

Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2019
The University of Texas Southwestern Medical Center
Institution Code: 729

Name	Position	Funding Source	Salary (09.01.2018)	Percentage Salary Increase Over FY 2018	Nonsalary Benefits FY 2019					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Podolsky, Daniel K.	President	Designated	\$1,189,984	37.03%	\$0	\$348,460	\$0	\$0	\$342,367	\$2,850	\$1,883,661	Deferred compensation (\$200,000); Incentive (\$141,647); Phone (\$720)
		General Revenue	\$65,878	-0.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,878	Also has faculty appointment
		Restricted	\$13,455	34.42%	\$0	\$0	\$0	\$0	\$0	\$0	\$13,455	
			<u>\$1,269,316</u>	<u>34.42%</u>	<u>\$0</u>	<u>\$348,460</u>	<u>\$0</u>	<u>\$0</u>	<u>\$342,367</u>	<u>\$2,850</u>	<u>\$1,962,993</u>	
Warner, John J	EVP Health System Affairs	Designated	<u>\$654,100</u>	<u>12.18%</u>	<u>\$0</u>	<u>\$352,466</u>	<u>\$0</u>	<u>\$0</u>	<u>\$184,420</u>	<u>\$2,850</u>	<u>\$1,193,836</u>	Deferred Compensation (\$100,000); Incentive Compensation based on FY18 actual (\$83,700); Phone (\$720) Also has faculty appointment
Williams, Marinan	Senior Executive Officer, Market Relations, Southwestern Health	Designated	<u>\$577,830</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$105,060</u>	<u>\$0</u>	<u>\$0</u>	<u>\$246,667</u>	<u>\$2,850</u>	<u>\$932,407</u>	Deferred Compensation (\$100,000); Incentive Compensation based on FY18 actual (\$146,667)
Dontes, Arnim	Executive Vice President for Business Affairs	Designated	<u>\$613,020</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$55,729</u>	<u>\$0</u>	<u>\$0</u>	<u>\$240,720</u>	<u>\$2,850</u>	<u>\$912,319</u>	Deferred Compensation (\$120,000); Incentive Compensation based on FY18 actual (\$120,000); Phone (\$720)
Gunasekaran, Suresh	Interim Sr. Executive Officer, SWHR, Vice President for Health System Operations and COO for the SWHR Population Health Services Company	Designated	<u>\$467,497</u>	<u>14.40%</u>	<u>\$0</u>	<u>\$137,500</u>	<u>\$0</u>	<u>\$0</u>	<u>\$193,550</u>	<u>\$2,850</u>	<u>\$801,397</u>	Deferred Compensation (\$115,000); Incentive Compensation based on FY18 actual (\$77,830) Phone (\$720)
Arteaga, Carlos Luis	Associate Dean, Oncology Programs	Designated	\$21,630	-93.97%	\$0	\$75,000	\$0	\$0	\$720	\$2,850	\$100,200	Eligible for incentive in FY19 (\$75k); Phone(\$720)
		General Revenue	\$579,187	95.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$579,187	Also has faculty appointment
		Restricted	\$120,184	164.87%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,184	
			<u>\$721,000</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$75,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$720</u>	<u>\$2,850</u>	<u>\$799,570</u>	
Daniel, William Clifton	Vice President and Chief Quality Officer	Designated	<u>\$478,500</u>	<u>2.99%</u>	<u>\$0</u>	<u>\$100,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$175,000</u>	<u>\$2,850</u>	<u>\$756,350</u>	Deterred Compensation (\$50,000); Incentive Compensation based on FY18 actual (\$125,000) Also has faculty appointment

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Madden, Christopher	Associate Vice President and Clinical Executive Director O'Donnell Brain Institute	Designated	\$578,200	2.99%	\$0	\$100,000	\$0	\$0	\$16,569	\$2,850	\$697,619	Incentive Compensation based on FY18 actual (\$15,849); Phone(\$720) Also has faculty appointment
Mitchell, Mack	Vice President Medical Affairs CMO for SWHR Physician Network and Accountable Care Network	Designated	\$448,500	1.90%	\$0	\$200,000	\$0	\$0	\$24,720	\$2,850	\$676,070	Incentive Compensation based on FY18 actual (\$24,000); Phone(\$720)
		General Revenue	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Also has faculty appointment
			\$448,500	-6.36%	\$0	\$200,000	\$0	\$0	\$24,720	\$2,850	\$676,070	
Nivet, Marc	Executive Vice President for Institutional Advancement	Designated	\$472,770	3.00%	\$0	\$78,795	\$0	\$0	\$100,000	\$2,850	\$654,415	Deferred Compensation (\$50,000); Incentive Compensation based on FY18 actual (\$125,000)
Maddrey, Willis Crocker	Assistant to the President	Designated	\$247,046	72.17%	\$0	\$258,360	\$0	\$0	\$720	\$2,850	\$508,976	Phone (\$720)
		General Revenue	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Also has faculty appointment
		Restricted	\$108,273	1.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$108,273	
			\$355,318	1.33%	\$0	\$258,360	\$0	\$0	\$720	\$2,850	\$617,248	
Girod, Carlos	Associate Vice President of Parkland Health and Hospital System Affairs	Designated	\$427,500	3.01%	\$0	\$125,000	\$0	\$0	\$35,260	\$1,475	\$589,235	Incentive Compensation based on FY18 actual (\$34,540); Phone (\$720) Also has faculty appointment
Rege, Robert	Associate Dean, Undergraduate Medical Education	Designated	\$440,103	-4.09%	\$0	\$107,320	\$0	\$0	\$720	\$2,850	\$550,993	Phone (\$720)
		General Revenue	\$18,777	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$18,777	Also has faculty appointment
			\$458,880	0.00%	\$0	\$107,320	\$0	\$0	\$720	\$2,850	\$569,770	
Nwariaku, Ohwofiemu	Associate Dean and Director for Global Health	Designated	\$480,000	37.61%	\$0	\$60,000	\$0	\$0	\$720	\$730	\$541,450	Phone (\$720) Also has faculty appointment
Fitz, J Gregory	Special Assistant to the President	Designated	\$205,002	-66.96%	\$0	\$0	\$0	\$0	\$720	\$2,850	\$208,572	Phone (\$720)
		General Revenue	\$235,597	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$235,597	
		Restricted	\$90,000	63.76%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,000	
			\$530,599	-21.43%	\$0	\$0	\$0	\$0	\$720	\$2,850	\$534,169	

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Jacoby, Robin	Vice President and Chief of Staff, Office of the President	Designated	\$195,900	5.87%	\$0	\$153,228	\$0	\$0	\$720	\$2,850	\$352,698	Phone (\$720)
		General Revenue	\$176,796	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$176,796	
			\$372,696	3.00%	\$0	\$153,228	\$0	\$0	\$720	\$2,850	\$529,494	
Thiele, Dwain L	Interim Executive Vice President for Academic Affairs Vice Provost and Sr. Associate Dean for Faculty Affairs and Initiatives	Designated	\$262,413	58.78%	\$0	\$110,000	\$0	\$0	\$0	\$2,850	\$375,263	Also has faculty appointment
		General Revenue	\$127,862	-28.64%	\$0	\$0	\$0	\$0	\$0	\$0	\$127,862	
		Restricted	\$25,725	13.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$25,725	
			\$416,000	13.29%	\$0	\$110,000	\$0	\$0	\$0	\$2,850	\$528,850	
Rollins, Nancy	Associate Dean of Clinical Research	Designated	\$462,500	0.00%	\$0	\$0	\$0	\$0	\$38,420	\$730	\$501,650	Incentive Compensation based on FY18 actual (\$38,420) Also has faculty appointment
Serber, Michael	Vice President, Finance and Institutional CFO	Designated	\$310,000	21.42%	\$0	\$80,500	\$0	\$0	\$106,770	\$2,850	\$500,120	Deferred Compensation (\$70,000); Incentive Compensation based on FY18 actual (\$36,050); Phone (\$720)
		General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$310,000	21.42%	\$0	\$80,500	\$0	\$0	\$106,770	\$2,850	\$500,120	
Irland, Danny T	SWHR Vice President for Payor Relations and CFO for the Physician Network	Designated	\$340,080	3.00%	\$0	\$60,000	\$0	\$0	\$92,513	\$1,475	\$494,068	Deferred Compensation (\$40,000); Incentive Compensation based on FY18 actual (\$52,513)
Ginsburg, Charles M	Vice Provost and Sr. Associate Dean for Education	Designated	\$155,497	-48.87%	\$0	\$100,000	\$0	\$0	\$0	\$2,850	\$258,347	Also has faculty appointment
		General Revenue	\$93,956	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$93,956	
		Restricted	\$128,747	104.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,747	
			\$378,200	3.00%	\$0	\$100,000	\$0	\$0	\$0	\$2,850	\$481,050	

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Grassler, Frank	Vice President for Technology Development	Designated	\$392,647	100.00%	\$0	\$0	\$0	\$0	\$78,720	\$2,850	\$474,217	Deferred Compensation (\$30,000); Incentive Compensation based on FY18 actual (\$48,000); Phone (\$720)
		General Revenue	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Also has faculty appointment
			<u>\$392,647</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$78,720</u>	<u>\$2,850</u>	<u>\$474,217</u>
Rutherford, John Douglas	Vice President for Clinical Operations	Designated	\$311,725	2.98%	\$0	\$95,200	\$0	\$0	\$720	\$2,850	\$410,495	Phone (\$720)
		Restricted	\$58,275	3.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$58,275	Also has faculty appointment
			<u>\$370,000</u>	<u>2.99%</u>	<u>\$0</u>	<u>\$95,200</u>	<u>\$0</u>	<u>\$0</u>	<u>\$720</u>	<u>\$2,850</u>	<u>\$468,770</u>	
Meyer, Mark	Chief Financial Officer, University Hospitals	Designated	<u>\$381,680</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$80,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$1,475</u>	<u>\$463,155</u>	Eligible for incentive in FY19 (\$40k)
Milstein Marc Edward	Vice President of Information Resources (CIO)	Designated	\$412,000	145.13%	\$0	\$0	\$0	\$0	\$40,000	\$2,850	\$454,850	Deferred Compensation (\$40,000)
		General Revenue	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$412,000</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$40,000</u>	<u>\$2,850</u>	<u>\$454,850</u>	
Toto, Robert	Associate Dean, Clinical and Translational Research	Designated	\$82,440	26.82%	\$0	\$75,000	\$0	\$0	\$7,150	\$2,850	\$167,440	Incentive Compensation based on FY18 actual (\$7,150)
		General Revenue	\$213,430	39.76%	\$0	\$0	\$0	\$0	\$0	\$0	\$213,430	Also has faculty appointment
		Restricted	\$69,330	-49.35%	\$0	\$0	\$0	\$0	\$0	\$0	\$69,330	
			<u>\$365,200</u>	<u>2.99%</u>	<u>\$0</u>	<u>\$75,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$7,150</u>	<u>\$2,850</u>	<u>\$450,200</u>	
Toomay, Seth	Associate Vice President and Chief Medical Officer for Ambulatory Care	Designated	<u>\$391,000</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$20,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$29,245</u>	<u>\$730</u>	<u>\$440,975</u>	Incentive Compensation based on FY18 actual (\$29,245) Also has faculty appointment
McCulley, Becky	Associate Vice President and Chief Operations Officer for Hospital Corporate Administration	Designated	<u>\$319,727</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$60,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$36,820</u>	<u>\$1,475</u>	<u>\$418,022</u>	Incentive Compensation based on FY18 actual (\$36,100); Phone(\$720)
Reed, William Gary	Associate Dean, Quality, Safety and Outcomes Education	Designated	\$206,544	3.00%	\$0	\$72,000	\$0	\$0	\$29,506	\$2,850	\$310,900	Incentive Compensation based on FY18 actual (\$29,506)
		General Revenue	\$29,421	3.17%	\$0	\$0	\$0	\$0	\$0	\$0	\$29,421	Also has faculty appointment
		Restricted	\$75,635	2.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$75,635	
			<u>\$311,600</u>	<u>3.01%</u>	<u>\$0</u>	<u>\$72,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$29,506</u>	<u>\$2,850</u>	<u>\$415,956</u>	

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Hernandez, Susan	Associate Vice President-Chief Nursing Executive University Hospital Administration	Designated	\$311,109	3.00%	\$0	\$65,000	\$0	\$0	\$31,790	\$1,475	\$409,374	Incentive Compensation based on FY18 actual (\$31,790)
Hurley, Leah Ann	Vice President for Legal Affairs	Designated	\$311,461	303.68%	\$0	\$52,374	\$0	\$0	\$40,000	\$2,850	\$406,685	Deferred Compensation (\$40,000)
		General Revenue	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$311,461	3.00%	\$0	\$52,374	\$0	\$0	\$40,000	\$2,850	\$406,685	
Scott, Daniel	Assistant Dean, Simulation and Student Integration	Designated	\$288,968	2.01%	\$0	\$30,000	\$0	\$0	\$8,070	\$730	\$327,768	Incentive Compensation based on FY18 actual (\$7,350); Phone(\$720)
		General Revenue	\$78,832	1.96%	\$0	\$0	\$0	\$0	\$0	\$0	\$78,832	Also has faculty appointment
			\$367,800	2.00%	\$0	\$30,000	\$0	\$0	\$8,070	\$730	\$406,600	
Slocum, Cameron	Vice President and Chief Operating Officer for Academic Affairs	Designated	\$271,031	-9.89%	\$0	\$25,000	\$0	\$0	\$58,565	\$2,850	\$357,446	Incentive Compensation based on FY18 actual (\$57,845); Phone(\$720)
		General Revenue	\$41,793	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$41,793	
			\$312,824	4.00%	\$0	\$25,000	\$0	\$0	\$58,565	\$2,850	\$399,239	
Russell, David	Vice Provost and Dean of Basic Research	Designated	\$168,810	158.59%	\$0	\$40,000	\$0	\$0	\$0	\$2,850	\$211,660	
		General Revenue	\$129,957	-41.45%	\$0	\$0	\$0	\$0	\$0	\$0	\$129,957	Also has faculty appointment
		Restricted	\$40,733	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$40,733	
			\$339,500	4.01%	\$0	\$40,000	\$0	\$0	\$0	\$2,850	\$382,350	
Siniscalchi, Kim	Vice President for Strategic Initiates	Designated	\$340,867	3.00%	\$0	\$28,406	\$0	\$0	\$0	\$2,850	\$372,123	
Croft, Carol	Associate Vice President Hospital Quality Officer	Designated	\$269,671	2.39%	\$0	\$60,000	\$0	\$0	\$35,091	\$1,475	\$366,237	Incentive Compensation based on FY18 actual (\$35,091)
		Restricted	\$3,629	89.72%	\$0	\$0	\$0	\$0	\$0	\$0	\$3,629	Also has faculty appointment
			\$273,300	3.02%	\$0	\$60,000	\$0	\$0	\$35,091	\$1,475	\$369,866	
Rauschuber, Mark	Associate Vice President and CIO Health System	Designated	\$297,901	4.00%	\$0	\$33,100	\$0	\$0	\$30,000	\$1,475	\$362,476	Deferred Compensation (\$30,000)
Fish, Jason S.	Associate Vice President Ambulatory Quality	Designated	\$240,000	10.96%	\$0	\$50,000	\$0	\$0	\$59,812	\$730	\$350,542	Incentive Compensation based on FY18 actual (\$59,812) Also has faculty appointment

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Kloeckler-Thornton, Kelly	Associate Vice President Revenue Cycle Operations	Designated	\$249,510	3.00%	\$0	\$50,000	\$0	\$0	\$41,099	\$1,475	\$342,084	Deferred Compensation (\$20,000); Incentive Compensation based on FY18 actual (\$21,099)
Willett, Duwayne	Assistant Vice President and Chief Medical Information Officer	Designated	\$337,500	2.99%	\$0	\$0	\$0	\$0	\$720	\$1,475	\$339,695	Phone (\$720) Also has faculty appointment
Marin-Hill, Angelica	Vice President for Government Affairs and Policy	Designated	\$264,606	3.00%	\$0	\$56,650	\$0	\$0	\$720	\$2,850	\$324,826	Phone (\$720)
		General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$264,606	3.00%	\$0	\$56,650	\$0	\$0	\$720	\$2,850	\$324,826	
Billings, Amanda	Vice President for Development	Restricted	\$235,830	3.00%	\$0	\$53,045	\$0	\$0	\$30,000	\$2,850	\$321,725	Incentive Compensation based on FY18 actual (\$30,000)
Baer, Candace	Associate Vice President for Ambulatory Operations	Designated	\$262,650	3.00%	\$0	\$20,000	\$0	\$0	\$36,510	\$1,475	\$320,635	Incentive Compensation based on FY18 actual (\$35,790); Phone (\$720)
Mihalic, Angela Peterman	Associate Dean, Student Affairs and Dean of Students	Designated	\$20,196	100.00%	\$0	\$59,000	\$0	\$0	\$720	\$2,850	\$82,766	Phone (\$720) Also has faculty appointment
		General Revenue	\$232,504	-4.32%	\$0	\$0	\$0	\$0	\$0	\$0	\$232,504	
			\$252,700	3.99%	\$0	\$59,000	\$0	\$0	\$720	\$2,850	\$315,270	
Denton, Samantha	Associate Vice President for Pediatric and Adolescent Program	Designated	\$265,041	3.00%	\$0	\$20,000	\$0	\$0	\$21,849	\$1,475	\$308,365	Incentive Compensation based on FY18 actual (\$21,849)
Dandekar, Priya	Associate Vice President for Surgical Services, University Hospitals	Designated	\$247,111	3.00%	\$0	\$40,000	\$0	\$0	\$14,340	\$1,475	\$302,926	Incentive Compensation based on FY18 actual (\$21,849)
Carter, Bart	Assistant Vice President Animal Resource Center	Service	\$301,097	5.00%	\$0	\$0	\$0	\$0	\$720	\$730	\$302,547	Phone (\$720)
Freeman, Michael L.	Associate Vice President Health System Planning and Analytics	Designated	\$283,250	3.00%	\$0	\$0	\$0	\$0	\$0	\$1,475	\$284,725	Eligible for incentive in FY19 (\$25k)
Hobbs (Clayton), Stephanie	Associate Vice President for Cancer Programs	Designated	\$225,910	32.00%	\$0	\$40,000	\$0	\$0	\$13,460	\$1,475	\$280,845	Incentive Compensation based on FY18 actual (\$12,740); Phone (\$720)
		General Revenue	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$225,910	2.50%	\$0	\$40,000	\$0	\$0	\$13,460	\$1,475	\$280,845	

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Rasmus, Brian D.	Associate Vice President, Finance Practice Plan	Designated	\$257,500	3.00%	\$0	\$20,000	\$0	\$0	\$0	\$1,475	\$278,975	Eligible for incentive in FY19 (\$50k)
Rubio, Augustin	Associate Vice President for Neurosciences	Designated	\$228,082	4.00%	\$0	\$35,000	\$0	\$0	\$13,948	\$1,475	\$278,505	Incentive Compensation based on FY18 actual (\$13,948)
Wilson, Valla	Associate Vice President for Internal Audit	Designated	\$230,708	76.85%	\$0	\$46,174	\$0	\$0	\$0	\$1,475	\$278,357	
		General Revenue	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$230,708	3.00%	\$0	\$46,174	\$0	\$0	\$0	\$0	\$1,475	\$278,357
Medina, Michael	Associate Vice President for Ancillary Services	Designated	\$220,099	3.00%	\$0	\$40,000	\$0	\$0	\$16,060	\$1,475	\$277,634	Incentive Compensation based on FY18 actual (\$12,740); Phone (\$720)
Barker, Blake Robert	Associate Dean, Student Affairs	Designated	\$109,448	-40.06%	\$0	\$27,000	\$0	\$0	\$34,347	\$730	\$171,525	Incentive Compensation based on FY18 actual (\$34,347)
		General Revenue	\$99,052	1000.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$99,052	Also has faculty appointment
			\$208,500	8.82%	\$0	\$27,000	\$0	\$0	\$34,347	\$730	\$270,577	
Swann, Carolyn	Associate Vice President for Cardiovascular Services	Designated	\$208,712	3.00%	\$0	\$40,000	\$0	\$0	\$14,940	\$1,475	\$265,127	Incentive Compensation based on FY18 actual (\$14,940)
Guerra, Juan	Vice President for Facilities Management	Designated	\$238,132	3.03%	\$0	\$11,560	\$0	\$0	\$10,720	\$2,850	\$263,262	Incentive Compensation based on FY18 actual (\$10,000); Phone (\$720)
Williamson, Jon Whitney	Dean, School of Health Professions	Designated	\$23,291	47.78%	\$0	\$25,000	\$0	\$0	\$720	\$2,850	\$51,861	Phone (\$720) Also has faculty appointment
		General Revenue	\$209,410	-0.35%	\$0	\$0	\$0	\$0	\$0	\$0	\$209,410	
			\$232,701	3.01%	\$0	\$25,000	\$0	\$0	\$720	\$2,850	\$261,271	
Spencer, Joshua	Associate Vice President Information Security Officer	Designated	\$224,400	32.10%	\$0	\$15,759	\$0	\$0	\$15,841	\$1,475	\$257,475	Incentive Compensation based on FY18 actual (\$15,841)
		General Revenue	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$224,400	10.00%	\$0	\$15,759	\$0	\$0	\$15,841	\$1,475	\$257,475	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Currall, Cheyenne	Vice President and Executive Advisor, Global Advancement	Designated	\$252,500	1.00%	\$0	\$0	\$0	\$0	\$720	\$2,850	\$256,070	Eligible for incentive in FY19 (\$25k) Phone (\$720)
Yin, Helen	Associate Dean for Womens' Careers	Designated	\$118,600	3.00%	\$0	\$15,000	\$0	\$0	\$0	\$2,850	\$136,450	Also has faculty appointment
		General Revenue	\$118,600	105.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$118,600	
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$237,200	3.00%	\$0	\$15,000	\$0	\$0	\$0	\$0	\$2,850	
Bonds, Dorothea	Associate Vice President for Marketing	Designated	\$217,526	2.00%	\$0	\$36,000	\$0	\$0	\$0	\$1,475	\$255,001	
Pfeifer, Dennis	Assistant Vice President Chief Technology Officer, Health System	Designated	\$252,162	18.45%	\$0	\$0	\$0	\$0	\$0	\$730	\$252,892	Also has faculty appointment
Zinn, Andrew	Dean - Southwestern Graduate School of Biomedical Sciences	Designated	\$0	0.00%	\$0	\$15,000	\$0	\$0	\$720	\$2,850	\$18,570	Phone (\$720) Also has faculty appointment
		General Revenue	\$234,200	26.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$234,200	
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$234,200	2.99%	\$0	\$15,000	\$0	\$0	\$720	\$2,850	\$252,770	
Esquivel, Ruben E	Vice President for Community and Corporate Relations	Designated	\$233,240	554.85%	\$0	\$14,214	\$0	\$0	\$720	\$2,850	\$251,024	Phone (\$720)
		General Revenue	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$233,240	2.00%	\$0	\$14,214	\$0	\$0	\$720	\$2,850	\$251,024	
Wagner, James M	Associate Dean, Credentialing and Educational Outcomes	Designated	\$107,700	-26.97%	\$0	\$30,000	\$0	\$0	\$0	\$2,850	\$140,550	Also has faculty appointment
		General Revenue	\$107,700	69.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,700	
			\$215,400	1.99%	\$0	\$30,000	\$0	\$0	\$0	\$2,850	\$248,250	
Williams Young, Cynthia	Assistant Vice President Univ Hosp Executive Administration	Designated	\$229,432	3.00%	\$0	\$0	\$0	\$0	\$14,340	\$730	\$244,502	Incentive Compensation based on FY18 actual (\$14,340)
Flores, Kathryn Ann	Assistant Vice President, Chief Information Officer, University Hospitals	Designated	\$241,732	5.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$242,462	
Cobb, Charles	Assistant Vice President Supply Chain Management	Designated	\$218,509	13.05%	\$0	\$0	\$0	\$0	\$18,000	\$730	\$237,239	Incentive Compensation based on FY18 actual (\$18,000)
		Service	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$218,509	7.36%	\$0	\$0	\$0	\$0	\$18,000	\$730	\$237,239	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Leary, Sharon	Assistant Vice President Accounting and Fiscal Services	Designated	\$235,064	0.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$235,794	Eligible for incentive in FY19 (\$5k)
Mishra, Heather	Associate Vice President, Academic and Administrative Information Systems	Designated	\$210,500	0.00%	\$0	\$10,000	\$0	\$0	\$13,783	\$1,475	\$235,758	Incentive Compensation based on FY18 actual (\$13,783)
Lai, Ki	Assistant Vice President for Enterprise Data Services	Designated	\$232,681	3.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$233,411	
Kellough, Jr., Kenneth	Assistant Vice President Budget and Resource Planning	Designated	\$231,752	4.00%	\$0	\$0	\$0	\$0	\$360	\$730	\$232,842	Eligible for incentive in FY19 (\$5k)
Farmer, Suzanne	Assistant Vice President for Organizational Development and Training, Office of Human Resources	Designated	\$221,043	415.00%	\$0	\$10,300	\$0	\$0	\$0	\$730	\$232,073	
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$221,043	3.00%	\$0	\$10,300	\$0	\$0	\$0	\$730	\$232,073	
Nesbitt, Shawna	Associate Dean, Minority Student Affairs and Director, Student Diversity and Inclusion	Designated	\$90,631	2.99%	\$0	\$27,000	\$0	\$0	\$0	\$2,850	\$120,481	
		General Revenue	\$109,169	2.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$109,169	Also has faculty appointment
			\$199,800	2.99%	\$0	\$27,000	\$0	\$0	\$0	\$2,850	\$229,650	
Marks, Megan	Assistant Vice President Sponsored Programs Administration	Designated	\$226,600	3.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$227,330	Eligible for incentive in FY19 (\$30k)
Sendelbach, Dorothy	Assistant Dean, Undergraduate Medical Education	Designated	\$123,081	10.31%	\$0	\$12,000	\$0	\$0	\$8,472	\$730	\$144,283	Incentive Compensation based on FY18 actual (\$8,472)
		General Revenue	\$76,919	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$76,919	Also has faculty appointment
			\$200,000	7.38%	\$0	\$12,000	\$0	\$0	\$8,472	\$730	\$221,202	
Cryer, Byron Leon	Associate Dean, Faculty Diversity and Development	Designated	\$198,400	3.01%	\$0	\$20,000	\$0	\$0	\$0	\$730	\$219,130	Also has faculty appointment
Galindo, Rene	Associate Dean, Medical Student Research	Designated	\$49,450	3.02%	\$0	\$20,000	\$0	\$0	\$0	\$730	\$70,180	
		General Revenue	\$98,900	3.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$98,900	Also has faculty appointment
		Restricted	\$49,450	3.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$49,450	
			\$197,800	3.02%	\$0	\$20,000	\$0	\$0	\$0	\$730	\$218,530	
Sirkin, Julie	Assistant Vice President, Compensation, Employee Benefits and HRIS	Designated	\$195,700	3.00%	\$0	\$20,600	\$0	\$0	\$0	\$730	\$217,030	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Conklin, Kate	Associate Vice President for Institutional Compliance and Chief Compliance Officer	Designated	\$203,000	1.50%	\$0	\$5,075	\$0	\$0	\$0	\$1,475	\$209,550	
England, Victoria	Associate Chief Nursing Officer	Designated	\$192,610	3.00%	\$0	\$15,000	\$0	\$0	\$0	\$730	\$208,340	
Levy, Jodi	Assistant Vice President for Administrative Systems	Designated	\$205,626	3.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$206,356	
Bailey VI, Todd J.	Associate Chief Nursing Officer	Designated	\$188,700	2.00%	\$0	\$15,000	\$0	\$0	\$0	\$730	\$204,430	
Lane, Mark	Assistant Vice President for Communications	Designated	\$201,617	2.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$202,347	
Toney, Sherri	Assistant Vice President, Employee Relations	Designated	\$190,000	0.00%	\$0	\$10,000	\$0	\$0	\$0	\$730	\$200,730	
Ross, Elliott	Assistant Dean of Scientific Integrity	General Revenue	\$148,950	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$148,950	Also has faculty appointment
		Restricted	\$49,650	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$49,650	
			\$198,600	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$198,600	
Weigle, David	Assistant Dean, Graduate Medical Education	Designated	\$55,733	100.00%	\$0	\$11,000	\$0	\$0	\$0	\$730	\$67,463	Also has faculty appointment
		General Revenue	\$130,067	-27.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,067	
			\$185,800	2.99%	\$0	\$11,000	\$0	\$0	\$0	\$730	\$197,530	
Nelson, Darren	Assistant Vice President for Human Resources Administration	Designated	\$195,700	3.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$196,430	
Porter, Joan	Associate Vice President for Legal Affairs	Designated	\$194,261	3.00%	\$0	\$0	\$0	\$0	\$0	\$1,475	\$195,736	
Saathoff, Sara	Assistant Vice President, Human Resources Strategic Initiatives	Designated	\$195,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$195,730	Eligible for incentive in FY20
Pritt, Stacy	Assistant Vice President, COI and IACUC	General	\$194,724	3.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$195,454	
Walker, Darnell	Assistant Vice President for Infrastructure Services	Designated	\$191,003	100.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$191,733	
		Service	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$191,003	3.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$191,733	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
McLaughlin, Donald	Assistant Vice President for Support Services University Hospitals	Designated	\$163,002	7.97%	\$0	\$20,000	\$0	\$0	\$6,670	\$730	\$190,402	Incentive Compensation based on FY18 actual (\$6,670)
Butt, Ifran	Assistant Vice President, Systems and Operations	Service	\$181,280	3.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$182,010	
Adams-Guess, Shashea	Assistant Vice President for Planning and Advancement Services	Restricted	\$180,073	13.99%	\$0	\$0	\$0	\$0	\$0	\$730	\$180,803	
Brown, Bruce	Assistant Vice President for Safety and Business Continuity	Designated	\$179,860	4.96%	\$0	\$0	\$0	\$0	\$0	\$730	\$180,590	
Bell, Melody	Assistant Vice President for Academic Information Systems	Designated	\$169,177	18.98%	\$0	\$0	\$0	\$0	\$0	\$730	\$169,907	
		Restricted	\$4,310	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$4,310	
			\$173,487	22.01%	\$0	\$0	\$0	\$0	\$0	\$730	\$174,217	
Spencer, Thomas B	Assistant Vice President, Information Resources Operations and Compliance	General Revenue	\$170,988	3.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$171,718	
Goldin Darrin	Assistant Vice President Development	Designated	\$15,310	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$15,310	
		Restricted	\$153,194	-6.13%	\$0	\$0	\$0	\$0	\$0	\$730	\$153,924	
			\$168,504	3.25%	\$0	\$0	\$0	\$0	\$0	\$730	\$169,234	
Cronjaeger, Archana	Assistant Vice President for Facilities Management	Designated	\$158,854	13.74%	\$0	\$0	\$0	\$0	\$720	\$730	\$160,304	Phone (\$720)
Smith, Scott	Assistant Dean, School of Health Professions Professor of Health Care Sciences	Designated	\$0	0.00%	\$0	\$16,000	\$0	\$0	\$0	\$730	\$16,730	
		General Revenue	\$127,620	8.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$127,620	Also has faculty appointment
		Restricted	\$14,180	-17.24%	\$0	\$0	\$0	\$0	\$0	\$0	\$14,180	
			\$141,800	5.04%	\$0	\$16,000	\$0	\$0	\$0	\$730	\$158,530	
Drake, James	Assistant Vice President for Academic Planning and Assessment	Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$1,062	\$730	\$1,792	Incentive Compensation based on FY18 actual (\$1,062)
		General Revenue	\$148,058	11.48%	\$0	\$0	\$0	\$0	\$0	\$0	\$148,058	
			\$148,058	4.00%	\$0	\$0	\$0	\$0	\$1,062	\$730	\$149,850	
Street, Nancy E	Associate Dean, Graduate School and Associate Director, Student Diversity and Inclusion	Designated	\$36,057	3.23%	\$0	\$0	\$0	\$0	\$720	\$730	\$37,507	Phone (\$720)
		General Revenue	\$110,843	3.23%	\$0	\$0	\$0	\$0	\$0	\$0	\$110,843	Also has faculty appointment
			\$146,900	3.23%	\$0	\$0	\$0	\$0	\$720	\$730	\$148,350	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Krumwiede, Kimberly	Associate Dean, School of Health Professions	General Revenue	\$113,000	12.55%	\$0	\$0	\$0	\$0	\$0	\$0	\$113,000	Also has faculty appointment
		Restricted	\$0	100.00%	\$0	\$24,000	\$0	\$0	\$0	\$730	\$24,730	
			\$113,000	12.55%	\$0	\$24,000	\$0	\$0	\$0	\$730	\$137,730	
Gonzalez, Kelly	Assistant Vice President Library Services	General Revenue	\$131,172	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$131,172	
		Designated	\$28	100.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$758	
			\$131,200	2.02%	\$0	\$0	\$0	\$0	\$0	\$730	\$131,930	
Ravnik, Stuart E	Associate Dean, Graduate School	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$720	\$730	\$1,450	Phone (\$720)
		General Revenue	\$109,700	2.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$109,700	Also has faculty appointment
			\$109,700	2.52%	\$0	\$0	\$0	\$0	\$720	\$730	\$111,150	
Gardner, Lisa	Assistant Dean, Postdoctoral Affairs	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$730	Also has faculty appointment
		General Revenue	\$99,700	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$99,700	
			\$99,700	3.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$100,430	
Lundsteen, Natalie C	Assistant Dean, Career and Professional Development UTSW Graduate School	Designated	\$98,800	3.24%	\$0	\$0	\$0	\$0	\$0	\$730	\$99,530	Also has faculty appointment
Michaely, Peter A	Assistant Dean Basic Science Education	Designated	\$30,000	3.06%	\$0	\$20,000	\$0	\$0	\$0	\$0	\$50,000	Also has faculty appointment
		General Revenue	\$40,600	3.07%	\$0	\$0	\$0	\$0	\$0	\$0	\$40,600	
			\$70,600	3.07%	\$0	\$20,000	\$0	\$0	\$0	\$0	\$90,600	
Brekken, Deirdre	Assistant Dean, Postdoctoral Affairs	Designated	\$3,826	3.01%	\$0	\$0	\$0	\$0	\$0	\$730	\$4,556	Also has faculty appointment
		General Revenue	\$77,177	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,177	
			\$81,003	3.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$81,733	
Alexander, Drew Wilson	Assistant Dean, Minority Student Affairs Assistant Professor of Pediatrics	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$730	Also has faculty appointment
		General Revenue	\$6,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$6,500	
			\$6,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$730	\$7,230	