

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Callender, David	President	E&G	\$65,829	0.00%	\$0	\$0	\$0	\$0	\$20	\$0	\$65,849	Cell Phone Expenses (\$1,400)
		Designated	\$605,891	0.00%	\$0	\$182,640	\$0	\$0	\$327,871	\$0	\$1,116,402	Deferred Compensation (\$200,000) subject to a vesting period
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Incentive Compensation (\$126,491)
			<u>\$671,720</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$182,640</u>	<u>\$0</u>	<u>\$0</u>	<u>\$327,891</u>	<u>\$0</u>	<u>\$1,182,251</u>	
<p>Note: Dr. Callender participates in an incentive compensation program where award opportunity levels are adjusted to reflect his success in attaining performance goals. The award opportunity is 12.5% of FY2015 base salary adjusted depending on achievement of "Threshold, Target, and Maximum" goals. Achievement of the Threshold goals earned 50%, Target goals earned 100%, and Maximum goals earned 150% of the award opportunity respectively. The amount of compensation payable in FY 2016 for FY2015 performance is determined by the Board of Regents in two parts. Qualitative awards were made in October 2015, while quantitative awards will be made in February 2016. Incentive compensation reported above as "other" is the actual qualitative award amount paid in October 2015 and an estimated quantitative award amount based on the actual quantitative payment made in the prior fiscal year.</p>												
Jacobs, Danny	EVP & Provost, Dean of Med	E&G	\$761,703	2.50%	\$0	\$0	\$0	\$0	\$100,900	\$0	\$862,603	FY16 Incentive Compensation (\$153,430)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$153,430	\$0	\$153,430	Cell Phone Expenses (\$900)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Deferred Compensation (\$100,000) subject to a vesting period
			<u>\$761,703</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$254,330</u>	<u>\$0</u>	<u>\$1,016,033</u>	
Sollenberger, Donna	EVP & CEO Health System	E&G	\$547,291	2.50%	\$0	\$0	\$0	\$0	\$1,134	\$0	\$548,425	FY16 Incentive Compensation (\$136,010)
		Designated	\$128,377	2.50%	\$0	\$0	\$0	\$0	\$236,276	\$0	\$364,653	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Deferred Compensation (\$100,000) subject to a vesting period
			<u>\$675,667</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$237,410</u>	<u>\$0</u>	<u>\$913,077</u>	
Sadro, Cheryl	EVP & Chief Bus / Fin Officer	E&G	\$623,000	13.27%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$624,400	FY16 Incentive Compensation (\$125,290)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$225,290	\$0	\$225,290	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Deferred Compensation (\$100,000) subject to a vesting period
			<u>\$623,000</u>	<u>13.27%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$226,690</u>	<u>\$0</u>	<u>\$849,690</u>	
Rogers, Selwyn	VP & Chief Medical Officer	E&G	\$445,500	0.00%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$446,700	FY16 Incentive Compensation (\$73,700)
		Designated	\$104,500	0.00%	\$0	\$0	\$0	\$0	\$73,700	\$0	\$178,200	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$550,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$74,900</u>	<u>\$0</u>	<u>\$624,900</u>	
McGrew, Deborah	VP & COO, UTMB Health System	E&G	\$417,150	18.22%	\$0	\$0	\$0	\$0	\$1,134	\$0	\$418,284	FY16 Incentive Compensation (\$60,300)
		Designated	\$97,850	18.22%	\$0	\$0	\$0	\$0	\$60,566	\$0	\$158,416	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$515,000</u>	<u>18.22%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$61,700</u>	<u>\$0</u>	<u>\$576,700</u>	
King, Carolee	Sr. VP & General Counsel	E&G	\$394,898	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$396,298	FY16 Incentive Compensation (\$66,330)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$166,330	\$0	\$166,330	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Deferred Compensation (\$100,000) subject to a vesting period
			<u>\$394,898</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$167,730</u>	<u>\$0</u>	<u>\$562,628</u>	

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Raimer, Benny	Sr.VP, Hlth Policy & Legis Aff	E&G	\$435,540	0.00%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$436,740	FY16 Incentive Compensation (\$73,030)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$73,030	\$0	\$73,030	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$435,540	0.00%	\$0	\$0	\$0	\$0	\$74,230	\$0	\$509,770	
McCallum, Rex	VP & Chief Physician Executive	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	FY16 Incentive Compensation (\$57,620)
		Designated	\$424,368	2.50%	\$0	\$0	\$0	\$0	\$59,018	\$0	\$483,386	Cell Phone Expenses (\$1,400)
		Restricted	\$4,287	2.50%	\$0	\$0	\$0	\$0	\$2	\$0	\$4,289	
			\$428,655	2.50%	\$0	\$0	\$0	\$0	\$59,020	\$0	\$487,675	
Murray, Owen	VP, Offender Care Services	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	FY16 Incentive Compensation (\$53,600)
		Designated	\$420,000	5.00%	\$0	\$0	\$0	\$0	\$54,800	\$0	\$474,800	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$420,000	5.00%	\$0	\$0	\$0	\$0	\$54,800	\$0	\$474,800	
Niesel, David	VP, CRO & Dean GSBS	E&G	\$367,351	33.93%	\$0	\$0	\$0	\$0	\$1,355	\$0	\$368,707	FY16 Incentive Compensation(\$76,380)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$76,380	\$0	\$76,380	Cell Phone Expenses(\$1,400)
		Restricted	\$12,105	-31.23%	\$0	\$0	\$0	\$0	\$45	\$0	\$12,149	
			\$379,456	30.00%	\$0	\$0	\$0	\$0	\$77,780	\$0	\$457,236	
Connaughton, David	VP, Finance - Clinical Enterpr	E&G	\$375,073	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$376,473	FY16 Incentive Compensation(\$50,250)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$50,250	\$0	\$50,250	Cell Expenses(\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$375,073	2.50%	\$0	\$0	\$0	\$0	\$51,650	\$0	\$426,723	
Leach, Todd	VP and Chief Inform Officer	E&G	\$375,000	26.16%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$376,400	FY16 Incentive Compensation (\$50,250)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$50,250	\$0	\$50,250	Cell Phone Expenses(\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$375,000	26.16%	\$0	\$0	\$0	\$0	\$51,650	\$0	\$426,650	
Vo, Alexander	VP,Telemedicine & Health Tech	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	FY16 Incentive Compensation (\$50,250)
		Designated	\$375,000	0.00%	\$0	\$0	\$0	\$0	\$50,450	\$0	\$425,450	Cell Phone Expenses (\$200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$375,000	0.00%	\$0	\$0	\$0	\$0	\$50,450	\$0	\$425,450	
Kirschbaum, Mark	Chief Qual Safety&Clin InfoOff	E&G	\$289,964	3.46%	\$0	\$0	\$0	\$0	\$1,134	\$0	\$291,098	FY16 Incentive Compensation (\$48,240)
		Designated	\$68,016	3.46%	\$0	\$0	\$0	\$0	\$48,506	\$0	\$116,522	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$357,980	3.46%	\$0	\$0	\$0	\$0	\$49,640	\$0	\$407,620	

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Watson, Pamela	Dean&Prof SON & VP Education	E&G	\$314,290	2.50%	\$0	\$0	\$0	\$0	\$188	\$0	\$314,478	FY16 Incentive Compensation (\$67,000)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$68,200	\$0	\$68,200	Cell Phone Expenses (\$1,400)
		Restricted	\$20,061	2.50%	\$0	\$0	\$0	\$0	\$12	\$0	\$20,073	
			\$334,351	2.50%	\$0	\$0	\$0	\$0	\$68,400	\$0	\$402,751	
Korenek, Rebecca	VP, Clinical Contracting Serv	E&G	\$349,525	10.00%	\$0	\$0	\$0	\$0	\$200	\$0	\$349,725	FY16 Incentive Compensation (\$46,900)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$46,900	\$0	\$46,900	Cell Phone Expenses (\$200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$349,525	10.00%	\$0	\$0	\$0	\$0	\$47,100	\$0	\$396,625	
McKinley, Ronald	VP HR & Employee Services	E&G	\$345,000	10.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$346,400	FY16 Incentive Compensation (\$46,230)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$46,230	\$0	\$46,230	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$345,000	10.00%	\$0	\$0	\$0	\$0	\$47,630	\$0	\$392,630	
Scheer, Michael	Vice President, Finance-AE	E&G	\$333,125	2.50%	\$0	\$0	\$0	\$0	\$200	\$0	\$333,325	FY16 Incentive Compensation (\$44,890)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$44,890	\$0	\$44,890	Cell Phone Expenses (\$200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$333,125	2.50%	\$0	\$0	\$0	\$0	\$45,090	\$0	\$378,215	
Lieberman, Steven	Senior Dean for Administration	E&G	\$239,605	-20.08%	\$0	\$0	\$0	\$0	\$1,341	\$0	\$240,946	FY16 Incentive Compensation (\$34,149)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$34,149	\$0	\$34,149	Cell Phone Expenses(\$1,400)
		Restricted	\$100,183	200.74%	\$0	\$0	\$0	\$0	\$59	\$0	\$100,242	
			\$339,788	2.00%	\$0	\$0	\$0	\$0	\$35,549	\$0	\$375,336	
Protas, Elizabeth	VP&Dean, School of Health Prof	E&G	\$309,060	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$310,460	FY16 Incentive Compensation (\$62,310)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$62,310	\$0	\$62,310	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$309,060	0.00%	\$0	\$0	\$0	\$0	\$63,710	\$0	\$372,770	
Anderson, David	Chief Administrative Officer	E&G	\$326,719	2.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$328,119	FY16 Incentive Compensation (\$43,550)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$43,550	\$0	\$43,550	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$326,719	2.00%	\$0	\$0	\$0	\$0	\$44,950	\$0	\$371,669	
Shriner, Michael	VP, Business Ops & Facilities	E&G	\$326,400	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$327,800	FY16 Incentive Compensation(\$43,550)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$43,550	\$0	\$43,550	Cell Phone Expenses(\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$326,400	0.00%	\$0	\$0	\$0	\$0	\$44,950	\$0	\$371,350	

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Marshall, David	Chief Nursing&Pat Care Svc Off	E&G	\$263,474	2.50%	\$0	\$0	\$0	\$0	\$1,134	\$0	\$264,608	FY16 Incentive Compensation(\$43,550)
		Designated	\$61,803	2.50%	\$0	\$0	\$0	\$0	\$43,816	\$0	\$105,619	Cell Phone Expenses(\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$325,277</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$44,950</u>	<u>\$0</u>	<u>\$370,227</u>
Etzel, Gregory	VP of Legal Affairs	E&G	\$314,851	2.39%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$316,251	FY16 Incentive Compensation (\$42,210)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$42,210	\$0	\$42,210	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$314,851</u>	<u>2.39%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$43,610</u>	<u>\$0</u>	<u>\$358,461</u>
O'Connell, Anna	VP, Ambulatory Operations	E&G	\$234,483	2.50%	\$0	\$0	\$0	\$0	\$1,134	\$0	\$235,617	FY16 Incentive Compensation (\$38,860)
		Designated	\$55,002	2.50%	\$0	\$0	\$0	\$0	\$39,126	\$0	\$94,128	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$289,486</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$40,260</u>	<u>\$0</u>	<u>\$329,746</u>
Riley, Thomas	VP,ChiefHealthStrategies Offic	E&G	\$233,179	2.13%	\$0	\$0	\$0	\$0	\$1,362	\$0	\$234,541	FY16 Incentive Compensation (\$38,860)
		Designated	\$54,696	2.13%	\$0	\$0	\$0	\$0	\$38,898	\$0	\$93,594	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$287,875</u>	<u>2.13%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$40,260</u>	<u>\$0</u>	<u>\$328,135</u>
Boenig, Tobin	VP & Chief Compliance Officer	E&G	\$284,991	21.00%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$286,191	FY16 Incentive Compensation (\$38,190)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$38,190	\$0	\$38,190	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$284,991</u>	<u>21.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$39,390</u>	<u>\$0</u>	<u>\$324,381</u>
Thomas, Lauree	Assoc Dean for Career Counseli	E&G	\$291,148	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$292,548	FY16 Incentive Compensation (\$29,260)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$29,260	\$0	\$29,260	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$291,148</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$30,660</u>	<u>\$0</u>	<u>\$321,808</u>
States, John	VP, Financial Acctg and Rptg	E&G	\$281,875	10.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$283,275	FY16 Incentive Compensation (\$37,520)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$37,520	\$0	\$37,520	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$281,875</u>	<u>10.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$38,920</u>	<u>\$0</u>	<u>\$320,795</u>
Bailey-Ochoa, Celia	VP, Budget & Analysis	E&G	\$281,875	10.00%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$283,075	FY16 Incentive Compensation(\$37,520)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$37,520	\$0	\$37,520	Cell Phone Expenses(\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$281,875</u>	<u>10.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$38,720</u>	<u>\$0</u>	<u>\$320,595</u>

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Ainsworth, Michael	Vice Dean for Acad Aff	E&G	\$288,922	2.50%	\$0	\$0	\$0	\$0	\$200	\$0	\$289,122	FY16 Incentive Compensation (\$29,037)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$30,237	\$0	\$30,237	Cell Phone Expenses(\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$288,922	2.50%	\$0	\$0	\$0	\$0	\$30,437	\$0	\$319,359	
Bleakney, David	VP & Administrator-Angle Danbu	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$1,200	FY16 Incentive Compensation (\$37,520)
		Designated	\$278,438	1.25%	\$0	\$0	\$0	\$0	\$37,720	\$0	\$316,158	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$278,438	1.25%	\$0	\$0	\$0	\$0	\$38,920	\$0	\$317,358	
Campbell, Stephen	VP, Marketing & Communications	E&G	\$268,960	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$270,160	FY16 Incentive Compensation (\$36,180)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$36,180	\$0	\$36,180	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$268,960	2.50%	\$0	\$0	\$0	\$0	\$37,380	\$0	\$306,340	
Clardy, Betsy	VP, Chief Development Officer	E&G	\$200,932	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$202,132	FY16 Incentive Compensation (\$36,180)
		Designated	\$66,977	2.50%	\$0	\$0	\$0	\$0	\$36,180	\$0	\$103,157	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$267,909	2.50%	\$0	\$0	\$0	\$0	\$37,380	\$0	\$305,289	
Lambrecht, Katrina	VP, Institut Strategic Initiat	E&G	\$262,656	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$263,856	FY16 Incentive Compnesation (\$35,510)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$35,510	\$0	\$35,510	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$262,656	2.50%	\$0	\$0	\$0	\$0	\$36,710	\$0	\$299,366	
McKeith, James	Chief Medical Officer - CPMO	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Cell Phone Expenses (\$1,400)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$290,000	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$291,400	
			\$290,000	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$291,400	
Macias-Hoag, Annette	Assoc VP, Health System Operat	E&G	\$201,690	9.42%	\$0	\$0	\$0	\$0	\$972	\$0	\$202,662	FY16 Incentive Compensation (\$25,025)
		Designated	\$47,310	9.42%	\$0	\$0	\$0	\$0	\$25,253	\$0	\$72,563	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$249,000	9.42%	\$0	\$0	\$0	\$0	\$26,225	\$0	\$275,225	
Furlong, Matthew	Assoc VP, Fin Plng & Perf Mgmt	E&G	\$245,120	0.00%	\$0	\$0	\$0	\$0	\$200	\$0	\$245,320	FY16 Incentive Compensation(\$24,635)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$24,635	\$0	\$24,635	Cell Phone Expenses (\$200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$245,120	0.00%	\$0	\$0	\$0	\$0	\$24,835	\$0	\$269,955	

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Blomberg, Emily	Assoc VP, Health System Operat	E&G	\$194,400	37.19%	\$0	\$0	\$0	\$0	\$972	\$0	\$195,372	FY16 Incentive Compensation (\$24,120)
		Designated	\$45,600	37.19%	\$0	\$0	\$0	\$0	\$24,348	\$0	\$69,948	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$240,000	37.19%	\$0	\$0	\$0	\$0	\$25,320	\$0	\$265,320	
Saavedra, Rebecca	VP Strategic Management	E&G	\$230,402	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$231,802	FY16 Incentive Compensation (\$30,820)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$30,820	\$0	\$30,820	Cell Phone Expenses(\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$230,402	2.50%	\$0	\$0	\$0	\$0	\$32,220	\$0	\$262,622	
Skinner, Loren	Assoc VP, Operations - AE	E&G	\$235,000	0.00%	\$0	\$0	\$0	\$0	\$1,100	\$0	\$236,100	FY16 Incentive Compensation (\$23,618)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$23,618	\$0	\$23,618	Cell Phone Expenses (\$1,100)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$235,000	0.00%	\$0	\$0	\$0	\$0	\$24,718	\$0	\$259,718	
Escobar, Carlos	Assoc VP, Bus Ops & Facilities	E&G	\$228,620	1.80%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$229,820	FY16 Incentive Compensation (\$22,976)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$22,976	\$0	\$22,976	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$228,620	1.80%	\$0	\$0	\$0	\$0	\$24,176	\$0	\$252,796	
Rowen, Judith	Assoc Dean Educational Affairs	E&G	\$206,115	-2.28%	\$0	\$0	\$0	\$0	\$0	\$0	\$206,115	FY16 Incentive Compensation (\$22,773)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$22,773	\$0	\$22,773	
		Restricted	\$20,485	125.45%	\$0	\$0	\$0	\$0	\$0	\$0	\$20,485	
			\$226,600	3.00%	\$0	\$0	\$0	\$0	\$22,773	\$0	\$249,373	
Barrett, Ian	Assoc VP, HR Talent Management	E&G	\$225,500	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$226,700	FY16 Incentive Compensation (\$22,663)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$22,663	\$0	\$22,663	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$225,500	2.50%	\$0	\$0	\$0	\$0	\$23,863	\$0	\$249,363	
Victor, James	Assoc VP Facilit Desgn& Const	E&G	\$209,074	2.50%	\$0	\$0	\$0	\$0	\$19,200	\$0	\$228,274	FY16 Incentive Compensation (\$21,012)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$21,012	\$0	\$21,012	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Non-Recurring Merit (\$18,000)
			\$209,074	2.50%	\$0	\$0	\$0	\$0	\$40,212	\$0	\$249,286	
Hagara, Kimberly	VP, Audit Services	E&G	\$210,577	2.50%	\$0	\$0	\$0	\$0	\$200	\$0	\$210,777	FY16 Incentive Compensation (\$28,140)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$28,140	\$0	\$28,140	Cell Phone Expenses (\$200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$210,577	2.50%	\$0	\$0	\$0	\$0	\$28,340	\$0	\$238,917	

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Szauter, Karen	Asst Dean Education Affairs	E&G	\$195,052	-0.54%	\$0	\$0	\$0	\$0	\$185	\$0	\$195,237	FY16 Incentive Compensation (\$21,250)
		Designated	\$16,387	190.88%	\$0	\$0	\$0	\$0	\$21,265	\$0	\$37,652	Cell Phone Expenses(\$200)
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$211,439	-0.54%	\$0	\$0	\$0	\$0	\$21,450	\$0	\$232,889	
D'Agostino, Toni	Assoc VP Research Admin	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	FY16 Incentive Compensation(\$21,118)
		Designated	\$199,619	2.50%	\$0	\$0	\$0	\$0	\$22,508	\$0	\$222,126	Cell Phone Expenses(\$1,400)
		Restricted	\$10,506	2.50%	\$0	\$0	\$0	\$0	\$10	\$0	\$10,516	
			\$210,125	2.50%	\$0	\$0	\$0	\$0	\$22,518	\$0	\$232,643	
Griffith, Richard	Assoc VP, Development	E&G	\$207,563	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$208,763	FY16 Incentive Compensation (\$20,860)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,860	\$0	\$20,860	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$207,563	2.50%	\$0	\$0	\$0	\$0	\$22,060	\$0	\$229,623	
Willbanks, Brad	AVP, Institutional Compliance	E&G	\$207,077	13.76%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$208,277	FY16 Incentive Compensation (\$20,811)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,811	\$0	\$20,811	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$207,077	13.76%	\$0	\$0	\$0	\$0	\$22,011	\$0	\$229,088	
Levine, Ruth	Asst Dean Education Affairs	E&G	\$162,852	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$164,052	FY16 Incentive Compensation(\$20,458)
		Designated	\$35,583	2.97%	\$0	\$0	\$0	\$0	\$20,458	\$0	\$56,041	Cell Phone Expenses(\$1,200)
		Restricted	\$5,130	-0.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,130	
			\$203,565	2.50%	\$0	\$0	\$0	\$0	\$21,658	\$0	\$225,223	
Smith, Laura	Asst VP Legislative Affairs	E&G	\$201,156	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$202,556	FY16 Incentive Compensation (\$20,216)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,216	\$0	\$20,216	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$201,156	0.00%	\$0	\$0	\$0	\$0	\$21,616	\$0	\$222,772	
Laughlin, Laurence	Associate VP, Revenue Cycle	E&G	\$118,044	2.50%	\$0	\$0	\$0	\$0	\$1,318	\$0	\$119,362	FY16 Incentive Compensation (\$20,108)
		Designated	\$82,031	2.50%	\$0	\$0	\$0	\$0	\$20,190	\$0	\$102,220	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$200,075	2.50%	\$0	\$0	\$0	\$0	\$21,508	\$0	\$221,582	
Stults, Barney	Asst VP HR Serv & Process Impr	E&G	\$199,875	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$201,275	FY16 Incentive Compensation (\$20,087)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,087	\$0	\$20,087	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$199,875	2.50%	\$0	\$0	\$0	\$0	\$21,487	\$0	\$221,362	

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Wolanin, Marguerite	Assoc VP, Development	E&G	\$199,875	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$201,075	FY16 Incentive Compensation (\$20,087)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,087	\$0	\$20,087	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$199,875	2.50%	\$0	\$0	\$0	\$0	\$21,287	\$0	\$221,162	
Brynes, Jeremy	Assoc VP, HealthSyst Bus Dev	E&G	\$157,748	2.50%	\$0	\$0	\$0	\$0	\$1,134	\$0	\$158,882	FY16 Incentive Compensation (\$19,572)
		Designated	\$37,003	2.50%	\$0	\$0	\$0	\$0	\$19,838	\$0	\$56,841	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$194,750	2.50%	\$0	\$0	\$0	\$0	\$20,972	\$0	\$215,722	
Gaddie, George	Asst VP, Clinical Info Sys	E&G	\$193,951	2.75%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$195,151	FY16 Incentive Compensation(\$19,492)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$19,492	\$0	\$19,492	Cell Phone Expenses(\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$193,951	2.75%	\$0	\$0	\$0	\$0	\$20,692	\$0	\$214,643	
Moreno, Michelle	Chief of Staff- Provost	E&G	\$181,280	13.30%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$182,480	FY15 Incentive Payout (\$16,463)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$30,059	\$0	\$30,059	FY16 Incentive Compensation (\$13,596)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Cell Phone Expenses (\$1,200)
			\$181,280	13.30%	\$0	\$0	\$0	\$0	\$31,259	\$0	\$212,539	
Bristol, Paul	Asst VP AE Develop & Planning	E&G	\$190,000	36.20%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$191,400	FY16 Incentive Compensation (\$19,095)
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$19,095	\$0	\$19,095	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$190,000	22.58%	\$0	\$0	\$0	\$0	\$20,495	\$0	\$210,495	
Ketchens, David	AssocVP, Property Services	E&G	\$187,692	2.70%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$188,892	FY16 Incentive Compensation (\$18,863)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$18,863	\$0	\$18,863	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$187,692	2.70%	\$0	\$0	\$0	\$0	\$20,063	\$0	\$207,755	
Hermstein, Scott	Assoc VP, Clin Bus Developmt	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	FY16 Incentive Compensation (\$18,781)
		Designated	\$186,878	4.00%	\$0	\$0	\$0	\$0	\$20,181	\$0	\$207,059	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$186,878	4.00%	\$0	\$0	\$0	\$0	\$20,181	\$0	\$207,059	
Evans, Philesha	Asst VP HR & Direct Entity Srv	E&G	\$185,000	48.00%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$186,200	FY16 Incentive Compensation(\$18,593)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$18,593	\$0	\$18,593	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$185,000	48.00%	\$0	\$0	\$0	\$0	\$19,793	\$0	\$204,793	

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Lidstone, Sheila	Chief of Staff	E&G	\$183,859	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$185,259	FY16 Incentive Compensation (\$18,478)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$18,478	\$0	\$18,478	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$183,859</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$19,878</u>	<u>\$0</u>	<u>\$203,737</u>
Peterson, Casey	Assoc VP, Clinic Operations	E&G	\$181,223	1.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$182,623	FY16 Incentive Compensation(\$18,213)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$18,213	\$0	\$18,213	Cell Phone Expenses(\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$181,223</u>	<u>1.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$19,613</u>	<u>\$0</u>	<u>\$200,836</u>
Reighard, Frank	Assoc VP Supply Chain Mgmt	E&G	\$178,863	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$180,063	FY16 Incentive Compensation (\$17,976)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$17,976	\$0	\$17,976	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$178,863</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$19,176</u>	<u>\$0</u>	<u>\$198,038</u>
Engells, Thomas	Chief, University Police	E&G	\$177,661	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$178,861	FY16 Incentive Compensation (\$17,855)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$17,855	\$0	\$17,855	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$177,661</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$19,055</u>	<u>\$0</u>	<u>\$196,716</u>
Blanchard, Marcel	Assoc VP, Utility & Fleet Ops	E&G	\$35,350	2.50%	\$0	\$0	\$0	\$0	\$240	\$0	\$35,590	FY16 Incentive Compensation (\$17,763)
		Designated	\$141,401	2.50%	\$0	\$0	\$0	\$0	\$18,723	\$0	\$160,124	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$176,751</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$18,963</u>	<u>\$0</u>	<u>\$195,714</u>
Williams, Anthony	Assoc VP, Inpatient CMC	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	FY16 Incentive Compensation (\$17,559)
		Designated	\$174,720	5.00%	\$0	\$0	\$0	\$0	\$18,959	\$0	\$193,679	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$174,720</u>	<u>5.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$18,959</u>	<u>\$0</u>	<u>\$193,679</u>
Houston, Clifford	Assoc VP Educational Outreach	E&G	\$140,558	0.00%	\$0	\$0	\$0	\$0	\$161	\$0	\$140,718	FY16 Incentive Compensation (\$17,552)
		Designated	\$14,443	13.76%	\$0	\$0	\$0	\$0	\$18,769	\$0	\$33,212	Cell Phone Expenses (\$1,400)
		Restricted	\$19,648	-8.16%	\$0	\$0	\$0	\$0	\$23	\$0	\$19,671	
			<u>\$174,649</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$18,952</u>	<u>\$0</u>	<u>\$193,601</u>
Smock, Stephen	Assoc VP, Outpatient CMC	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	FY16 Incentive Compensation (\$17,559)
		Designated	\$174,720	5.00%	\$0	\$0	\$0	\$0	\$18,759	\$0	\$193,479	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$174,720</u>	<u>5.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$18,759</u>	<u>\$0</u>	<u>\$193,479</u>

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Ciejka, Patricia	Assoc VP Library Svcs & AcadRes	E&G	\$172,960	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$174,160	FY16 Incentive Compensation(\$17,382)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$17,382	\$0	\$17,382	Cell Phone Expenses(\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$172,960	2.50%	\$0	\$0	\$0	\$0	\$18,582	\$0	\$191,543	
Smith, Cynthia	Asst VP - Phys Billing Svcs	E&G	\$101,163	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$101,163	FY16 Incentive Compensation(\$17,232)
		Designated	\$70,299	2.50%	\$0	\$0	\$0	\$0	\$18,432	\$0	\$88,731	Cell Phone Expenses(\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$171,462	2.50%	\$0	\$0	\$0	\$0	\$18,432	\$0	\$189,894	
Boeh, William	Asst VP Univ Serv and Registr	E&G	\$169,125	9.11%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$170,325	FY16 Incentive Compensation (\$16,997)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,997	\$0	\$16,997	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$169,125	9.11%	\$0	\$0	\$0	\$0	\$18,197	\$0	\$187,322	
Kovacevich, Craig	Assoc VP, Waiver Operations	E&G	\$98,400	-29.23%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$99,600	FY16 Incentive Compensation (\$16,482)
		Designated	\$65,600	796.36%	\$0	\$0	\$0	\$0	\$16,482	\$0	\$82,082	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$164,000	12.04%	\$0	\$0	\$0	\$0	\$17,682	\$0	\$181,682	
Matthews, Douglas	Asst VP, Government Relations	E&G	\$162,847	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$164,247	FY16 Incentive Compensation (\$16,366)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,366	\$0	\$16,366	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$162,847	2.50%	\$0	\$0	\$0	\$0	\$17,766	\$0	\$180,613	
LeBlanc, Steven	Asst VP, Facilities Risk Mgmt	E&G	\$161,691	2.70%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$162,891	FY16 Incentive Compensation (\$16,250)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,250	\$0	\$16,250	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$161,691	2.70%	\$0	\$0	\$0	\$0	\$17,450	\$0	\$179,141	
McKay, Kim	Asst VP, Facilities Port Mgmt	E&G	\$161,533	2.60%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$162,733	FY16 Incentive Compensation(\$16,234)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,234	\$0	\$16,234	Cell Phone Expenses(\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$161,533	2.60%	\$0	\$0	\$0	\$0	\$17,434	\$0	\$178,968	
Coates, Kelly	Assoc VP, Support Services CMC	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	FY16 Incentive Compensation (\$15,682)
		Designated	\$156,039	5.00%	\$0	\$0	\$0	\$0	\$16,882	\$0	\$172,921	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$156,039	5.00%	\$0	\$0	\$0	\$0	\$16,882	\$0	\$172,921	

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
McManus, Anna-Lise	Asst VP, Development Services	E&G	\$153,750	34.22%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$155,150	FY16 Incentive Compensation (\$15,452)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,452	\$0	\$15,452	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$153,750	34.22%	\$0	\$0	\$0	\$0	\$16,852	\$0	\$170,602	
Rabek, Jeffrey	Assoc Dean Admiss&Stdnt Affrs	E&G	\$151,700	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$153,100	FY16 Incentive Compensation (\$15,246)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,246	\$0	\$15,246	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$151,700	2.50%	\$0	\$0	\$0	\$0	\$16,646	\$0	\$168,346	
Elferink, Lisa	Asst Dean Education Affairs	E&G	\$144,400	3.90%	\$0	\$0	\$0	\$0	\$190	\$0	\$144,590	FY16 Incentive Compensation (\$15,276)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,276	\$0	\$15,276	Cell Phone Expenses (\$200)
		Restricted	\$7,600	3.90%	\$0	\$0	\$0	\$0	\$10	\$0	\$7,610	
			\$152,000	3.90%	\$0	\$0	\$0	\$0	\$15,476	\$0	\$167,476	
Goduto, Adam	Asst VP AlumRel & Annual Giv	E&G	\$133,500	0.00%	\$0	\$0	\$0	\$0	\$178	\$0	\$133,678	FY16 Incentive Compensation (\$15,075)
		Designated	\$16,500	0.00%	\$0	\$0	\$0	\$0	\$15,097	\$0	\$31,597	Cell Phone Expenses (\$200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$150,000	0.00%	\$0	\$0	\$0	\$0	\$15,275	\$0	\$165,275	
McKee, John	Assoc VP, Instnl Effectiveness	E&G	\$139,813	2.50%	\$0	\$0	\$0	\$0	\$190	\$0	\$140,003	FY16 Incentive Compensation (\$14,791)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$14,791	\$0	\$14,791	Cell Phone Expenses (\$200)
		Restricted	\$7,359	2.50%	\$0	\$0	\$0	\$0	\$10	\$0	\$7,369	
			\$147,172	2.50%	\$0	\$0	\$0	\$0	\$14,991	\$0	\$162,162	
Shelton, Steven	Asst VP Comm Outreach Prgms	E&G	\$143,256	15.58%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$144,456	Cell Phone Expenses (\$1,200)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$9,795	-62.48%	\$0	\$0	\$0	\$0	\$0	\$0	\$9,795	
			\$153,051	2.00%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$154,251	
Krcma, Lawrence	Assoc VP, University Events	E&G	\$123,238	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$124,438	FY16 Incentive Compensation (\$12,385)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$12,385	\$0	\$12,385	Cell Phone Expenses (\$1,200)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$123,238	2.50%	\$0	\$0	\$0	\$0	\$13,585	\$0	\$136,824	
Havard, Mary	Assoc VP, Public Affairs	E&G	\$119,965	4.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$121,365	FY16 Incentive Compensation(\$12,056)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$12,056	\$0	\$12,056	Cell Phone Expenses(\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$119,965	4.50%	\$0	\$0	\$0	\$0	\$13,456	\$0	\$133,421	

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Carroll, Richard	Asst Dean Admission and Recrut	E&G	\$98,810	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$100,210	FY16 Incentive Compensation(\$9930)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$9,930	\$0	\$9,930	Cell Phone Expenses(\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$98,810	0.00%	\$0	\$0	\$0	\$0	\$11,330	\$0	\$110,140	
Broussard, Tonya	Assoc Chief of Staff, EVP/CBFO	E&G	\$98,000	21.53%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$99,400	FY16 Incentive Compensation (\$9,849)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$9,849	\$0	\$9,849	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$98,000	21.53%	\$0	\$0	\$0	\$0	\$11,249	\$0	\$109,249	
Pearrow, Dorothy	Asst Dean Adms & Stdnt Aff SON	E&G	\$95,018	3.00%	\$0	\$0	\$0	\$0	\$200	\$0	\$95,218	FY16 Incentive Compensation (\$9,549)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$10,749	\$0	\$10,749	Cell Phone Expenses (\$1,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$95,018	3.00%	\$0	\$0	\$0	\$0	\$10,949	\$0	\$105,967	

Note: FY16 Incentive is 67% of Total Target Value of Incentive Compensation