

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 FY2013**

Institution Code: **743**

Institution Name: **The University of Texas at San Antonio**

A Name	B Position	C Funding Source	D Salary (09.01.2012)	E Percentage Salary Increase Over FY 2012	F Nonsalary Benefits FY 2013						L Compensation	M Explanation / Comments
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Romo, Ricardo	President	General Revenue	\$65,945	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	Deferred compensation.
		Designated	\$315,346	3.04%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$340,346	
		Total	\$381,291	2.50%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$406,291	
Agrawal, C. Mauli	Dean, College of Engineering	General Revenue	\$298,096	2.38%	\$0	\$0	\$0	\$0	\$9,539	\$0	\$307,635	One-time merit.
Frederick, John H.	Provost & Vice President of Academic Affairs & Interim VP Research	General Revenue	\$273,826	2.25%	\$0	\$0	\$0	\$0	\$5,477	\$0	\$279,303	One-time merit.
French, Marjorie	Vice President, University Advancement	General Revenue	\$263,188	2.25%	\$0	\$0	\$0	\$0	\$5,264	\$0	\$268,452	One-time merit.
Perry, George	Dean, College of Science	General Revenue	\$253,056	2.16%	\$0	\$0	\$0	\$0	\$5,078	\$0	\$258,134	One-time merit.
Kennedy, Kerry L.	Vice President, Business Affairs	General Revenue	\$240,657	2.25%	\$0	\$0	\$0	\$0	\$4,813	\$0	\$245,470	One-time merit.
Saenz, Rogelio	Dean, College of Public Policy	General Revenue	\$220,000	0.00%	\$0	\$0	\$0	\$0	\$4,415	\$0	\$224,415	One-time merit.
Hickey, Lynn	Assoc Vice President, Director Intercollegiate Athletics	Auxiliary	\$215,000	48.46%	\$0	\$0	\$0	\$0	\$2,962	\$0	\$217,962	One-time merit.
Woods, Marianne	Sr Assoc Vice President , Research Administration	General Revenue	\$209,466	2.74%	\$0	\$0	\$0	\$0	\$5,293	\$0	\$214,759	One-time merit.
Murphy, John D. Jr.	Dean, College of Architect	General Revenue	\$204,322	2.16%	\$0	\$0	\$0	\$0	\$4,100	\$0	\$208,422	One-time merit.
Gribou, Julius M.	Executive Vice Provost	General Revenue	\$202,176	2.16%	\$0	\$0	\$0	\$0	\$4,058	\$0	\$206,234	One-time merit.
Gonzales, Samuel	Interim Vice President Student Affairs and Assoc Vice President, Administration Student Services	General Revenue	\$60,063	12.48%	\$0	\$0	\$0	\$0	\$31,092	\$0	\$91,155	One-time merit (\$1,092); Interim Vice President Student Affairs (\$30,000).
		Designated	\$97,005	12.48%	\$0	\$0	\$0	\$0	\$1,764	\$0	\$98,769	
		Total	\$157,068	12.48%	\$0	\$0	\$0	\$0	\$32,856	\$0	\$189,924	
Pierce, Kenneth	Vice Provost, Information Technology & CIO	Designated	\$168,712	2.25%	\$0	\$0	\$0	\$0	\$4,499	\$0	\$173,211	One-time merit.
Bacon, Pamela	Assoc Vice President, Administration	General Revenue	\$168,000	6.51%	\$0	\$0	\$0	\$0	\$3,118	\$0	\$171,118	One-time merit.
Valdez, Jude	Vice President, Community Services	General Revenue	\$164,756	2.87%	\$0	\$0	\$0	\$0	\$5,273	\$0	\$170,029	One-time merit.
Jensen, Gail A.	Chief Legal Officer	General Revenue	\$165,000	0.00%	\$0	\$0	\$0	\$0	\$2,500	\$0	\$167,500	One-time merit. Assignment effective 7/01/2012.

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Zapata, Jesse	Vice Provost, Downtown	General Revenue	\$161,612	2.27%	\$0	\$0	\$0	\$0	\$3,513	\$0	\$165,125	One-time merit.
Baran-Centeno, Barbara	Assoc Vice President, Human Resources	General Revenue	\$162,000	8.64%	\$0	\$0	\$0	\$0	\$2,948	\$0	\$164,948	One-time merit.
Gentry, Eric	Assoc Vice President, Development	General Revenue	\$161,000	19.06%	\$0	\$0	\$0	\$0	\$3,220	\$0	\$164,220	One-time merit.
Massaro, Jim	Asst Vice President, Research Security	General Revenue	\$158,502	2.74%	\$0	\$0	\$0	\$0	\$4,005	\$0	\$162,507	One-time merit.
Murray, Laura	Assoc Vice President, Strategic Initiatives and Endowments	General Revenue	\$158,488	2.25%	\$0	\$0	\$0	\$0	\$3,170	\$0	\$161,658	One-time merit.
Merchant, Betty	Dean, College of Education and Human Dvlpmnt	General Revenue	\$157,353	2.16%	\$0	\$0	\$0	\$0	\$3,157	\$0	\$160,510	One-time merit.
Price, Kevin S.	Assoc Vice President and Dean, Students	Designated	\$157,068	12.48%	\$0	\$0	\$0	\$0	\$2,856	\$0	\$159,924	One-time merit.
Welch, Sandra	Vice Provost, Accountability & Institutional Effectiveness	General Revenue	\$156,289	2.38%	\$0	\$0	\$0	\$0	\$3,397	\$0	\$159,686	One-time merit.
Riker, David	Assoc Vice President, Facilities	General Revenue	\$157,000	13.06%	\$0	\$0	\$0	\$0	\$2,745	\$0	\$159,745	One-time merit.
Gelo, Daniel	Dean, College of Liberal and Fine Arts	General Revenue	\$156,177	2.38%	\$0	\$0	\$0	\$0	\$3,134	\$0	\$159,311	One-time merit.
Mckinley, Robert M.	Assoc Vice President , Institute of Economic Development	General Revenue	\$153,412	2.25%	\$0	\$0	\$0	\$0	\$3,068	\$0	\$156,480	One-time merit.
Diem, Richard	Dean, Honors College	General Revenue	\$154,834	2.16%	\$0	\$0	\$0	\$0	\$3,107	\$0	\$157,941	One-time merit.
Mickey, James	Assoc Vice President, Alumni Program Marketing	General Revenue	\$153,375	2.25%	\$0	\$0	\$0	\$0	\$3,067	\$0	\$156,442	One-time merit.
Williams, Lawrence	Vice Provost and Dean, Undergraduate Studies	General Revenue	\$148,876	2.27%	\$0	\$0	\$0	\$0	\$2,987	\$0	\$151,863	One-time merit.
Hardy, Darcy W.	Asst Vice Provost, Technology Learning Initiatives	Designated	\$150,307	2.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,307	
Maloney, Krisellen	Dean, Library	General Revenue	\$143,687	2.27%	\$0	\$0	\$0	\$0	\$3,123	\$0	\$146,810	One-time merit.
Flannagan, Dorothy	Vice Provost And Dean, Graduate School	General Revenue	\$137,865	2.16%	\$0	\$0	\$0	\$0	\$2,767	\$0	\$140,632	One-time merit.

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Blazer, Lisa	Asst Vice President, Student Financial Aid	Designated	\$133,363	12.48%	\$0	\$0	\$0	\$0	\$2,425	\$0	\$135,788	One-time merit.
Firmin, Lisa C.	Assoc Provost, Faculty & Student Diversity & Recruitment	General Revenue	\$127,976	2.38%	\$0	\$0	\$0	\$0	\$2,781	\$0	\$130,757	One-time merit.
Barrera, Steve	Chief of Police	General Revenue	\$123,550	2.11%	\$0	\$0	\$0	\$0	\$2,389	\$0	\$125,939	One-time merit.
Norton, George	Asst Vice President, Admissions	General Revenue	\$123,322	12.47%	\$0	\$0	\$0	\$0	\$2,242	\$0	\$125,564	One-time merit.
Chapman, Lenora	Interim Assoc Vice Pres and Asst Vice President, Financial Affairs & Controller	General Revenue	\$122,916	2.43%	\$0	\$0	\$0	\$0	\$11,500	\$0	\$134,416	One-time merit (\$2,500); Interim AVP Financial Affairs Supplement (\$9,000).
Palsole, Sunay V.	Asst Vice Provost, Distance Learning	Designated	\$125,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$125,000	Assignment effective 06/18/2012.
Izbrand, Joseph	Chief Communication Officer	General Revenue	\$125,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$125,000	Assignment effective 09/01/2012.
Decristoforo, Joseph	Asst Vice President, Registrar	General Revenue	\$69,903	12.48%	\$0	\$0	\$0	\$0	\$1,269	\$0	\$71,172	One-time merit.
		Designated	\$50,432	12.47%	\$0	\$0	\$0	\$0	\$917	\$0	\$51,349	One-time merit.
		Total	\$120,335	12.48%	\$0	\$0	\$0	\$0	\$2,186	\$0	\$122,521	
Martin, Nancy	Assoc Vice Provost, Undergraduate Studies	General Revenue	\$118,099	2.25%	\$0	\$0	\$0	\$0	\$2,362	\$0	\$120,461	One-time merit.
Rabago, Annette	Asst Vice President, Human Resources	General Revenue	\$118,000	7.55%	\$0	\$0	\$0	\$0	\$2,244	\$0	\$120,244	One-time merit.
Casey, James J. Jr.	Asst Vice President, Sponsored Project Administration	Designated	\$114,227	4.80%	\$0	\$0	\$0	\$0	\$2,829	\$0	\$117,056	One-time merit. Assignment effective 0/01/2011.
Kaufus, John	Assoc Dean of Students and Interim Director of Housing	Designated	\$93,242	4.93%	\$0	\$0	\$0	\$0	\$1,865	\$0	\$95,107	One-time merit.
		Auxiliary	\$0	0.00%	\$0	\$0	\$0	\$0	\$21,600	\$0	\$21,600	Interim Direction of Housing supplement.
		Total	\$93,242	4.93%	\$0	\$0	\$0	\$0	\$23,465	\$0	\$116,707	
Dawson, J. Richard	Exec Director, Audit, Compliance, & Risk Management	General Revenue	\$111,090	2.25%	\$0	\$0	\$0	\$0	\$3,533	\$0	\$114,623	One-time merit.
Jakubowski, Barbara	Assoc Dean, Library IT Management	Designated	\$110,928	2.90%	\$0	\$0	\$0	\$0	\$3,143	\$0	\$114,071	One-time merit.
Goodman, Paul G.	Asst Vice President, Facilities Engineering & Project Management	General Revenue	\$111,492	2.47%	\$0	\$0	\$0	\$0	\$2,341	\$0	\$113,833	One-time merit. Assignment effective 10/17/2011.

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Ruiz, Rachel	Asst Vice President, Community Services	General Revenue	\$103,887	0.94%	\$0	\$0	\$0	\$0	\$1,428	\$0	\$105,315	One-time merit.
		Restricted	\$3,213	0.94%	\$0	\$0	\$0	\$0	\$0	\$0	\$3,213	
			\$107,100	0.94%	\$0	\$0	\$0	\$0	\$1,428	\$0	\$108,528	
Wilkerson, Steven	Assoc Vice Provost, Accountability & Institutional Effectiveness	General Revenue	\$105,000	9.64%	\$0	\$0	\$0	\$0	\$2,303	\$0	\$107,303	One-time merit.
Wilson, Terry L.	Asst Provost, Academic Budgets, Planning & Compliance	General Revenue	\$104,035	2.34%	\$0	\$0	\$0	\$0	\$2,261	\$0	\$106,296	One-time merit.
Castellanos, Garry	Assoc Dean, College of Science	General Revenue	\$104,108	2.32%	\$0	\$0	\$0	\$0	\$3,505	\$0	\$107,613	One-time merit.
Stevenson, Michelle L.	Asst Vice President, Research Integrity	General Revenue	\$104,106	0.00%	\$0	\$0	\$0	\$0	\$2,425	\$0	\$106,531	One-time merit. Assignment effective 09/01/2012.
Oliver, James D.	Asst Vice President, Facilities	Designated	\$103,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$103,000	Assignment effective 03/01/2012.
Kemp, Janice	Asst Dean, Library	Designated	\$89,980	2.65%	\$0	\$0	\$0	\$0	\$2,249	\$0	\$92,229	One-time merit.
Ramirez, Veronica	Asst Dean, Graduate School	General Revenue	\$72,694	2.25%	\$0	\$0	\$0	\$0	\$1,454	\$0	\$74,148	One-time merit.
Aggaard, Mariposa	Asst Dean, Library	Designated	\$84,686	2.65%	\$0	\$0	\$0	\$0	\$2,117	\$0	\$86,803	One-time merit.
Heflin-Gorny, Rosanne	Asst Dean, College of Engineering	General Revenue	\$80,371	9.03%	\$0	\$0	\$0	\$0	\$1,507	\$0	\$81,878	One-time merit.
Jimenez, Anne	Asst Dean, Student Judicial Affairs	Designated	\$49,154	4.44%	\$0	\$0	\$0	\$0	\$1,399	\$0	\$50,553	One-time merit.
		Auxiliary	\$20,846	4.44%	\$0	\$0	\$0	\$0	\$0	\$0	\$20,846	
		Total	\$70,000	4.44%	\$0	\$0	\$0	\$0	\$1,399	\$0	\$71,399	
Pena, Yvonne	Asst Dean, Students	Designated	\$67,335	0.50%	\$0	\$0	\$0	\$0	\$1,340	\$0	\$68,675	One-time merit. Assignment effective 04/01/2012.
Glenn, Patricia	Assoc Dean, Tomas Rivera Center	Designated	\$98,768	2.25%	\$0	\$0	\$0	\$0	\$1,185	\$0	\$99,953	One-time merit.
Hollas, Daniel	Interim Dean and Sr Assoc Dean , College of Business	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$31,296	\$0	\$31,296	Sr Assoc Dean supplement (\$15,000); Interim Dean supplement (\$16,296); has faculty appointment.
Lengel, Robert	Assoc Dean for eMBA, College of Business	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$25,000	Assoc Dean supplement, has faculty appointment.
Baird, Raymond	Sr Assoc Dean, College of Science	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$20,000	Sr Assoc Dean supplement, has faculty appointment.

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Jordan, Craig	Assoc Dean for Academic Programs, College of Science	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,000	\$0	\$16,000	Assoc Dean supplement, has faculty appointment.
Montoya, Lisa	Assoc Dean, College of Business	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$15,000	Assoc Dean supplement, has faculty appointment.
Teale, Judy	Assoc Dean of Graduate Studies, College of Science	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$15,000	Assoc Dean supplement, has faculty appointment.
Romero, Francine	Assoc Dean, College of Public Policy	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$14,000	\$0	\$14,000	Assoc Dean supplement, has faculty appointment.
Walz, Diane	Assoc Dean of Graduate Studies, College of Business	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$12,500	\$0	\$12,500	Assoc Dean supplement, has faculty appointment.
Arulanandam, Bernard	Assoc Dean, College of Science Research for Scientific Innovation	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$12,000	\$0	\$12,000	Assoc Dean supplement, has faculty appointment.
Smith, Page	Assoc Dean, College of Education & Human Development	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$10,000	Assoc Dean supplement, has faculty appointment.
Osman, Augustine	Assoc Dean, College of Liberal & Fine Arts	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$9,500	\$0	\$9,500	Assoc Dean supplement, has faculty appointment.
Wickham, Christopher	Assoc Dean, College of Liberal & Fine Arts	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$9,500	\$0	\$9,500	Assoc Dean supplement, has faculty appointment.
Bhalla, Amar	Assoc Dean for Research, College of Engineering	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$7,500	\$0	\$7,500	Assoc Dean supplement, has faculty appointment.
Lin, Wei -Ming	Assoc Dean, College of Engineering	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$7,500	\$0	\$7,500	Assoc Dean supplement, has faculty appointment.
Shadaram, Mehdi	Assoc Dean, College of Engineering	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$7,500	\$0	\$7,500	Assoc Dean supplement, has faculty appointment.
Desjean-Perrotta, Blanche	Assoc Dean for Teacher Education, College of Education & Human Development	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$6,000	\$0	\$6,000	Assoc Dean supplement, has faculty appointment.
Evans, Marcheta	Assoc Dean for Downtown, College of Education & Human Development	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$6,000	\$0	\$6,000	Assoc Dean supplement, has faculty appointment.
Jennings, Michael	Assoc Dean for Social Transform, College of Education & Human Development	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$6,000	\$0	\$6,000	Assoc Dean supplement, has faculty appointment.
Nora, Amaury	Assoc Dean, College of Education & Human Development	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$6,000	\$0	\$6,000	Assoc Dean supplement, has faculty appointment.
Beladi, Hamid	Assoc Dean of Research, College of Business	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$5,000	\$0	\$5,000	Assoc Dean supplement, has faculty appointment.