident did enter ruman resources officer	General Nevenue	\$255,000	0.00%	70	70	ÇÜ	70	70	Ç0	¥233,000	Incentive compensation prorated for 6 months
			\$0	0.00%	\$0	\$0	\$0	\$0	\$30,975	\$0	\$30,975	_(\$30,975)
			\$295,000	0.00%	\$0	\$0	\$0	\$0	\$30,975	\$0	\$325,975	<u> </u>
Clark, Robert A.	Assistant Vice President for Clinical Research	General Revenue	\$29,964	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$29,964	Also has a 30% faculty appointment.
												Incentive compensation (\$1,000). A portion of the
		Designated	\$184,453	-2.41%	\$0	\$0	\$0	\$0	\$1,000	\$0	\$185,453	incentive may be associated with faculty effort.
		Restricted	\$105,813	10.71%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,813	<u>.</u>
			\$320,230	2.00%	\$0	\$0	\$0	\$0	\$1,000	\$0	\$321,230	=
	Associate Dean for Undergraduate Medical Education, School of											
Esterl, Robert	Medicine	General Revenue	\$314,874	12.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$314,874	
		Designated	ćo	0.00%	ćo	ćo	ćo	ćo	ć2 F00	ćo	ć2 F00	Incentive compensation based on FY18 actual
		Designated	\$0 \$314,874	0.00% 12.22%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$3,500 \$3,500	\$0 \$0	\$3,500 \$318,374	_(\$3,500).
			<i>γ</i> 514,8/4	12.22%	ŞU	ŞU	Ųς	ŞU	γ3,500	Ųς	3318,374	<u> </u>

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					Nonsalary Benefits FY 2019							
Name	Position	Funding Source	Salary (09.01.2018)	Percentage Salary Increase Over FY 2018	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
			(33.3.3.7)									Also has a 20% faculty appointment. Incentive
												compensation based on FY18 actual (\$31,000). A
Las Kanuatta V	Chief Quality Officer	Designated	¢282.040	14.120/	\$0	\$0	\$0	\$0	ć31 000	ćo	¢214.040	portion of the incentive may be associated with
Lee, Kenyatta Y.	Chief Quality Officer	Designated	\$283,040 \$283,040	14.13% 14.13%	\$0	\$0 \$0	\$0 \$0	\$0 \$0	\$31,000 \$31,000	\$0 \$0	\$314,040 \$314,040	_ faculty effort.
			Ψ200)0 10	1.11370		, , , , , , , , , , , , , , , , , , , 	Ψ-	Ψ.	ψ01)000	Ψ"	431 1,0 10	=
Adkins, Heather	Vice President and Chief Marketing and Communications Officer	General Revenue	\$260,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$260,000	
riakins, riedirei	vice i resident and enter warketing and communications officer	Designated	\$0	0.00%	70	70	70	70	\$53,560	Ç0	\$53,560	Incentive compensation (\$53,560)
			\$260,000	0.00%	\$0	\$0	\$0	\$0	\$53,560	\$0	\$313,560	,
Colling Chiquita	Vice Deap for Inclusion and Diversity School of Medicine	General Revenue	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	_
Collins, Chiquita	Vice Dean for Inclusion and Diversity, School of Medicine	General Revenue	\$ 0	-100.00%	\$ 0	ŞU	\$ 0	\$ 0	ŞU	\$ 0	\$ 0	
												Incentive compensation based on FY18 actual
		Designated	\$0	0.00%	\$0 \$0	\$0 60	\$0 \$0	\$0 \$0	\$51,000	\$0 60	\$51,000	(\$26,000). Retirement annuity payment (\$25,000).
		Restricted	\$260,000 \$260,000	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$51,000	\$0 \$0	\$260,000 \$311,000	_
			\$200,000	0.0076	- 50	, 0	υÇ	30	331,000	ŞŪ	3311,000	=
												Appointed Interim Dean on 06/01/2018. Dr. Segura will not be eligible for an incentive in this interim role. Also has a 10% faculty appointment. Loomer, Peter M. will assume Dean appointment on
Segura, Adriana	Interim Dean, School of Dentistry	General Revenue	\$306,675	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$306,675	02/01/2019.
Segura, Adriana	internit beati, school of behasity	General Nevenue	\$306,675	0.00%	\$0	\$0 \$0	\$0	\$0	\$0 \$0	\$0	\$306,675	
Mak Jassuslina I	Vice President for Academic, Faculty and Student Affairs	General Revenue	\$250,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$250,000	_
Mok, Jacqueline L.	vice President for Academic, Faculty and Student Arians	Designated	\$230,000 \$0	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$56,250	\$0 \$0	\$56,250	Incentive compensation (\$56,250)
		Designated	\$250,000	0.00%	\$0	\$0	\$0	\$0	\$56,250	\$0	\$306,250	
												=
Williams, Janet F.	Vice Dean for Faculty, School of Medicine	General Revenue	\$297,000	31.06%	\$0	\$0	\$0	\$0	\$0	\$0	\$297,000	Also has a 10% faculty appointment. Prior year faculty appointment was 20%.
Williams, Janet F.	vice Deali for Faculty, School of Medicine	General Revenue	\$297,000	31.06%	\$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$297,000	_ lacuity appointment was 20%.
											,	=
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	=
Nuttall, Richard M.	Chief Administrative Officer, Healthcare	Designated	\$275,000	0.00%							\$275,000	Hired on 07/01/2018.
reactary monard m	dilet / dilinistrative diliber, reductione	Designated	\$275,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$275,000	
			-									=
James Wandson C	Vice Deep for Creducte Medical Education Cabact - 584-41-1	Conoral Bayany	¢3.40.000	0.00%	ćo	ćo	ćo	ćo	ćo	ćo	¢240.000	Hired on 07/01/2018. Also has a 20% faculty
Jones, Woodson S.	Vice Dean for Graduate Medical Education, School of Medicine	General Revenue Designated	\$240,000 \$26,000	0.00% 0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$240,000 \$26,000	appointment.
		Designated	\$266,000	0.00%	\$0	\$0 \$0	\$0	\$0 \$0	\$0	\$0 \$0	\$266.000	_
						T *	T-	7.	T *	7.7	T,3	=
												Incentive compensation based on FY18 actual
Gomez-Leon, Ginny L.	Associate Vice President for Budget and Financial Planning	General Revenue	\$242,450	4.01%	\$0	\$0	\$0	\$0	\$23,310	\$0	\$265,760	_ (\$23,310).
			\$242,450	4.01%	\$0	\$0	\$0	\$0	\$23,310	\$0	\$265,760	=

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							Nonsalar	y Benefits FY 20				
				Percentage Salary		Practice		,				
			Salary	Increase Over FY	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(09.01.2018)	2018	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Kellaway, Judianne	Associate Dean for Admissions, School of Medicine	General Revenue	\$263,610	4.12%	\$0	\$0	\$0	\$0	\$0	\$0	\$263,610	Also has a 10% faculty appointment.
												Incentive compensation based on FY18 actual (\$400). A portion of the incentive may be
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$400	\$0	\$400	associated with faculty effort.
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	associated man labately error a
			\$263,610	1.00%	\$0	\$0	\$0	\$0	\$400	\$0	\$264,010	- =
												Incentive compensation based on FY18 actual
Gebhard, John R.	Assistant Vice President for Technology Commercialization	Designated	\$239,292	2.00%	\$0	\$0	\$0	\$0	\$23,460	\$0	\$262,752	(\$23,460).
,,,,			\$239,292	2.00%	\$0	\$0	\$0	\$0	\$23,460	\$0	\$262,752	=
			****						4			-
DeLay, Mary G.	Vice President and Chief of Staff	General Revenue	\$215,000 \$215,000	7.35% 7.35%	\$0	\$0	\$0	\$0	\$41,925 \$41,925	\$0	\$256,925 \$256,925	_Incentive compensation (\$41,925)
			3213,000	7.33/6	, , , , , , , , , , , , , , , , , , , 	υÇ	7 0	3 0	Ş41,323	ŞŪ	3230,323	=
Park, Jack C.	Chief Legal Officer	General Revenue	\$179,437	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$179,437	
		Designated	\$76,901	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$76,901	<u></u>
			\$256,338	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$256,338	=
												Incentive compensation based on FY18 actual
Long, Gerard E.	Assistant Vice President for Business Affairs	General Revenue	\$218,150	4.00%	\$0	\$0	\$0	\$0	\$20,975	\$0	\$239,125	_ (\$20,975).
			\$218,150	4.00%	\$0	\$0	\$0	\$0	\$20,975	\$0	\$239,125	
												Incentive compensation based on FY18 actual
Cartee, Brian D.	Senior Director for Information Technology Services	General Revenue	\$212,331	2.00%	\$0	\$0	\$0	\$0	\$20,817	\$0	\$233,148	(\$20,817).
	Ç,		\$212,331	2.00%	\$0	\$0	\$0	\$0	\$20,817	\$0	\$233,148	= ··
				_								-
Schnabel, Michael	Senior Director for Information Security and Operations and Chief Information Security Officer	General Revenue	\$211,883	2.00%	\$0	\$0	\$0	\$0	\$20,773	\$0	\$232,656	Incentive compensation based on FY18 actual (\$20,773).
Jennaber, Michael	information security officer	General Nevenue	\$211,883	2.00%	\$0	\$0 \$0	\$0 \$0	\$0	\$20,773	\$0	\$232,656	_(\$20,773).
				-								=
	Assistant Vice President for Office of Strategic Planning and Business	0 10	4222 544	7.700/	40	40	40	40	40	40	6222 544	
Kaminski, Patrick M.	Development	General Revenue Designated	\$232,544 \$0	7.73% -100.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$232,544 \$0	
		Designated	\$232,544	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$232,544	_
												=
O'Hara, Patrick A.	Senior Associate Vice President for Development	Designated	\$229,500	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$229,500	_
			\$229,500	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$229,500	=
												Appointed Vice Dean on 09/01/2018. Prior year
												appointment was Associate Dean. Also has a 20%
												faculty appointment. Prior year faculty
Potter, Jennifer	Vice Dean for Research and Student Programs, School of Medicine	General Revenue	\$224,000	28.00%	\$0	\$0	\$0	\$0	\$1,449	\$0	\$225,449	_appointment was 30%. Incentive compensation
			\$224,000	28.00%	\$0	\$0	\$0	\$0	\$1,449	\$0	\$225,449	=
	Assistant Dean of Oncology Nursing and Chief Nursing Officer, School of	f										Hired on 02/01/2018. Also has a 10% faculty
Viles, Jeremy A.	Nursing	Designated	\$225,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$225,000	_appointment.
			\$225,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$225,000	=

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					Nonsalary Benefits FY 2019							
Name	Position	Funding Source	Salary (09.01.2018)	Percentage Salary Increase Over FY 2018	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Keene, Gladys C.	Regional Dean, Laredo Campus	General Revenue	\$222,525	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$222,525	
, ,			\$222,525	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$222,525	-
Schmelz, Joseph	Assistant Vice President for Research Administration	General Revenue Designated Restricted	\$111,569 \$68,691 \$38,502 \$218,762	1.74% 3.15% -0.69% 1.74%	\$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0	\$111,569 \$68,691 \$38,502 \$218,762	_
			7210,702	1.7470	70	 	70	JO	70	70	7210,702	=
Parks, Michael J.	Chief of Police	General Revenue Auxiliary	\$169,261 \$27,257 \$196,518	6.00% 6.00%	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$18,539 \$0 \$18,539	\$0 \$0 \$0	\$187,800 \$27,257 \$215,057	Incentive compensation based on FY18 actual (\$18,539).
Lacada a Jaha	Chief Audia Furnation for Internal Audia and Consulting Consisten	Canada Barrania	¢345.000	7.500/	ćo	ćo	ćo	ćo	ćo	ć 0	¢245 000	
Lazarine, John	Chief Audit Executive for Internal Audit and Consulting Services	General Revenue	\$215,000 \$215,000	7.50% 7.50%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$215,000 \$215,000	_
Guest, Gary	Associate Dean, Dental Clinic and Associate Dean for Patient Care, School of Dentistry	General Revenue	\$175,538 \$175,538	7.12% 7.12%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$38,333 \$38,333	\$0 \$0	\$213,871 \$213,871	Also has a 10% faculty appointment. Incentive compensation based on FY18 actual (\$38,333). A portion of the incentive may be associated with faculty effort.
Pineda, Juanita Lozano	Associate Dean for External Affairs, School of Dentistry	General Revenue Restricted	\$139,166 \$50,606 \$189,772	0.00% 0.00% 0.00%	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$20,000 \$0 \$20,000	\$0 \$0 \$0 \$0	\$159,166 \$50,606 \$209,772	Also has a 10% faculty appointment. Incentive compensation based on FY18 actual (\$20,000). A portion of the incentive may be associated with faculty effort.
			Ţ103,772	0.0070		70	70	70	720,000	, 0	<i>\$203,772</i>	=
Nijland, Mark J.	Assistant Vice President for Research	General Revenue Designated	\$62,435 \$145,681 \$208,116	2.00% 2.00% 2.00%	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$62,435 \$145,681 \$208,116	Also has a 5% faculty appointment. — —
Charlton, Michael A.	Assistant Vice President for Environmental Health and Safety	General Revenue Designated Service	\$167,628 \$15,454 \$3,565 \$186,647	6.00% 5.99% 6.01% 6.00%	\$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0	\$0 \$0 \$0 \$0	\$17,168 \$0 \$0 \$17,168	\$0 \$0 \$0 \$0 \$0	\$184,796 \$15,454 \$3,565 \$203,815	Incentive compensation based on FY18 actual (\$17,168).
Sickora, Cindy	Vice Dean for Practice and Engagement, School of Nursing	Designated	\$173,250 \$173,250	17.86% 17.86%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$25,410 \$25,410	\$0 \$0	\$198,660 \$198,660	Also has a 25% faculty appointment. Incentive compensation (\$25,410). A portion of the incentive may be associated with faculty effort.
Nolan, Jr., Robert J.	Associate Dean for Graduate Medical Education, School of Medicine	General Revenue Designated	\$195,176 \$0 \$195,176	13.47% -100.00% 1.65%	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$195,176 \$0 \$195,176	Also has a 20% faculty appointment.

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					Nonsalary Benefits FY 2019							
Name	Position	Funding Source	Salary (09.01.2018)	Percentage Salary Increase Over FY 2018	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
		•										Also has a 27.5% faculty appointment and a 22.5% appointment as Director of the Center for Patient
Patterson, Jan E.	Associate Dean for Quality and Lifelong Learning, School of Medicine	General Revenue	\$180,388	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,388	Safety.
		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.
		Designated	\$180,388	0.00%	\$0	\$0 \$0	\$0 \$0	\$0 \$0	\$2,000	\$0 \$0	\$182,388	
Loredo, Gilbert	Associate Vice President for Governmental Relations	General Revenue	\$179,403	3.13%							\$179,403	_
			\$179,403	3.13%	\$0	\$0	\$0	\$0	\$0	\$0	\$179,403	=
Hanson, Joshua	Associate Dean for Student Affairs, School of Medicine	General Revenue	\$162,086	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$162,086	Also has a 10% faculty appointment and a 25% appointment with the VA Hospital.
		Designated	\$5,000	0.00%	\$0	\$0	\$0	\$0	\$4,264	\$0	\$9,264	Incentive compensation (\$4,264). A portion of the incentive may be associated with faculty effort.
		Designated	\$167,086	1.94%	\$0	\$0 \$0	\$0	\$0 \$0	\$4,264	\$0	\$171,350	
	Chief Director Finance and Administration, Office of the Vice President											_
Schiebel, Curtis	for Research	General Revenue	\$175,161 \$175,161	4.00% 4.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$175,161 \$175,161	_
	Associate Dean for Graduate Recruitment, Graduate School of		-		:							=
Blake, Nicquet	Biomedical Sciences	General Revenue	\$130,326	11.75%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,326	
		Restricted	\$37,361 \$167,687	4.29% 10.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$37,361 \$167,687	_
	Assistant Dean for MD/PhD Program, Graduate School of Biomedical											Also has a 60% faculty appointment. Prior year
Cavazos, Jose E.	Sciences	General Revenue	\$71,815	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$71,815	faculty appointment was 70%.
		Designated	\$93,257 \$165,072	46.36% 25.56%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$93,257 \$165,072	_
												_
Bauer, Blanca	Assistant Vice President for Academic Assessment and Effectiveness	General Revenue	\$157,745	3.95%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,745	_
			\$157,745	3.95%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,745	=
Otto, Randal	Associate Dean for Special Programs, School of Medicine	General Revenue	\$120,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,000	Also has a 50% faculty appointment. Effective 11/01/2018, Dr. Otto will increase to 100%
		Designated	\$37,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$37,000	faculty appointment.
			\$157,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,000	_ =
Bender, Ayla	Director of Financial Operations, School of Dentistry	General Revenue	\$156,180	6.00%							\$156,180	_
			\$156,180	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$156,180	=
Byrd, David	Associate Dean for Admissions and Student Services, School of Nursin	·	\$104,344	0.00%	\$0	\$0	\$0	\$0	\$16,695	\$0	\$121,039	Incentive compensation (\$16,695)
		Restricted	\$34,781 \$139,125	0.00%	\$0	\$0	\$0	\$0	\$16,695	\$0	\$34,781 \$155,820	_
			J133,123	0.00%	ںږ	∪ږ	γU	υç	310,033	υÇ	3133,02U	=

The University of Texas Health Science Center at San Antonio

							Nonsalar	y Benefits FY 2				
				Percentage Salary		Practice						
			Salary	Increase Over FY	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(09.01.2018)	2018	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
	Associate Dean for Academic and Student Affairs, School of Health	0 10	44.7.004	2.000/	40	40	40	40	40.050	40	Å455.40C	
Henzi, David L.	Professions	General Revenue	\$147,084 \$147,084	3.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$8,052 \$8.052	\$0 \$0	\$155,136 \$155,136	_Incentive compensation (\$8,052)
			Ψ117/001	5.5075	- 40	Ψ-0	ΨŪ	Ψū	\$0,032	ŢÜ.	ψ133)133	=
MacCookle Januarilla - M	Vice Deep for Feedby Freellance Cabach of Number	Consend Bourse	Ć150.000	0.00%	ćo	ćo	ćo	ćo	ćo	Ć0.	Ć450.000	Hired on 10/01/2018. Also has a 25% faculty
McGrath, Jacqueline M.	Vice Dean for Faculty Excellence, School of Nursing	General Revenue	\$150,000 \$150,000	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$150,000 \$150,000	_appointment.
			 	0.0070		Ψ-	ΨŪ	ΨΨ	ΨΨ	ŶŰ.	ψ130)000	=
												Hired on 05/01/2018. Also has a 25% faculty
Wang, Jing	Vice Dean for Research, School of Nursing	General Revenue	\$150,000	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$150,000	_appointment.
			\$150,000	0.00%	\$0	\$0	\$0	\$0	\$U	ŞU	\$150,000	=
												Appointed Interim Chief Compliance Officer on
James, Kathleen Dawn	Interim Chief Compliance Officer	General Revenue	\$84,136	12.64%	\$0	\$0	\$0	\$0	\$0	\$0	\$84,136	08/01/2018.
		Designated	\$65,226	12.64%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,226	_
			\$149,362	12.64%	\$0	\$0	\$0	\$0	\$0	\$0	\$149,362	=
	Chief Director Finance and Administration, Graduate School of											
Martinez, Natalina	Biomedical Sciences	General Revenue	\$146,733	18.72%	\$0	\$0	\$0	\$0	\$0	\$0	\$146,733	
iviai tiricz, ivataiiria	biomedical sciences	General Nevenue	\$146,733	18.72%	\$0	\$0	\$0	\$0	\$0	\$0	\$146,733	=
									'		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	=
Vasquez, Sonia G.	Assistant Vice President for Development	General Revenue	\$26,100	15.38%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,100	Appointed Assistant Vice President on 04/01/2018.
vasquez, soma G.	Assistant vice President for Development	Designated	\$118,900	16.71%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$118,900	Appointed Assistant vice President on 04/01/2016.
		Designated	\$145,000	16.47%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,000	_
												-
Conway, Deborah	Associate Dean for Curriculum, School of Medicine	General Revenue	\$105,473	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,473	Also has a 60% faculty appointment. Incentive compensation based on FY18 actual
												(\$36,045). A portion of the incentive may be
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$36,045	\$0	\$36,045	associated with faculty effort.
		-	\$105,473	5.00%	\$0	\$0	\$0	\$0	\$36,045	\$0	\$141,518	= _
												_
Johnstone, Jennifer	Associate Dean of Finance and Administration, School of Nursing	General Revenue	\$127,500	0.00%	\$0	\$0	\$0	\$0	\$10,710	\$0	\$138,210	Incentive compensation (\$10,710)
			\$127,500	0.00%	\$0	\$0	\$0	\$0	\$10,710	\$0	\$138,210	
												=
Kaulfus, John	Chief Student Affairs Officer and Title IX Director	General Revenue	\$127,926	-0.06%	\$0	\$0	\$0	\$0	\$0	\$0	\$127,926	
		Auxiliary	\$10,074	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,074	_
			\$138,000	7.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$138,000	=
												Also has a 25% faculty appointment. Incentive
Gill, Sara	Associate Dean for Graduate Programs, School of Nursing	General Revenue	\$120,750	0.00%	\$0	\$0	\$0	\$0	\$14,490	\$0	\$135,240	compensation (\$14,490).
	· · · · · · · · · · · · · · · · · · ·		\$120,750	0.00%	\$0	\$0	\$0	\$0	\$14,490	\$0	\$135,240	=
Loop Ludio	Assistant Doon for Administration Cabool of Doubleton	Company Dougnus	¢120.005	C 000/	ćo	ćo	ćo	ćo	ćo	Ć0	¢130.005	
Leos, Lydia	Assistant Dean for Administration, School of Dentistry	General Revenue	\$130,065 \$130,065	6.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$130,065 \$130,065	_
			7130,003	0.0070	٥٧	Ų	υç	טּי	υç	υÇ	7130,003	=

The University of Texas Health Science Center at San Antonio

					Nonsalary Benefits FY 2019							
				Percentage Salary		Practice						
			Salary	Increase Over FY	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(09.01.2018)	2018	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
	Associate Dean for Finance and Administrative Affairs, School of Healt	h						•				Also has a 15% faculty appointment. Incentive
Anderson, Matthew	Professions	General Revenue	\$126,433	3.00%	\$0	\$0	\$0 60	\$0	\$781	\$0	\$127,214	_compensation (\$781).
			\$126,433	3.00%	\$0	\$0	\$0	\$0	\$781	\$0	\$127,214	=
												Appointed Assistant Dean on 07/01/2018. Also has a 20% faculty appointment. Incentive compensation based on FY18 actual (\$17,530). A portion of the incentive may be associated with
MacNeill, Barbara A.	Assistant Dean for Clinics, School of Dentistry	Designated	\$109,600	0.00%	\$0	\$0	\$0	\$0	\$17,530	\$0	\$127,130	faculty effort.
			\$109,600	0.00%	\$0	\$0	\$0	\$0	\$17,530	\$0	\$127,130	- =
Olbical Cunthin	Associate Descript Hadayaraduste Descripto Caboul of Nussing	Conord Devenue	\$108,750	0.00%	\$0	\$0	\$0	\$0	\$12,615	\$0	\$121,365	Also has a 25% faculty appointment. Incentive compensation (\$12,615). A portion of the incentive may be associated with faculty effort.
O'Neal, Cynthia	Associate Dean for Undergraduate Programs, School of Nursing	General Revenue	\$108,750	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$12,615	\$0 \$0	\$121,365	_ may be associated with faculty effort.
Peel, Jennifer	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue Designated	\$119,182	0.00%	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0	\$0 \$0 \$0	\$0 \$408 \$408	\$0	\$119,182	Also has a 5% faculty appointment. Incentive compensation based on FY18 actuals (\$408). A portion of the incentive may be associated with faculty effort.
			\$119,182	1.85%	\$0	\$0	\$0	\$0	\$408	\$0	\$119,590	=
Taylor, Barbara	Assistant Dean for MD/MPH Program, School of Medicine	General Revenue	\$107,120	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,120	Also has a 50% faculty appointment. Prior year faculty appointment was 25% and VA Hospital appointment was 25%.
							4-					Incentive compensation (\$10,202). A portion of the
		Designated	\$0 \$107,120	0.00% 4.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$10,202 \$10,202	\$0 \$0	\$10,202 \$117,322	_ incentive may be associated with faculty effort.
			\$107,120	4.00%	<u> </u>	<u>\$0</u>	ŞU	Şu	\$10,202	ŞU	\$117,322	=
Toohey, John	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue	\$78,680	1.85%	\$0	\$0	\$0	\$0	\$0	\$0	\$78,680	Also has a 50% faculty appointment.
		Designated	\$0 \$78,680	0.00% 1.85%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$25,337 \$25,337	\$0 \$0	\$25,337 \$104,017	Incentive compensation (\$25,337). A portion of the incentive may be associated with faculty effort.
Meling, Vanessa B.	Assistant Dean for Academic Enhancement, School of Nursing	General Revenue Restricted	\$48,050 \$48,050 \$96,100	4.05% 4.05% 4.05%	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$48,050 \$48,050 \$96,100	Appointed Assistant Dean on 11/01/2017. Appointed 100% in this role with no other appointment.

The University of Texas Health Science Center at San Antonio

					Nonsalary Benefits FY 2019							
Name	Position	Funding Source	Salary (09.01.2018)	Percentage Salary Increase Over FY 2018	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Luber, Murray Phil	Associate Dean for Graduate Medical Education, School of Medicine	General Revenue	\$77,250	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		Also has a 70% faculty appointment. Incentive compensation based on FY18 actual (\$15,000). A portion of the incentive may be
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,000			associated with faculty effort.
			\$77,250	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$92,250	
Seitz, Stefanie D.	Assistant Dean for Students, School of Dentistry	General Revenue	\$70,000 \$70,000	0.00% 0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$20,692 \$20,692	\$0 \$0		Appointed Assistant Dean on 01/16/2018. Also has a 50% faculty appointment. Incentive compensation based on FY18 actual (\$20,692). A portion of the incentive may be associated with faculty effort.
	Interim Assistant Dean for Graduate Medical Education, School of				*-		4.4	4.5		**		
Reeves, Stephanie	Medicine	General Revenue	\$82,500 \$82,500	10.00% 10.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$82,500 \$82,500	Also has a 50% faculty appointment.
Raabe, Timothy D.	Associate Dean for Academic Affairs, Dean Graduate School	General Revenue	\$36,000	0.00%	\$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0	\$36,000 \$36,000	Hired on 10/01/2018. Appointed 20% in this role with no other appointment.
Singh, Brij B.	Associate Dean for Research, School of Dentistry	Designated	\$23,500 \$23,500	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$7,000 \$7,000	\$0 \$0		Also has 90% faculty appointment. Incentive compensation based on FY18 actual (\$7,000). A portion of the incentive may be associated with faculty effort.