

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 FY2014**

**Institution Code: 743**

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

A Name	B Position	C Funding Source	D Salary (09.01.2013)	E Percentage Salary Increase Over FY 2013	F G H I J Nonsalary Benefits FY 2014					K Non-Cash Compensation	L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other			
Romo, Ricardo	President	General Revenue Designated	\$65,945	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	Deferred compensation.
			\$315,346	0.00%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$340,346	
			\$381,291	0.00%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$406,291	
Frederick, John H.	Provost & Vice President of Academic Affairs & Interim VP Research	General Revenue	\$282,095	3.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$282,095	
Diem, Richard	Dean, Honors College	General Revenue	\$159,187	2.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$159,187	
Gelo, Daniel	Dean, College of Liberal and Fine Arts	General Revenue	\$160,817	2.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$160,817	
Maloney, Krisellen	Dean, Library	General Revenue	\$148,536	3.37%	\$0	\$0	\$0	\$0	\$0	\$0	\$148,536	
Merchant, Betty	Dean, College of Education and Human Dvlpmt	General Revenue	\$162,028	2.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$162,028	
Murphy, John D. Jr.	Dean, College of Architect	General Revenue	\$210,392	2.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$210,392	
Perry, George	Dean, College of Science	General Revenue	\$260,573	2.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$260,573	
Price, Kevin S.	Dean of Students and Assoc Vice President	Designated	\$161,666	2.93%	\$0	\$0	\$0	\$0	\$0	\$0	\$161,666	
Saenz, Rogelio	Dean, College of Public Policy	General Revenue	\$226,535	2.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$226,535	
Sanders, William G.	Dean for the College of Business	General Revenue	\$335,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$335,000	
Shadaram, Mehdi	Interim Dean, College of Engineering	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$35,000	\$0	\$35,000	Interim Dean supplement, has faculty appointment.
Agrawal, C. Mauli	Interim Vice President for Research	General Revenue	\$308,397	3.46%	\$0	\$0	\$0	\$0	\$15,144	\$0	\$323,541	
French, Marjorie	Vice President, University Advancement	General Revenue	\$271,136	3.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$271,136	
Kennedy, Kerry L.	Vice President, Business Affairs	General Revenue	\$247,925	3.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$247,925	
Valdez, Jude	Vice President, Community Servces	General Revenue	\$170,741	3.63%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,741	
Gribou, Julius M.	Executive Vice Provost	General Revenue	\$207,859	2.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$207,859	
Flannagan, Dorothy	Vice Provost And Dean, Graduate School	General Revenue	\$141,960	2.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$141,960	
Pierce, Kenneth	Vice Provost, Information Technology & CIO	Designated	\$182,399	8.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$182,399	

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Welch, Sandra	Vice Provost, Accountability & Institutional Effectiveness	General Revenue	\$162,062	3.69%	\$0	\$0	\$0	\$0	\$0	\$0	\$162,062	
Williams, Lawrence	Vice Provost and Dean, Undergraduate Studies	General Revenue	\$153,299	2.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$153,299	
Zapata, Jesse	Vice Provost, Downtown Campus	General Revenue	\$166,808	3.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$166,808	
Castellanos, Garry	Assoc Dean, College of Science	General Revenue	\$109,110	4.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$109,110	
Jakubowski, Barbara	Assoc Dean, Library IT Management	Designated	\$115,459	1.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,459	
Firmin, Lisa C.	Assoc Provost, Faculty & Student Diversity & Recruitment	General Revenue	\$131,887	3.06%	\$0	\$0	\$0	\$0	\$0	\$0	\$131,887	
Martin, Nancy	Assoc Vice Provost, Undergraduate Studies	General Revenue	\$121,757	3.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$121,757	
Wilkerson, Steven	Assoc Vice Provost, Accountability & Institutional Effectiveness	General Revenue	\$108,445	3.28%	\$0	\$0	\$0	\$0	\$0	\$0	\$108,445	
Mckinley, Robert M.	Assoc Vice President , Institute of Economic Development	General Revenue	\$161,760	5.44%	\$0	\$0	\$0	\$0	\$0	\$0	\$161,760	
Bacon, Pamela	Assoc Vice President, Administration	General Revenue	\$172,950	2.95%	\$0	\$0	\$0	\$0	\$0	\$0	\$172,950	
Baran-Centeno, Barbara	Assoc Vice President, Human Resources	General Revenue	\$166,743	2.93%	\$0	\$0	\$0	\$0	\$0	\$0	\$166,743	
Chapman, Lenora	Assoc Vice President, Financial Affairs	General Revenue	\$155,483	26.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,483	Assoc VP Appt effective 7/1/13
Gonzales, Samuel	Assoc Vice President, Administrative and Student Services and Interim Vice President for Student Affairs	General Revenue	\$56,260	1.02%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$86,260	Suppl Interim Vice President Student Affairs
		Designated	\$105,406	1.91%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,406	
			\$161,666	2.93%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$191,666	
Hickey, Lynn	Assoc Vice President, Director Intercollegiate Athletics	Auxiliary	\$225,000	38.13%	\$0	\$0	\$0	\$0	\$0	\$0	\$225,000	
Riker, David	Assoc Vice President, Facilities	General Revenue	\$161,540	2.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$161,540	
Murray, Laura	Assoc Vice President, Strategic Initiatives and Endowments	General Revenue	\$65,122	2.39%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,122	
		Designated	\$103,152	3.79%	\$0	\$0	\$0	\$0	\$0	\$0	\$103,152	
			\$168,274	6.17%	\$0	\$0	\$0	\$0	\$0	\$0	\$168,274	
Aagaard, Mariposa	Asst Dean, Library	Designated	\$86,945	2.67%	\$0	\$0	\$0	\$0	\$0	\$0	\$86,945	
Heflin-Gorny, Rosanne	Asst Dean, College of Engineering	General Revenue	\$82,748	2.96%	\$0	\$0	\$0	\$0	\$0	\$0	\$82,748	

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Hoskins, Karen	Asst Dean, College of Education & Human Development	General Revenue	\$75,582	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$75,582	
Jimenez, Anne	Asst Dean, Student Judicial Affairs	Designated Auxiliary	\$50,695	2.12%	\$0	\$0	\$0	\$0	\$0	\$0	\$50,695	
			\$21,418	0.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$21,418	
			\$72,113	3.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$72,113	
McKinney, Barry S.	Asst Dean of Students	Designated	\$70,569	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$70,569	
Pena, Yvonne	Asst Dean, Students	Designated	\$69,023	2.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$69,023	
Ramirez, Veronica	Asst Dean, Graduate School	General Revenue	\$74,889	3.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$74,889	
Wilson, Terry L.	Asst Provost, Academic Budgets, Planning & Compliance	General Revenue	\$107,297	3.14%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,297	
Hardy, Darcy W.	Asst Vice Provost, Technology Learning Initiatives	Designated	\$157,912	5.06%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,912	
Palsole, Sunay V.	Asst Vice Provost, Distance Learning	Designated	\$131,325	5.06%	\$0	\$0	\$0	\$0	\$0	\$0	\$131,325	
Barrera, Steve	Chief of Police	General Revenue	\$127,239	2.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$127,239	
Izbrand, Joseph	Chief Communication Officer	General Revenue	\$135,698	8.56%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,698	
Jensen, Gail A.	Chief Legal Officer	General Revenue	\$170,000	3.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,000	
Kemp, Janice	Asst Dean, Library	Designated	\$93,155	3.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$93,155	
Blazer, Lisa	Asst Vice President, Student Financial Aid	Designated	\$137,267	2.93%	\$0	\$0	\$0	\$0	\$0	\$0	\$137,267	
Decristoforo, Joseph	Asst Vice President, Registrar	General Revenue Designated	\$76,544	1.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$76,544	
			\$47,314	1.12%	\$0	\$0	\$0	\$0	\$0	\$0	\$47,314	
			\$123,858	2.93%	\$0	\$0	\$0	\$0	\$0	\$0	\$123,858	
Goodman, Paul G.	Asst Vice President, Facilities Engineering & Project Management	General Revenue	\$115,085	3.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,085	
Norton, George	Asst Vice President, Admissions	General Revenue	\$126,932	2.93%	\$0	\$0	\$0	\$0	\$0	\$0	\$126,932	
Oliver, James D.	Asst Vice President, Facilities	General Revenue	\$105,215	2.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,215	
Rabago, Annette	Asst Vice President, Human Resources	General Revenue	\$121,504	2.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$121,504	

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Stevenson, Michelle L.	Asst Vice President, Research Integrity	General Revenue	\$108,270	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$108,270	
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.
Hollas, Daniel	Senior Associate Dean	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$15,000	Sr Assoc Dean supplement (\$15,000); 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.
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.
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.
Harmon, Janis	Associate Dean, Faculty for 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.
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.
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.
Levitt, Steven R.	Assoc Dean, Faculty for College of Liberal & Fine Arts	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$12,000	\$0	\$12,000	Assoc Dean supplement, has faculty appointment.
Lin, Wei -Ming	Assoc Dean, College of Engineering	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$10,000	Assoc Dean supplement, has faculty appointment. Increased by \$2500
Marquez, Raquel	Assoc Dean of the COLFA, Does not report to a VP	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$12,000	\$0	\$12,000	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.
Nora, Amaury	Assoc Dean, College of Education & Human Development	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$6,000	\$0	\$6,000	Assoc Dean supplement, has faculty appointment.

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Osman, Augustine	Assoc Dean, College of Liberal & Fine Arts	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$12,000	\$0	\$12,000	Assoc Dean supplement increased \$3000 has faculty appointment.
Romero, Francine	Assoc Dean, College of Public Policy	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$5,000	\$0	\$5,000	Assoc Dean supplement, has faculty appointment.
		Other	\$0	0.00%	\$0	\$0	\$0	\$0	\$14,000	\$0	\$14,000	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$19,000	\$0	\$19,000	
Smith, Page	Assoc Dean, College of Education & Human Development and Assoc Dean, Graduate School	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$19,000	\$0	\$19,000	Assoc Dean supplements, has faculty appointment.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$6,000	\$0	\$6,000	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$25,000	
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.
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.
Wormley, Floyd L.	Assoc Dean for the College of Sciences	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$10,000	Assoc Dean supplement, has faculty appointment.
Wyatt, Tammy J.	Assoc Dean for the University College	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$6,000	\$0	\$6,000	Assoc Dean supplement, has faculty appointment.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$6,000	\$0	\$6,000	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$12,000	\$0	\$12,000	
Arulanandam, Bernard	Assoc Dean, College of Science Research for Scientific Innovation	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$25,000	Assoc Dean supplement, has faculty appointment.