

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 - Fiscal Year 2018

The University of Texas Southwestern Medical Center
Institution Code: 729

Name	Position	Funding Source	Salary (09.01.2017)	Percentage Salary Increase Over FY 2017	Nonsalary Benefits FY 2018						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Podolsky, Daniel K.	President and Professor of Internal Medicine	Designated	\$868,393	0.00%	\$0	\$259,239	\$0	\$0	\$286,503	\$2,800	\$1,416,935	"Other" includes deferred compensation (\$100k), incentive approved by BOR (\$186,503) Non-Cash Compensation is parking. Faculty appointment is included
		General Revenue	\$65,913	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,913	
		Restricted	\$10,010	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,010	
			\$944,316	0.00%	\$0	\$259,239	\$0	\$0	\$286,503	\$2,800	\$1,492,858	
Warner, John J	Vice President & CEO-University Hospitals & Senior Executive Officer Population Health Services Company for Southwestern Health Resources Professor of Internal Medicine	Designated	\$583,079	4.00%	\$0	\$317,200	\$0	\$0	\$154,995	\$2,800	\$1,058,074	"Other" includes deferred compensation (\$75k), FY17 actual incentive (\$79.2k) and phone. Non-Cash Compensation is parking. Faculty appointment is included
Fitz, J Gregory	Executive Vice President for Academic Affairs, Provost & Dean-SMS Professor of Internal Medicine	Designated	\$620,383	6.38%	\$0	\$301,022	\$0	\$0	\$720	\$2,800	\$924,925	"Other" includes phone Non-Cash Compensation is parking. Faculty appointment is included
		General Revenue	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$54,959	0.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,959	
			\$675,342	2.00%	\$0	\$301,022	\$0	\$0	\$720	\$2,800	\$979,884	
Dontes, Arnim	Executive Vice President for Business Affairs	Designated	\$595,165	2.00%	\$0	\$54,106	\$0	\$0	\$240,720	\$2,800	\$892,791	"Other" includes deferred compensation (\$120k), FY17 actual incentive (\$120k) and phone. Non-Cash Compensation is parking.
Arteaga, Carlos Luis	Associate Dean, Oncology Programs Professor and Director, Harold C. Simmons Comprehensive Cancer Center	Designated	\$358,834	0.00%	\$0	\$75,000	\$0	\$0	\$720	\$2,800	\$437,354	"Other" includes phone; Will be eligible for \$75k incentive in FY19 Non-Cash Compensation is parking. Faculty appointment is included
		General Revenue	\$295,792	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$295,792	
		Restricted	\$45,374	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$45,374	
			\$700,000	0.00%	\$0	\$75,000	\$0	\$0	\$720	\$2,800	\$778,520	
Williams, Marinan	Senior Executive Officer, Market Relations, Southwestern Health Resources	Designated	\$561,000	2.00%	\$0	\$102,000	\$0	\$0	\$100,000	\$2,800	\$765,800	"Other" includes deferred compensation Will be eligible for \$220k incentive in FY18. Non-Cash Compensation is parking.
Taylor, Robert Stan	Associate VP for Ambulatory Space Planning Professor of Dermatology	Designated	\$494,320	0.00%	\$0	\$223,580	\$0	\$0	\$39,171	\$2,800	\$759,871	"Other" includes FY17 actual incentive (\$38.5k) and phone. Non-Cash Compensation is parking. Faculty appointment is included
Gunasekaran, Suresh	Vice President for Health System Operations and Chief Operating Officer for the SWHR Population Health Services Company (PHSC)	Designated	\$408,652	18.50%	\$0	\$125,000	\$0	\$0	\$190,720	\$2,800	\$727,172	"Other" includes deferred compensation, (\$115k), FY17 actual incentive (\$75k) and phone. Non-Cash Compensation is parking.
Madden, Christopher	Associate Vice President & Clinical Executive Director O'Donnell Brain Institute Professor of Neurological Surgery	Designated	\$561,400	0.01%	\$0	\$100,000	\$0	\$0	\$21,720	\$2,800	\$685,920	"Other" includes FY17 actual incentive (\$21k) and phone. Non-Cash Compensation is parking. Faculty appointment is included
Mitchell, Mack	Interim EVP for Health System Affairs, Vice President for Medical Affairs and CMO for SWHR Physician Network & Accountable Care Network Professor of Internal Medicine	Designated	\$440,128	26.01%	\$0	\$143,000	\$0	\$0	\$26,418	\$2,800	\$612,346	"Other" includes FY17 actual incentive (\$25.7k) and phone. Non-Cash Compensation is parking. Faculty appointment is included
		General Revenue	\$38,812	-50.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$38,812	
			\$478,940	12.19%	\$0	\$143,000	\$0	\$0	\$26,418	\$2,800	\$651,158	
Daniel, William Clifton	Vice President and Chief Quality Officer	Designated	\$464,600	1.00%	\$0	\$100,000	\$0	\$0	\$50,000	\$2,800	\$617,400	"Other" includes deferred compensation. Will be eligible for \$125k incentive in FY18 Non-Cash Compensation is parking. Faculty appointment is included

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Maddrey, Willis Crocker	Assistant to the President Professor of Internal Medicine	Designated	\$143,487	0.00%	\$0	\$256,977	\$0	\$0	\$720	\$2,800	\$403,984	"Other" includes phone
		General Revenue	\$99,981	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$99,981	Non-Cash Compensation is parking.
		Restricted	\$107,194	4.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,194	Faculty appointment is included
			<u>\$350,662</u>	<u>1.34%</u>	<u>\$0</u>	<u>\$256,977</u>	<u>\$0</u>	<u>\$0</u>	<u>\$720</u>	<u>\$2,800</u>	<u>\$611,159</u>	
Girod, Carlos	Associate Vice President of Parkland Health & Hospital System Affairs Professor of Internal Medicine	Designated	\$415,000	2.00%	\$0	\$100,000	\$0	\$0	\$79,117	\$1,450	\$595,567	"Other" includes FY17 actual incentive (\$78.4k) and phone. Non-Cash Compensation is parking. Faculty appointment is included
Nivet, Marc	Executive Vice President for Institutional Advancement	Designated	\$459,000	2.00%	\$0	\$76,500	\$0	\$0	\$50,000	\$2,800	\$588,300	"Other" includes deferred compensation (\$50k), Will be eligible for \$75k incentive in FY18 Non-Cash Compensation is parking.
Rege, Robert	Associate Dean, Undergraduate Medical Education Interim Chair & Professor of Surgery	Designated	\$458,880	2.11%	\$0	\$123,320	\$0	\$0	\$360	\$2,800	\$585,360	"Other" includes phone Non-Cash Compensation is parking. Faculty appointment is included
Jacoby, Robin	Vice President and Chief of Staff, Office of the President	Designated	\$185,045	-30.78%	\$0	\$148,765	\$0	\$0	\$720	\$2,800	\$337,330	"Other" includes phone
		General Revenue	\$176,796	102.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$176,796	Non-Cash Compensation is parking.
			<u>\$361,841</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$148,765</u>	<u>\$0</u>	<u>\$0</u>	<u>\$720</u>	<u>\$2,800</u>	<u>\$514,126</u>	
Thiele, Dwain L	Vice Provost & Sr. Associate Dean for Faculty Affairs & Initiatives Professor of Internal Medicine and Immunology	Designated	\$165,269	3.33%	\$0	\$100,000	\$0	\$0	\$0	\$2,800	\$268,069	
		General Revenue	\$179,168	1.06%	\$0	\$0	\$0	\$0	\$0	\$0	\$179,168	Non-Cash Compensation is parking.
		Restricted	\$22,763	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$22,763	Faculty appointment is included
			<u>\$367,200</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$100,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$2,800</u>	<u>\$470,000</u>	
Marrero, Jorge	Associate Vice President and Clinical Transformation Officer Professor of Internal Medicine	Designated	\$326,240	0.00%	\$0	\$20,000	\$0	\$0	\$39,925	\$715	\$386,880	"Other" includes FY17 actual incentive (\$39.9k).
		General Revenue	\$44,899	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$44,899	Non-Cash Compensation is parking.
		Restricted	\$36,661	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$36,661	Faculty appointment is included
			<u>\$407,800</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$20,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$39,925</u>	<u>\$715</u>	<u>\$468,440</u>	
Grassler, Frank	Vice President for Technology Development	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$80,745	\$2,800	\$83,545	"Other" includes deferred compensation
		General Revenue	\$383,070	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$383,070	(\$30k), FY17 actual incentive (\$50k) and phone.
			<u>\$383,070</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$80,745</u>	<u>\$2,800</u>	<u>\$466,615</u>	Non-Cash Compensation is parking.
Ireland, Danny T	COO UTSWS & Associate Vice President Managed Care Contracting	Designated	\$307,243	2.50%	\$0	\$56,375	\$0	\$0	\$96,250	\$1,450	\$461,318	"Other" includes deferred compensation (\$40k) and FY17 actual incentive (\$56.3k). Non-Cash Compensation is parking.
Ginsburg, Charles M	Vice Provost & Sr. Associate Dean for Education Professor of Pediatrics	Designated	\$304,093	2.43%	\$0	\$90,000	\$0	\$0	\$0	\$2,800	\$396,893	Non-Cash Compensation is parking.
		Restricted	\$63,107	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$63,107	Faculty appointment is included
			<u>\$367,200</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$90,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$2,800</u>	<u>\$460,000</u>	
Rutherford, John Douglas	Vice President for Clinical Operations Professor of Internal Medicine - Cardiology	Designated	\$302,711	2.00%	\$0	\$95,200	\$0	\$0	\$720	\$2,800	\$401,431	"Other" includes phone
		Restricted	\$56,552	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$56,552	Non-Cash Compensation is parking.
			<u>\$359,263</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$95,200</u>	<u>\$0</u>	<u>\$0</u>	<u>\$720</u>	<u>\$2,800</u>	<u>\$457,983</u>	Faculty appointment is included

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Russell, David	Vice Provost and Dean of Basic Research Professor of Basic Sciences	Designated	\$65,280	53.38%	\$0	\$40,000	\$0	\$0	\$0	\$2,800	\$108,080	Non-Cash Compensation is parking. Faculty appointment is included
		General Revenue	\$221,952	33.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$221,952	
		Restricted	\$39,168	-64.57%	\$0	\$0	\$0	\$0	\$0	\$0	\$39,168	
			\$326,400	2.00%	\$0	\$40,000	\$0	\$0	\$0	\$2,800	\$369,200	
Siniscalchi, Kim	Vice President for Strategic Initiates	Designated	\$330,939	2.00%	\$0	\$27,579	\$0	\$0	\$0	\$2,800	\$361,318	Non-Cash Compensation is parking.
Croft, Carol	Associate Vice President Hospital Quality Officer and Professor of Internal Medicine	Designated	\$263,387	1.27%	\$0	\$60,000	\$0	\$0	\$24,719	\$1,450	\$349,556	"Other" includes FY17 actual incentive (\$24.7k).
		Restricted	\$1,913	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$1,913	Non-Cash Compensation is parking.
			\$265,300	2.00%	\$0	\$60,000	\$0	\$0	\$24,719	\$1,450	\$351,469	Faculty appointment is included
Rauschuber, Mark	Associate Vice President & CIO Health System	Designated	\$286,443	3.00%	\$0	\$31,827	\$0	\$0	\$30,000	\$1,450	\$349,720	"Other" includes deferred compensation (\$30k) Non-Cash Compensation is parking.
Kloeckler-Thornton, Kelly	Associate Vice President Revenue Cycle Operations	Designated	\$242,243	2.00%	\$0	\$50,000	\$0	\$0	\$41,375	\$1,450	\$335,068	"Other" includes deferred compensation (\$20k) and FY17 actual incentive (\$21.4k). Non-Cash Compensation is parking.
Willett, Duwayne	Assistant Vice President & Chief Medical Information Officer and Professor of Internal Medicine	Designated	\$327,700	1.99%	\$0	\$0	\$0	\$0	\$720	\$1,450	\$329,870	"Other" includes phone. Non-Cash Compensation is parking. Faculty appointment is included
Marin-Hill, Angelica	Vice President for Government Affairs & Policy	Designated	\$256,899	80.03%	\$0	\$56,650	\$0	\$0	\$720	\$2,800	\$317,069	"Other" includes phone.
		General Revenue	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Non-Cash Compensation is parking.
			\$256,899	4.35%	\$0	\$56,650	\$0	\$0	\$720	\$2,800	\$317,069	
Billings, Amanda	Vice President for Development	Restricted	\$228,962	2.77%	\$0	\$53,045	\$0	\$0	\$25,000	\$2,800	\$309,807	"Other" includes FY17 actual incentive Non-Cash Compensation is parking.
Mihalic, Angela Peterman	Associate Dean, Student Affairs and Dean of Students Professor of Pediatrics	General Revenue	\$243,000	18.77%	\$0	\$59,000	\$0	\$0	\$720	\$2,800	\$305,520	"Other" includes phone. Non-Cash Compensation is parking. Faculty appointment is included
Denton, Samantha	Associate Vice President for Pediatric & Adolescent Program	Designated	\$257,322	3.00%	\$0	\$20,000	\$0	\$0	\$22,375	\$1,450	\$301,147	"Other" includes FY17 actual incentive Non-Cash Compensation is parking.
Dandekar, Priya	Associate Vice President for Surgical Services University Hospitals	Designated	\$239,914	2.00%	\$0	\$40,000	\$0	\$0	\$13,600	\$1,450	\$294,964	"Other" includes FY17 actual incentive Non-Cash Compensation is parking.
Fish, Jason S.	Associate Vice President Ambulatory Quality Associate Professor of Internal Medicine	Designated	\$216,300	3.00%	\$0	\$40,000	\$0	\$0	\$32,728	\$715	\$289,743	"Other" includes FY17 actual incentive Non-Cash Compensation is parking. Faculty appointment is included
Baer, Candace	Associate Vice President for Ambulatory Operations	Designated	\$255,000	2.00%	\$0	\$20,000	\$0	\$0	\$0	\$1,450	\$276,450	Will be eligible for \$50k incentive in FY18 Non-Cash Compensation is parking.

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Freeman, Michael L.	Associate Vice President Health System Planning & Analytics	Designated	\$275,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$1,450	\$276,450	Will be eligible for \$25k incentive in FY19 Non-Cash Compensation is parking.
Hobbs (Clayton), Stephanie	Associate Vice President for Cancer Programs	Designated General Revenue	\$171,141	2.00%	\$0	\$40,000	\$0	\$0	\$11,981	\$1,450	\$224,572	"Other" includes FY17 actual incentive (\$11.3k) and phone. Non-Cash Compensation is parking.
			\$49,259	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$49,259	
			\$220,400	2.00%	\$0	\$40,000	\$0	\$0	\$11,981	\$1,450	\$273,831	
Rasmus, Brian D.	Associate Vice President, Finance Practice Plan	Designated	\$250,000	0.00%	\$0	\$20,000	\$0	\$0	\$0	\$1,450	\$271,450	Will be eligible for \$50k incentive in FY19. Non-Cash Compensation is parking.
Wilson, Valla	Associate Vice President for Internal Audit	Designated General Revenue	\$130,455	-40.59%	\$0	\$44,829	\$0	\$0	\$0	\$1,450	\$176,734	Non-Cash Compensation is parking.
			\$93,533	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$93,533	
			\$223,988	2.00%	\$0	\$44,829	\$0	\$0	\$0	\$1,450	\$270,267	
Medina, Michael	Associate Vice President for Ancillary Services	Designated	\$213,688	2.00%	\$0	\$40,000	\$0	\$0	\$11,145	\$1,450	\$266,283	"Other" includes FY17 actual incentive (\$10.4k) and phone. Non-Cash Compensation is parking.
Rubio, Augustin	Associate Vice President for Neurosciences	Designated	\$219,310	2.00%	\$0	\$35,000	\$0	\$0	\$5,688	\$1,450	\$261,448	"Other" includes FY17 actual incentive Non-Cash Compensation is parking.
Guerra, Juan	Vice President for Facilities Management	Designated	\$231,132	2.00%	\$0	\$11,220	\$0	\$0	\$11,970	\$2,800	\$257,122	"Other" includes FY17 actual incentive (\$11.3k) & phone. Non-Cash Compensation is parking.
Swann, Carolyn	Associate Vice President for Cardiovascular Services	Designated	\$202,633	2.00%	\$0	\$40,000	\$0	\$0	\$11,468	\$1,450	\$255,551	"Other" includes FY17 actual incentive Non-Cash Compensation is parking.
Williamson, Jon Whitney	Dean, School of Health Professions Professor of Health Care Sciences	Designated General Revenue	\$15,761	100.00%	\$0	\$25,000	\$0	\$0	\$720	\$2,800	\$44,281	"Other" includes phone. Non-Cash Compensation is parking. Faculty appointment is included
			\$210,139	-5.13%	\$0	\$0	\$0	\$0	\$0	\$0	\$210,139	
			\$225,900	1.99%	\$0	\$25,000	\$0	\$0	\$720	\$2,800	\$254,420	
Yin, Helen	Associate Dean for Women's' Careers Professor of Physiology	Designated General Revenue Restricted	\$115,150	-11.46%	\$0	\$20,000	\$0	\$0	\$0	\$2,800	\$137,950	Non-Cash Compensation is parking. Faculty appointment is included
			\$57,575	16.38%	\$0	\$0	\$0	\$0	\$0	\$0	\$57,575	
			\$57,575	24.41%	\$0	\$0	\$0	\$0	\$0	\$0	\$57,575	
			\$230,300	1.99%	\$0	\$20,000	\$0	\$0	\$0	\$2,800	\$253,100	
Bonds, Dorothea	Associate Vice President for Marketing	Designated	\$213,261	1.18%	\$0	\$36,000	\$0	\$0	\$0	\$1,450	\$250,711	Non-Cash Compensation is parking.
Barker, Blake Robert	Associate Dean, Student Affairs Associate Professor of Internal Medicine	Designated General Revenue	\$182,601	2.02%	\$0	\$19,500	\$0	\$0	\$35,388	\$715	\$238,204	"Other" includes FY17 actual incentive Non-Cash Compensation is parking. Faculty appointment is included
			\$8,999	2.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$8,999	
			\$191,600	2.02%	\$0	\$19,500	\$0	\$0	\$35,388	\$715	\$247,203	
Esquivel, Ruben E	Vice President for Community and Corporate Relations	Designated General Revenue	\$35,617	25.10%	\$0	\$14,214	\$0	\$0	\$720	\$2,800	\$53,351	"Other" includes phone. Non-Cash Compensation is parking.
			\$193,050	-1.19%	\$0	\$0	\$0	\$0	\$0	\$0	\$193,050	
			\$228,667	2.15%	\$0	\$14,214	\$0	\$0	\$720	\$2,800	\$246,401	

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Zinn, Andrew	Dean - Southwestern Graduate School of Biomedical Sciences Professor for Eugene McDermott Center Human Growth and Development & Internal Medicine	Designated General Revenue Restricted	\$0	0.00%	\$0	\$15,000	\$0	\$0	\$0	\$2,800	\$17,800	Non-Cash Compensation is parking.	
			\$185,847	2.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$185,847	Faculty appointment is included	
			\$41,553	2.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$41,553		
			\$227,400	2.02%	\$0	\$15,000	\$0	\$0	\$0	\$2,800	\$245,200		
Wagner, James M	Associate Dean, Credentialing & Educational Outcomes Professor of Internal Medicine	Designated General Revenue	\$147,470	2.86%	\$0	\$30,000	\$0	\$0	\$0	\$2,800	\$180,270	Non-Cash Compensation is parking.	
			\$63,730	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$63,730	Faculty appointment is included	
			\$211,200	1.98%	\$0	\$30,000	\$0	\$0	\$0	\$2,800	\$244,000		
Williams Young, Cynthia	Assistant Vice President Univ Hosp Executive Administration	Designated	\$222,750	2.00%	\$0	\$0	\$0	\$0	\$13,900	\$715	\$237,365	"Other" includes FY17 actual incentive Non-Cash Compensation is parking.	
Leary, Sharon	Assistant Vice President Accounting & Fiscal Services	Designated	\$235,064	0.00%	\$0	\$0	\$0	\$0	\$0	\$715	\$235,779	Non-Cash Compensation is parking.	
Flores, Kathryn Ann	Assistant Vice President, Chief Information Officer, University Hospitals	Designated	\$230,221	2.00%	\$0	\$0	\$0	\$0	\$0	\$715	\$230,936	Non-Cash Compensation is parking.	
Lai, Ki	Assistant Vice President for Enterprise Data Services	Designated	\$225,893	2.01%	\$0	\$0	\$0	\$0	\$0	\$715	\$226,608	Non-Cash Compensation is parking.	
Farmer, Suzanne	Assistant Vice President for Organizational Development & Training, Office of Human Resources	Designated Restricted	\$42,921	-2.00%	\$0	\$10,000	\$0	\$0	\$0	\$715	\$53,636	Non-Cash Compensation is parking.	
			\$171,684	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$171,684		
			\$214,605	0.00%	\$0	\$10,000	\$0	\$0	\$0	\$715	\$225,320		
Kellough, Jr., Kenneth	Assistant Vice President Budget & Resource Planning	Designated	\$222,838	2.01%	\$0	\$0	\$0	\$0	\$360	\$715	\$223,913	"Other" includes phone Non-Cash Compensation is parking.	
Cobb, Charles	Assistant Vice President Supply Chain Management	Designated General Revenue Service	\$193,293	11.05%	\$0	\$0	\$0	\$0	\$17,000	\$715	\$211,008		
			\$0	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	"Other" includes FY17 actual incentive	
			\$10,235	3.60%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$10,235	Non-Cash Compensation is parking.
			\$203,528	3.00%	\$0	\$0	\$0	\$0	\$17,000	\$715	\$221,243		
Nesbitt, Shawna	Associate Dean, Minority Student Affairs and Director, Student Diversity & Inclusion Professor of Internal Medicine	Designated General Revenue	\$88,000	-0.62%	\$0	\$22,000	\$0	\$0	\$4,421	\$715	\$115,136	"Other" includes FY17 actual incentive	
			\$106,000	19.71%	\$0	\$0	\$0	\$0	\$0	\$0	\$106,000	Non-Cash Compensation is parking.	
			\$194,000	9.54%	\$0	\$22,000	\$0	\$0	\$4,421	\$715	\$221,136	Faculty appointment is included	
Spencer, Joshua	Associate Vice President Information Security Officer	Designated General Revenue Service	\$169,873	243.25%	\$0	\$15,300	\$0	\$0	\$0	\$1,450	\$186,623		
			\$34,127	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$34,127	Non-Cash Compensation is parking.	
			\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
			\$204,000	2.00%	\$0	\$15,300	\$0	\$0	\$0	\$1,450	\$220,750		
Clark, Stacey	Assistant Vice President for Clinical Operations	Designated	\$197,705	2.00%		\$15,000			\$7,125	\$715	\$220,545	"Other" includes FY17 actual incentive Non-Cash Compensation is parking.	
Pfeifer, Dennis	Assistant Vice President Chief Technology Officer, Health System Assistant Professor of Radiology	Designated	\$212,885	2.00%	\$0	\$0	\$0	\$0	\$0	\$715	\$213,600	Non-Cash Compensation is parking. Faculty appointment is included	
Cryer, Byron Leon	Associate Dean, Faculty Diversity & Development Professor of Internal Medicine - Digestive & Liver Diseases	Designated	\$192,600	2.01%	\$0	\$20,000	\$0	\$0	\$0	\$715	\$213,315	Non-Cash Compensation is parking. Faculty appointment is included	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation			
Galindo, Rene	Associate Dean, Medical Student Research Associate Professor of Pathology	Designated	\$48,000	243.26%	\$0	\$20,000	\$0	\$0	\$0	\$715	\$68,715	Non-Cash Compensation is parking.	
		General Revenue	\$96,000	11.26%	\$0	\$0	\$0	\$0	\$0	\$0	\$96,000	Faculty appointment is included	
		Restricted	\$48,000	-44.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$48,000		
			<u>\$192,000</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$20,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$715</u>	<u>\$212,715</u>	
Conklin, Kate	Associate Vice President for Institutional Compliance and Chief Compliance Officer	Designated	<u>\$200,000</u>	<u>0.00%</u>		<u>\$5,000</u>			<u>\$0</u>	<u>\$1,450</u>	<u>\$206,450</u>	Non-Cash Compensation is parking.	
Wishon, Angela	Assistant Vice President, Conflict of Interest & Research Regulatory Affairs	Designated	\$0	0.00%	\$0	\$5,000	\$0	\$0	\$0	\$715	\$5,715	Non-Cash Compensation is parking.	
		General Revenue	\$200,000	-9.87%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,000		
			<u>\$200,000</u>	<u>-9.87%</u>	<u>\$0</u>	<u>\$5,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$715</u>	<u>\$205,715</u>	
Sendelbach, Dorothy	Assistant Dean, Undergraduate Medical Education Professor of Pediatrics	Designated	\$111,582	12.77%	\$0	\$18,038	\$0	\$0	\$3,654	\$715	\$133,989	"Other" includes FY17 actual incentive	
		General Revenue	\$74,680	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$74,680	Non-Cash Compensation is parking.	
			<u>\$186,262</u>	<u>7.27%</u>	<u>\$0</u>	<u>\$18,038</u>	<u>\$0</u>	<u>\$0</u>	<u>\$3,654</u>	<u>\$715</u>	<u>\$208,669</u>	Faculty appointment is included	
Bailey VI, Todd J.	Associate Chief Nursing Officer	Designated	<u>\$185,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$15,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$715</u>	<u>\$200,715</u>	Non-Cash Compensation is parking.	
Levy, Jodi	Assistant Vice President for Administrative Systems	Designated	<u>\$199,628</u>	<u>2.01%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$715</u>	<u>\$200,343</u>	Non-Cash Compensation is parking.	
Ross, Elliott	Assistant Dean of Scientific Integrity Professor of Pharmacology	General Revenue	\$148,950	25.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$148,950	Faculty appointment is included	
		Restricted	\$49,650	-37.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$49,650		
			<u>\$198,600</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$198,600</u>	
Lane, Mark	Assistant Vice President for Communications	Designated	<u>\$197,664</u>	<u>1.00%</u>						<u>\$715</u>	<u>\$198,379</u>	Non-Cash Compensation is parking.	
Norred Jr, J Wesley	Special Advisor to the Vice Provost of Education	Auxiliary	\$5,629	0.00%	\$0	\$5,000	\$0	\$0	\$720	\$2,800	\$14,149	"Other" includes phone.	
		General Revenue	\$138,236	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$138,236	Non-Cash Compensation is parking.	
		Restricted	\$45,655	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$45,655		
			<u>\$189,520</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$5,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$720</u>	<u>\$2,800</u>	<u>\$198,040</u>	
Busch Penny P	Assistant Vice President Planning & Construction	Designated	<u>\$189,108</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$8,220</u>	<u>\$715</u>	<u>\$198,043</u>	"Other" includes FY17 actual incentive (\$7.5k) & phone Non-Cash Compensation is parking.	
Weigle, David	Assistant Dean, Graduate Medical Education Assistant Professor, Family & Community Medicine	General Revenue	<u>\$180,400</u>	<u>12.26%</u>	<u>\$0</u>	<u>\$11,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$715</u>	<u>\$192,115</u>	Non-Cash Compensation is parking. Faculty appointment is included	
Bishop, Lori	Assistant Vice President for Human Resources University Hospitals	Designated	<u>\$190,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$715</u>	<u>\$190,715</u>	Non-Cash Compensation is parking.	
Nelson, Darren	Assistant Vice President for Human Resources Administration	Designated	<u>\$190,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$715</u>	<u>\$190,715</u>	Non-Cash Compensation is parking.	
Porter, Joan	Associate Vice President for Legal Affairs	Designated	<u>\$188,603</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$1,450</u>	<u>\$190,053</u>	Non-Cash Compensation is parking.	
Walker, Darnell	Assistant Vice President for Infrastructure Services	Designated	\$0	0.00%						\$715	\$715	Non-Cash Compensation is parking.	
		Service	\$185,431	2.01%								\$185,431	
			<u>\$185,431</u>	<u>2.01%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$715</u>	<u>\$186,146</u>	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation			
Hodges, Kimel	Assistant Vice President for Diversity, Inclusion & Equal Opportunity	General Revenue Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$715	\$715	Non-Cash Compensation is parking.	
			\$178,577	681.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$178,577		
			\$178,577	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$715		\$179,292
Brown, Bruce	Assistant Vice President for Safety & Business Continuity	Designated	\$171,360	2.00%	\$0	\$0	\$0	\$0	\$0	\$715	\$172,075	Non-Cash Compensation is parking.	
McLaughlin, Donald	Assistant Vice President for Support Services University Hospitals	Designated	\$150,973	2.00%	\$0	\$20,000	\$0	\$0	\$0	\$715	\$171,688	Non-Cash Compensation is parking.	
Goldin Darrin	Assistant Vice President Development	Restricted	\$163,200	2.00%	\$0	\$0	\$0	\$0	\$0	\$715	\$163,915	Non-Cash Compensation is parking.	
Adams-Guess, Shashea	Assistant Vice President for Planning & Advancement Services	Restricted	\$157,973	2.00%	\$0	\$0	\$0	\$0	\$0	\$715	\$158,688	Non-Cash Compensation is parking.	
Smith, Scott	Assistant Dean, School of Health Professions Professor of Health Care Sciences	Designated	\$0	0.00%	\$0	\$16,000	\$0	\$0	\$0	\$715	\$16,715	Non-Cash Compensation is parking.	
		General Revenue	\$117,867	7.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$117,867	Faculty appointment is included
		Restricted	\$17,133	-23.37%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$17,133	
			\$135,000	1.96%	\$0	\$16,000	\$0	\$0	\$0	\$0	\$715	\$151,715	
Drake, James	Assistant Vice President for Academic Planning & Assessment	Designated	\$9,555	-93.15%	\$0	\$0	\$0	\$0	\$0	\$715	\$10,270	Non-Cash Compensation is parking.	
		General Revenue	\$132,808	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$132,808		
			\$142,363	2.00%	\$0	\$0	\$0	\$0	\$0	\$715	\$143,078		
Street, Nancy E	Associate Dean, Graduate School and Associate Director, Student Diversity & Inclusion Assistant Professor of Microbiology	Designated	\$34,928	72.49%	\$0	\$0	\$0	\$0	\$720	\$715	\$36,363	"Other" includes phone.	
		General Revenue	\$107,372	-9.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$107,372	Non-Cash Compensation is parking.
			\$142,300	2.74%	\$0	\$0	\$0	\$0	\$720	\$715	\$143,735	Faculty appointment is included	
Bell, Melody	Assistant Vice President for Academic Information Systems	Designated	\$142,191	0.00%	\$0	\$0	\$0	\$0	\$0	\$715	\$142,906	Non-Cash Compensation is parking.	
Cronjaeger, Archana	Assistant Vice President for Facilities Management	Designated	\$139,664	2.00%	\$0	\$0	\$0	\$0	\$720	\$715	\$141,099	"Other" includes phone. Non-Cash Compensation is parking.	
Gonzalez, Kelly	Assistant Vice President Library Services	General Revenue	\$128,600	1.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,600	Non-Cash Compensation is parking.	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$715	\$715		
			\$128,600	1.01%	\$0	\$0	\$0	\$0	\$0	\$715	\$129,315		
Krumwiede, Kimberly	Associate Dean, School of Health Professions Associate Professor of Health Care Sciences	General Revenue	\$100,400	19.17%	\$0	\$0	\$0	\$0	\$0	\$0	\$100,400	Non-Cash Compensation is parking.	
		Restricted	\$0	-100.00%	\$0	\$14,000	\$0	\$0	\$0	\$715	\$14,715		
			\$100,400	2.03%	\$0	\$14,000	\$0	\$0	\$0	\$715	\$115,115		
Ravnik, Stuart E	Associate Dean, Graduate School Assistant Professor of Cell Biology	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$720	\$715	\$1,435	"Other" includes phone.	
		General Revenue	\$107,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,000	Non-Cash Compensation is parking.	
			\$107,000	0.00%	\$0	\$0	\$0	\$0	\$720	\$715	\$108,435	Faculty appointment is included	
Gardner, Lisa	Assistant Dean, Postdoctoral Affairs Assistant Professor of Pharmacology	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$715	\$715	Non-Cash Compensation is parking.	
		General Revenue	\$96,800	3.09%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$96,800	Faculty appointment is included
			\$96,800	3.09%	\$0	\$0	\$0	\$0	\$0	\$715	\$97,515		
Lundsteen, Natalie C	Assistant Dean, Career & Professional Development UTSW Graduate School	Designated	\$95,700	2.04%	\$0	\$0	\$0	\$0	\$0	\$715	\$96,415	Non-Cash Compensation is parking.	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Brekken, Deirdre	Assistant Dean, Postdoctoral Affairs Assistant Professor of Pharmacology	Designated General Revenue	\$3,714	67.76%	\$0	\$0	\$0	\$0	\$0	\$715	\$4,429	Non-Cash Compensation is parking. Faculty appointment is included
			\$74,929	0.00%	\$0	\$0	\$0	\$0	\$0	\$74,929		
			\$78,643	1.94%	\$0	\$0	\$0	\$0	\$0	\$715	\$79,358	
Currall, Cheyenne	Vice President and Executive Advisor, Global Advancement	Designated	\$62,500	0.00%	\$0	\$0	\$0	\$0	\$720	\$2,800	\$66,020	Will be eligible for incentive in FY19. Non-Cash Compensation is parking.
Alexander, Drew Wilson	Assistant Dean, Minority Student Affairs Assistant Professor of Pediatrics	Designated General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$715	\$715	Non-Cash Compensation is parking. Faculty appointment is included
			\$6,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$6,500		
			\$6,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$715	\$7,215	