

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 FY2015**

Institution Code: 745

Institution Name: The University of Texas Health Science Center at San Antonio

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
Henrich, William	President	General Revenue	\$65,945	0.00%						\$65,945		
		Designated	\$632,218	0.00%	\$188,015			\$333,960		\$1,154,193	Incentive compensation (\$133,960), Deferred Compensation (\$200,000)	
			<u>\$698,163</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$188,015</u>	<u>\$0</u>	<u>\$0</u>	<u>\$333,960</u>	<u>\$0</u>	<u>\$1,220,138</u>	
<p>Note: Dr. Henrich 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 FY 2015 base salary adjusted depending on achievement of "Threshold, Target, and Maximum" goals. Achievement of 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 FY 2015 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 (\$48,871) and an estimated quantitative award amount based on the actual quantitative payment made in the prior fiscal year (\$85,089).</p>												
Gonzalez-Scarano, Francisco	Dean, School of Medicine and Vice President of Medical Affairs	General Revenue	\$671,250	0.00%						\$671,250		
		Designated	\$0	0.00%				\$143,250		\$143,250	Incentive compensation (\$143,250)	
		Restricted	\$78,750	0.00%						\$78,750		
	<u>\$750,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$143,250</u>	<u>\$0</u>	<u>\$893,250</u>			
Black, Michael Edward	Senior Executive Vice President and Chief Operating Officer	General Revenue	\$304,200	-13.33%						\$304,200	\$100,000 annual deferred compensation rolled into salary effective 9/1/2015.	
		Designated	\$445,800	49.10%				\$131,300		\$577,100	Incentive compensation (\$131,300)	
			<u>\$750,000</u>	<u>15.38%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$131,300</u>	<u>\$0</u>	<u>\$881,300</u>	
Rosende, Carlos A.	Executive Vice Dean for Clinical Affairs for School of Medicine and Executive Director of UT Medicine	Designated	\$426,406	5.26%					\$54,000	\$480,406	Also has a 16.25% faculty appointment. Incentive compensation based on FY15 actual (\$54,000). A portion of the incentive may be associated with faculty effort.	
			<u>\$426,406</u>	<u>5.26%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$54,000</u>	<u>\$0</u>	<u>\$480,406</u>	
Weiss, David S.	Dean, Graduate School of Biomedical Sciences	General Revenue	\$293,350	0.00%						\$293,350		
		Designated	\$62,488	137.78%				\$54,020		\$116,508	Incentive compensation (\$54,020)	
		Restricted	\$9,162	-79.81%						\$9,162		
	<u>\$365,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$54,020</u>	<u>\$0</u>	<u>\$419,020</u>			
Giuffrida, Andrea	Vice President for Research	General Revenue	\$125,000	0.00%						\$125,000	Also has a 20% faculty appointment.	
		Designated	\$195,000	0.00%				\$57,955		\$252,955	Incentive compensation (\$57,955)	
		Restricted	\$15,000	0.00%						\$15,000		
	<u>\$335,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$57,955</u>	<u>\$0</u>	<u>\$392,955</u>			
Breslin, Eileen T.	Dean, School of Nursing	General Revenue	\$49,225	-85.00%						\$49,225		
		Designated	\$246,122	100.00%				\$57,757		\$303,879	Incentive compensation (\$57,757)	
		Restricted	\$32,816	100.00%						\$32,816		
	<u>\$328,163</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$57,757</u>	<u>\$0</u>	<u>\$385,920</u>			
Marks, Andrea M.	Vice President and Chief Financial Officer	General Revenue	\$315,000	5.00%						\$315,000		
		Designated	\$0	0.00%				\$68,670		\$68,670	Incentive compensation (\$68,670)	
			<u>\$315,000</u>	<u>5.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$68,670</u>	<u>\$0</u>	<u>\$383,670</u>	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 FY2015**

Institution Code: 745

Institution Name: The University of Texas Health Science Center at San Antonio

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		
Collier, Yemen	Vice President and Chief Information Officer	General Revenue	\$307,000	7.72%					\$69,075	\$376,075	Incentive compensation (\$69,075)
			\$307,000	7.72%	\$0	\$0	\$0	\$0	\$69,075	\$0	
Dodge, William	Dean, School of Dentistry	General Revenue	\$325,000	0.00%					\$48,750	\$373,750	Incentive compensation (\$48,750)
			\$325,000	0.00%	\$0	\$0	\$0	\$0	\$48,750	\$0	
Eddins-Folensbee, Florence	Vice Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$353,600	0.00%						\$353,600	
			\$353,600	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	
Shelledy, David	Dean, School of Health Professions	General Revenue	\$289,985	-1.70%						\$289,985	Incentive compensation (\$57,525)
		Designated	\$5,015	100.00%					\$57,525	\$62,540	
			\$295,000	0.00%	\$0	\$0	\$0	\$0	\$57,525	\$0	
Clark, Robert A.	Assistant Vice President for Clinical Research	General Revenue	\$140,253	1.45%						\$140,253	Also has a 30% faculty appointment. Incentive compensation based on FY15 actual (\$41,237). A portion of the incentive may be associated with faculty effort.
		Designated	\$72,080	6.59%					\$41,237	\$113,317	
		Restricted	\$91,620	-2.26%	\$0	\$0	\$0	\$0	\$41,237	\$0	
			\$303,953	1.45%	\$0	\$0	\$0	\$0	\$41,237	\$0	\$345,190
Tesh, J. Michael	Vice President for Human Resources	General Revenue	\$275,000	4.96%						\$275,000	Incentive compensation (\$53,625)
		Designated	\$0	0.00%					\$53,625	\$53,625	
			\$275,000	4.96%	\$0	\$0	\$0	\$0	\$53,625	\$0	
Hepburn, Byron C.	Associate Vice President for the Military Health Institute and Assistant Dean for Military Health	General Revenue	\$147,500	-44.44%						\$147,500	Appointed to this position effective 10/1/2014. Incentive compensation (\$29,500)
		Designated	\$0	-100.00%					\$9,735	\$9,735	
		Restricted	\$147,500	100.00%					\$19,765	\$167,265	
			\$295,000	0.00%	\$0	\$0	\$0	\$0	\$29,500	\$0	
Kazen, James D.	Executive Vice President for Facility Planning and Operations	General Revenue	\$260,000	0.00%						\$260,000	Incentive compensation (\$58,500)
		Designated	\$0	0.00%					\$58,500	\$58,500	
			\$260,000	0.00%	\$0	\$0	\$0	\$0	\$58,500	\$0	
Hernandez, Gabriel	Vice Dean for Finance, School of Medicine	General Revenue	\$286,518	606.67%						\$286,518	Incentive compensation based on FY15 actual (\$25,500)
		Designated	\$0	-100.00%					\$25,500	\$25,500	
			\$286,518	6.00%	\$0	\$0	\$0	\$0	\$25,500	\$0	
Esterl, Robert	Associate Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$273,725	2.00%						\$273,725	Also has a 10% faculty appointment. Incentive compensation based on FY15 actual (\$20,000). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	0.00%					\$20,000	\$20,000	
			\$273,725	2.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	
Mok, Jacqueline L.	Vice President for Academic, Faculty and Student Affairs	General Revenue	\$250,000	0.00%						\$250,000	Incentive compensation (\$43,000)
		Designated	\$0	0.00%					\$43,000	\$43,000	
			\$250,000	0.00%	\$0	\$0	\$0	\$0	\$43,000	\$0	
Flowers, Dale	Chief Admin Officer, Healthcare, UT Medicine	Designated	\$267,119	3.00%					\$17,625	\$284,744	Incentive compensation based on FY15 actual (\$17,625)
			\$267,119	3.00%	\$0	\$0	\$0	\$0	\$17,625	\$0	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 FY2015**

Institution Code: 745

Institution Name: The University of Texas Health Science Center at San Antonio

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	
Diaz, Armando	Vice President for Governmental Relations	General Revenue	\$257,600	0.00%							\$257,600		
			Designated	\$22,400	0.00%							\$22,400	
				<u>\$280,000</u>	<u>0.00%</u>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	<u>\$280,000</u>
Morrill, Deborah H.	Vice President for Institutional Advancement	General Revenue	\$190,613	-5.56%							\$190,613		
			Designated	\$33,637	50.00%				\$48,887			\$82,524	Incentive compensation (\$48,887)
				<u>\$224,250</u>	<u>0.00%</u>	\$0	\$0	\$0	\$0	\$48,887	\$0	\$0	<u>\$273,137</u>
Bready, Lois L.	Vice Dean for Graduate Medical Education, School of Medicine	General Revenue	\$253,422	0.00%							\$253,422	Also has a 20% faculty appointment.	
			Designated	\$0	0.00%				\$8,821			\$8,821	Incentive compensation based on FY15 actual (\$8,821). A portion of the incentive may be associated with faculty effort.
				<u>\$253,422</u>	<u>0.00%</u>	\$0	\$0	\$0	\$0	\$8,821	\$0	\$0	<u>\$262,243</u>
Conway, Deborah	Associate Dean for Curriculum, School of Medicine	General Revenue	\$262,037	6.00%							\$262,037	Also has a 10% faculty appointment.	
				<u>\$262,037</u>	<u>6.00%</u>	\$0	\$0	\$0	\$0	\$0	\$0	<u>\$262,037</u>	
DeLay, Mary G.	Vice President and Chief of Staff	General Revenue	\$200,278	0.00%					\$40,056		\$240,334	Incentive compensation (\$40,056)	
				<u>\$200,278</u>	<u>0.00%</u>	\$0	\$0	\$0	\$0	\$40,056	\$0	<u>\$240,334</u>	
Park, Jack C.	Chief Legal Officer	General Revenue	\$234,585	3.50%							\$234,585		
				<u>\$234,585</u>	<u>3.50%</u>	\$0	\$0	\$0	\$0	\$0	\$0	<u>\$234,585</u>	
Adkins, Heather	Vice President and Chief Marketing Officer	General Revenue	\$225,000	0.00%							\$225,000	Hired on 3/9/2015.	
			Designated	\$0	0.00%				\$8,118			\$8,118	Incentive compensation (\$8,118)
				<u>\$225,000</u>	<u>0.00%</u>	\$0	\$0	\$0	\$0	\$8,118	\$0	\$0	<u>\$233,118</u>
Brown, Gail Ann	Chief Compliance Officer and Chief Clinical Trials Officer	General Revenue	\$86,006	0.01%							\$86,006		
			Designated	\$136,519	217.49%							\$136,519	
			Restricted	\$0	-100.00%							\$0	
		<u>\$222,525</u>	<u>3.50%</u>	\$0	\$0	\$0	\$0	\$0	\$0	<u>\$222,525</u>			
Shireman, Paula K.	Vice Dean for Research, School of Medicine	General Revenue	\$0	-100.00%							\$0	Appointed 31.25% to this position. Also has a 31.25% faculty appointment and 37.5% appointment with the VA Hospital.	
			Designated	\$113,770	47.59%				\$27,625			\$141,395	Incentive compensation based on FY15 actual (\$27,625). A portion of the incentive may be associated with faculty effort.
			Restricted	\$71,692	95.58%							\$71,692	
		<u>\$185,462</u>	<u>0.00%</u>	\$0	\$0	\$0	\$0	\$0	\$0	<u>\$213,087</u>			
Schmelz, Joseph	Assistant Vice President for Research Administration	General Revenue	\$104,710	1.60%							\$104,710		
			Designated	\$63,934	3.13%							\$63,934	
			Restricted	\$36,669	1.21%							\$36,669	
		<u>\$205,313</u>	<u>2.00%</u>	\$0	\$0	\$0	\$0	\$0	\$0	<u>\$205,313</u>			
Gomez-Leon, Ginny L.	Assistant Vice President for Budget and Financial Planning	General Revenue	\$204,750	5.00%							\$204,750		
				<u>\$204,750</u>	<u>5.00%</u>	\$0	\$0	\$0	\$0	\$0	\$0	<u>\$204,750</u>	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 FY2015**

Institution Code: 745

Institution Name: The University of Texas Health Science Center at San Antonio

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		
Guest, Gary	Associate Dean, Dental Clinic and Associate Dean for Patient Care, School of Dentistry	General Revenue	\$153,871	0.00%					\$50,000	\$203,871	Also has a 10% faculty appointment. Incentive compensation based on FY15 actual (\$50,000). A portion of the incentive may be associated with faculty effort.
			\$153,871	0.00%	\$0	\$0	\$0	\$0	\$50,000	\$0	
Martin, Raymond F.	Assistant Vice President for Facilities	General Revenue	\$202,248	6.00%						\$202,248	
			\$202,248	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$202,248
Knight, Gayle	Assistant Vice President for Strategic Planning and Institutional Analysis	General Revenue	\$200,143	3.50%						\$200,143	
			\$200,143	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,143
Schnabel, Michael	Senior Director for Information Security and Operations and Chief Information Security Officer	General Revenue	\$198,687	2.00%						\$198,687	
			\$198,687	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$198,687
Nijland, Mark J.	Assistant Vice President for Research	General Revenue Designated	\$58,425	14.82%						\$58,425	Also has a 5% faculty appointment.
			\$136,325	14.82%						\$136,325	
			\$194,750	14.82%	\$0	\$0	\$0	\$0	\$0	\$0	
Long, Gerard E.	Assistant Vice President for Business Affairs	General Revenue	\$194,299	5.00%						\$194,299	
			\$194,299	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$194,299
Novak, Julie	Vice Dean for Practice and Engagement, School of Nursing	Designated Restricted	\$60,238	-19.00%					\$25,500	\$85,738	Also has a 25% faculty appointment. Incentive compensation based on FY15 actual (\$25,500). A portion of the incentive may be associated with faculty effort.
			\$53,284	236.58%						\$53,284	
		Auxiliary	\$54,178	-30.09%						\$54,178	
			\$167,700	0.00%	\$0	\$0	\$0	\$0	\$25,500	\$0	\$193,200
Neenan, M. Elaine	Associate Dean for External Affairs, School of Dentistry	General Revenue	\$122,135	0.00%					\$70,000	\$192,135	Also has a 10% faculty appointment. Incentive compensation based on FY15 actual (\$70,000). A portion of the incentive may be associated with faculty effort.
			\$122,135	0.00%	\$0	\$0	\$0	\$0	\$70,000	\$0	
D'Anna, Angela	Chief Audit Executive for Internal Audit & Consulting Services	General Revenue	\$187,200	4.00%						\$187,200	
			\$187,200	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$187,200
Williams, Janet F.	Associate Dean for Faculty, School of Medicine	General Revenue	\$180,731	57.50%						\$180,731	Also has a 25% faculty appointment. Prior year faculty appointment was 50%.
			\$180,731	57.50%	\$0	\$0	\$0	\$0	\$0	\$0	
Glass, Birgit Junfin	Associate Dean for Academic Affairs, School of Dentistry	General Revenue	\$120,102	0.00%					\$60,000	\$180,102	Also has a 10% faculty appointment. Incentive compensation based on FY15 actual (\$60,000). A portion of the incentive may be associated with faculty effort.
			\$120,102	0.00%	\$0	\$0	\$0	\$0	\$60,000	\$0	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 FY2015**

Institution Code: 745

Institution Name: The University of Texas Health Science Center at San Antonio

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
Otto, Randal	Associate Dean for Admissions, School of Medicine	General Revenue	\$180,000	100.00%							\$180,000	Appointed to this position on 9/1/2015. Also has a 50% faculty appointment. Received incentive payment of \$38,994 in FY15 associated with faculty appointment.
		Designated	\$0	0.00%							\$0	
			\$180,000	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Asmis, Reto	Senior Associate Dean, Graduate School of Biomedical Sciences	General Revenue	\$177,161	21.43%							\$177,161	Also has a 20% faculty appointment. Prior year faculty appointment was 30%.
		Restricted	\$1,993	0.35%							\$1,993	
			\$179,154	21.14%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Giandinoto, Thomas	Associate Dean for Finance, School of Nursing	General Revenue	\$0	-100.00%							\$0	Hired on 9/29/2014. Incentive compensation (\$9,600)
		Designated	\$160,000	100.00%					\$9,600		\$169,600	
		Restricted	\$0	-100.00%							\$0	
			\$160,000	0.00%	\$0	\$0	\$0	\$0	\$9,600	\$0	\$169,600	
Parks, Michael J.	Chief of Police	General Revenue	\$129,544	6.00%							\$129,544	Incentive compensation based on FY15 actual (\$14,189)
		Auxiliary	\$20,861	6.00%					\$14,189		\$35,050	
			\$150,405	6.00%	\$0	\$0	\$0	\$0	\$14,189	\$0	\$164,594	
Segura, Adriana	Associate Dean for Student Affairs, School of Dentistry	General Revenue	\$121,680	0.00%					\$40,000		\$161,680	Also has a 10% faculty appointment. Incentive compensation based on FY15 actual (\$40,000). A portion of the incentive may be associated with faculty effort.
			\$121,680	0.00%	\$0	\$0	\$0	\$0	\$40,000	\$0	\$161,680	
Matthews, Thomas L.	Associate Dean for Students, School of Medicine	General Revenue	\$159,068	6.00%							\$159,068	Also has a 25% faculty appointment. Incentive compensation based on FY15 actual (\$2,474). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	0.00%					\$2,474		\$2,474	
			\$159,068	6.00%	\$0	\$0	\$0	\$0	\$2,474	\$0	\$161,542	
Maatsch, Darrell G.	Assistant Vice President for Strategic Initiatives and Facilities	General Revenue	\$161,534	5.28%							\$161,534	
			\$161,534	5.28%	\$0	\$0	\$0	\$0	\$0	\$0	\$161,534	
Charlton, Michael A.	Assistant Vice President for Environmental Safety	General Revenue	\$143,524	2.60%							\$143,524	
		Designated	\$13,232	42.99%							\$13,232	
		Service	\$3,052	-0.23%							\$3,052	
			\$159,808	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$159,808	
Luber, Murray Phil	Associate Dean for Graduate Medical Education, School of Medicine	General Revenue	\$125,000	100.00%							\$125,000	Also has a 50% faculty appointment. Prior year faculty appointment was 80%. Incentive compensation based on FY15 actual (\$33,000). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	100.00%					\$33,000		\$33,000	
			\$125,000	150.00%	\$0	\$0	\$0	\$0	\$33,000	\$0	\$158,000	

