

Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2019
The University of Texas Medical Branch at Galveston
Institution Code:723

Name	Position	Funding Source	Salary (09.01.2018)	Percentage Salary Increase Over FY 2018	Nonsalary Benefits FY 2019					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Lindsey, Ronald W	Professor and Chair	E&G	\$182,103	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$182,103	
		Designated	\$425,366	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$425,366	
		Restricted	\$38,287	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$38,287	
		Total	\$645,755	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$645,755	
Hankins, Gary D	Professor and Chair	E&G	\$190,232	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,232	
		Designated	\$406,462	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$406,462	
		Restricted	\$37,412	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$37,412	
		Total	\$634,106	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$634,106	
Tyler, Douglas	Professor and Chair	E&G	\$76,714	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$76,714	
		Designated	\$494,386	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$494,386	
		Restricted	\$50,066	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$50,066	
		Total	\$621,165	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$621,165	
Raimer, Benny G	Senior Vice President, Hlth Policy & Legis Aff	E&G	\$457,589	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$457,589	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$137,000	\$0	\$137,000	FY19 Incentive Compensation (\$137,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$457,589	0.00%	\$0	\$0	\$0	\$0	\$137,000	\$0	\$594,589	
Resto, Vicente A	Professor and Chair	E&G	\$153,578	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$153,578	
		Designated	\$382,291	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$382,291	
		Restricted	\$54,816	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,816	
		Total	\$590,685	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$590,685	
McCallum, Rex	Vice President and Chief Physician Executive	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated	\$485,477	10.00%	\$0	\$0	\$0	\$0	\$89,000	\$0	\$574,477	FY19 Incentive Compensation (\$89,000)
		Restricted	\$4,904	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$4,904	
		Total	\$490,381	10.00%	\$0	\$0	\$0	\$0	\$89,000	\$0	\$579,381	
Mouton, Charles Peter	Vice Dean for Academic Affairs	E&G	\$522,000	45.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$522,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$54,000	\$0	\$54,000	FY19 Incentive Compensation (\$54,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$522,000	45.00%	\$0	\$0	\$0	\$0	\$54,000	\$0	\$576,000	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Prough, Donald S	Professor and Chair	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated	\$431,861	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$431,861	
		Restricted	\$77,409	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,409	
		Total	\$509,270	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$509,270	
Wagner, Karen D	Professor and Chair	E&G	\$131,303	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$131,303	
		Designated	\$350,125	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$350,125	
		Restricted	\$23,584	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$23,584	
		Total	\$505,013	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$505,013	
Leach, Todd A	Vice President and Chief Inform Officer	E&G	\$371,088	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$371,088	
		Designated	\$41,232	5.00%	\$0	\$0	\$0	\$0	\$82,000	\$0	\$123,232	FY19 Incentive Compensation (\$82,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$412,320	5.00%	\$0	\$0	\$0	\$0	\$82,000	\$0	\$494,320	
Skinner, Loren	Vice President and Chief Admin Officer	E&G	\$266,000	15.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$266,000	
		Designated	\$114,000	15.00%	\$0	\$0	\$0	\$0	\$96,000	\$0	\$210,000	FY19 Incentive Compensation (\$76,000); Project base incentive (\$20,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$380,000	15.00%	\$0	\$0	\$0	\$0	\$96,000	\$0	\$476,000	
Vo, Alexander	Vice President, Telemed and Health Innovation	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated	\$393,984	0.00%	\$0	\$0	\$0	\$0	\$79,000	\$0	\$472,984	FY19 Incentive Compensation (\$79,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$393,984	0.00%	\$0	\$0	\$0	\$0	\$79,000	\$0	\$472,984	
Kardow, Vivian Diaz	Vice President and Chief HR Officer	E&G	\$362,746	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$362,746	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$73,000	\$0	\$73,000	FY19 Incentive Compensation (\$73,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$362,746	5.00%	\$0	\$0	\$0	\$0	\$73,000	\$0	\$435,746	
Thomas, Dustin J.	Vice President, Decision Support	E&G	\$357,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$357,500	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$72,000	\$0	\$72,000	FY19 Incentive Compensation (\$72,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$357,500	0.00%	\$0	\$0	\$0	\$0	\$72,000	\$0	\$429,500	

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					Cash Bonuses	Practice Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Hutchison, Frances Borland	Vice President, Finance-AE	E&G	\$322,875	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$322,875	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$65,000	\$0	\$65,000	FY19 Incentive Compensation (\$65,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$322,875	0.00%	\$0	\$0	\$0	\$0	\$0	\$65,000	\$0	\$387,875
Clardy, Betsy B.	Vice President, Chief Development Officer	E&G	\$238,313	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$238,313	
		Designated	\$79,438	0.00%	\$0	\$0	\$0	\$0	\$64,000	\$0	\$143,438	FY19 Incentive Compensation (\$64,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$317,750	0.00%	\$0	\$0	\$0	\$0	\$0	\$64,000	\$0	\$381,750
Blackwell, Thomas A	Associate Dean Grad Med Education	E&G	\$320,838	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$320,838	
		Designated	\$4,886	0.00%	\$0	\$0	\$0	\$0	\$48,859	\$0	\$53,745	FY19 Incentive Compensation (\$48,859)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$325,724	0.00%	\$0	\$0	\$0	\$0	\$0	\$48,859	\$0	\$374,583
Macias-Hoag, Annette	Vice President, HS and Svc Line Operations	E&G	\$310,807	8.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$310,807	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$62,000	\$0	\$62,000	FY19 Incentive Compensation (\$62,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$310,807	8.00%	\$0	\$0	\$0	\$0	\$0	\$62,000	\$0	\$372,807
Ainsworth, Michael A	Senior Associate Dean Edu Performance	E&G	\$320,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$320,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$48,000	\$0	\$48,000	FY19 Incentive Compensation (\$48,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$320,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$48,000	\$0	\$368,000
O'Connell, Anna	Vice President, Ambulatory Operations	E&G	\$302,657	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$302,657	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$61,000	\$0	\$61,000	FY19 Incentive Compensation (\$61,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$302,657	0.00%	\$0	\$0	\$0	\$0	\$0	\$61,000	\$0	\$363,657
Amato, James A	Vice President, Health System Operations	E&G	\$300,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$300,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$60,000	\$0	\$60,000	FY19 Incentive Compensation (\$60,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$300,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$60,000	\$0	\$360,000

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Boenig, Tobin R.	Vice President and Chief Compliance Officer	E&G	\$299,419	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$299,419		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$60,000	\$0	\$60,000		FY19 Incentive Compensation (\$60,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		Total	\$299,419	0.00%	\$0	\$0	\$0	\$0	\$60,000	\$0	\$359,419		
Bailey-Ochoa, Celia	Vice President, Finance - Institution Supp	E&G	\$296,145	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$296,145		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$59,000	\$0	\$59,000		FY19 Incentive Compensation (\$59,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		Total	\$296,145	0.00%	\$0	\$0	\$0	\$0	\$59,000	\$0	\$355,145		
States, John B	Vice President, Financial Accounting and Reporting	E&G	\$296,145	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$296,145		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$59,000	\$0	\$59,000		FY19 Incentive Compensation (\$59,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		Total	\$296,145	0.00%	\$0	\$0	\$0	\$0	\$59,000	\$0	\$355,145		
Thompson, Barbara L	Professor and Chair	E&G	\$36,697	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$36,697		
		Designated	\$292,461	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$292,461		
		Restricted	\$20,341	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$20,341		
		Total	\$349,499	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$349,499		
McKinley, Ronald B.	Vice President and Chief Standards Officer	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	FY19 Incentive Compensation (\$45,000); 0.75 FTE	
		Designated	\$300,000	0.00%	\$0	\$0	\$0	\$0	\$45,000	\$0	\$345,000		
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		Total	\$300,000	0.00%	\$0	\$0	\$0	\$0	\$45,000	\$0	\$345,000		
Carbajal, Monica	Vice President, Managed Care and CCS	E&G	\$285,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$285,000		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$57,000	\$0	\$57,000		FY19 Incentive Compensation (\$57,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		Total	\$285,000	0.00%	\$0	\$0	\$0	\$0	\$57,000	\$0	\$342,000		
Campbell, Stephen	Vice President, Marketing and Communications	E&G	\$282,576	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$282,576		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$57,000	\$0	\$57,000		FY19 Incentive Compensation (\$57,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		Total	\$282,576	0.00%	\$0	\$0	\$0	\$0	\$57,000	\$0	\$339,576		

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McKeith, James J	Chief Medical Officer - CPMO	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		
		Restricted	\$335,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$335,000	
		Total	\$335,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$335,000	
Weaver, Scott C	Professor and Chair	E&G	\$158,004	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$158,004	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$174,286	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$174,286	
		Total	\$332,291	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$332,291	
Sowers, Lawrence	Professor and Chair	E&G	\$145,161	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,161	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$185,426	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$185,426	
		Total	\$330,587	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$330,587	
Leonardson, Jane Elisabeth	Chief Medical Info Officer	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated	\$276,085	5.00%	\$0	\$0	\$0	\$0	\$41,413	\$0	\$317,498	FY19 Incentive Compensation (\$41,413)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$276,085	5.00%	\$0	\$0	\$0	\$0	\$41,413	\$0	\$317,498	
Goertz, Emily M	Vice President, Revenue Cycle Operations	E&G	\$152,716	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$152,716	
		Designated	\$106,124	3.00%	\$0	\$0	\$0	\$0	\$52,000	\$0	\$158,124	FY19 Incentive Compensation (\$52,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$258,840	3.00%	\$0	\$0	\$0	\$0	\$52,000	\$0	\$310,840	
Thomas, Lauree	Associate Dean for Career Counseli	E&G	\$308,617	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$308,617	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$308,617	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$308,617	
Connaughton, David M	Associate Vice President Finance CMC	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated	\$258,536	5.00%	\$0	\$0	\$0	\$0	\$38,780	\$0	\$297,316	FY19 Incentive Compensation (\$38,780)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$258,536	5.00%	\$0	\$0	\$0	\$0	\$38,780	\$0	\$297,316	

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Lidstone, Sheila	Vice President and Chief of Staff	E&G	\$241,000	13.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$241,000	FY19 Incentive Compensation (\$48,000)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$48,000	\$0	\$48,000	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$241,000	13.00%	\$0	\$0	\$0	\$0	\$48,000	\$0	\$289,000	
Barrett, Ian C.	Associate Vice President, HR Talent Management	E&G	\$246,000	-9.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$246,000	FY19 Incentive Compensation (\$36,900)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$36,900	\$0	\$36,900	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$246,000	-9.00%	\$0	\$0	\$0	\$0	\$36,900	\$0	\$282,900	
Furlong, Matthew	Associate Vice President, Fin Capital Planning	E&G	\$245,120	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$245,120	FY19 Incentive Compensation (\$36,768)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$36,768	\$0	\$36,768	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$245,120	0.00%	\$0	\$0	\$0	\$0	\$36,768	\$0	\$281,888	
Southerland, Janet Hayes	Vice President, Education, IE and HEC	E&G	\$225,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$225,000	FY19 Incentive Compensation (\$45,000)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$45,000	\$0	\$45,000	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$225,000	0.00%	\$0	\$0	\$0	\$0	\$45,000	\$0	\$270,000	
Rudkin-Miniot, Laura L	Professor and Chair	E&G	\$146,984	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$146,984	
		Designated	\$13,350	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$13,350	
		Restricted	\$106,667	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$106,667	
		Total	\$267,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$267,000	
Zepeda, Stephanie D	Associate Vice President, Pharm Svcs CMC and UTMB	E&G	\$41,580	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$41,580	FY19 Incentive Compensation (\$34,650)
		Designated	\$189,420	0.00%	\$0	\$0	\$0	\$0	\$34,650	\$0	\$224,070	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$231,000	0.00%	\$0	\$0	\$0	\$0	\$34,650	\$0	\$265,650	
Hagara, Kimberly K.	Vce President, Audit Services	E&G	\$221,237	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$221,237	FY19 Incentive Compensation (\$44,000)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$44,000	\$0	\$44,000	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$221,237	0.00%	\$0	\$0	\$0	\$0	\$44,000	\$0	\$265,237	

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Name	Position	Funding Source	Salary (09.01.2018)	Percentage Salary Increase Over FY 2018	Nonsalary Benefits FY 2019					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Brining, Douglas Lyle	Assistant Vice President, Animal Programs	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		
		Designated	\$230,000	9.00%	\$0	\$0	\$0	\$0	\$34,500	\$0	\$264,500	FY19 Incentive Compensation (\$34,500)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$230,000	9.00%	\$0	\$0	\$0	\$0	\$34,500	\$0	\$264,500	
Levine, Ruth E	Associate Dean Admission and Student Affairs	E&G	\$184,000	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$184,000	
		Designated	\$40,204	10.00%	\$0	\$0	\$0	\$0	\$34,500	\$0	\$74,704	FY19 Incentive Compensation (\$34,500)
		Restricted	\$5,796	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,796	
		Total	\$230,000	10.00%	\$0	\$0	\$0	\$0	\$34,500	\$0	\$264,500	
D'Agostino, Toni J	Associate Vice President Research Admin	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated	\$211,292	0.00%	\$0	\$0	\$0	\$0	\$33,114	\$0	\$244,406	FY19 Incentive Compensation (\$33,114)
		Restricted	\$9,471	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$9,471	
		Total	\$220,763	0.00%	\$0	\$0	\$0	\$0	\$33,114	\$0	\$253,877	
Gaddie, George H	Associate Vice President and Dpty Chief Info Ofc	E&G	\$209,086	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$209,086	
		Designated	\$11,005	0.00%	\$0	\$0	\$0	\$0	\$33,014	\$0	\$44,019	FY19 Incentive Compensation (\$33,014)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$220,091	0.00%	\$0	\$0	\$0	\$0	\$33,014	\$0	\$253,105	
Rasmussen, Blake B	Professor and Chair	E&G	\$182,666	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$182,666	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$70,334	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$70,334	
		Total	\$253,000	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$253,000	
Victor, James G.	Associate Vice President Facilit Desgn and Const	E&G	\$218,587	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$218,587	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$32,788	\$0	\$32,788	FY19 Incentive Compensation (\$32,788)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$218,587	0.00%	\$0	\$0	\$0	\$0	\$32,788	\$0	\$251,375	
Willbanks, Brad Thomas	AVP, Institutional Compliance	E&G	\$217,560	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$217,560	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$32,634	\$0	\$32,634	FY19 Incentive Compensation (\$32,634)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$217,560	0.00%	\$0	\$0	\$0	\$0	\$32,634	\$0	\$250,194	

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					Cash Bonuses	Practice Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Clark, Carlos A	Chief Medical Info Officer	E&G	\$217,297	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$217,297	FY19 Incentive Compensation (\$32,594)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$32,594	\$0	\$32,594	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$217,297	0.00%	\$0	\$0	\$0	\$0	\$32,594	\$0	\$249,891	
Bremond, Carolanda	Associate Vice President Legal Affairs	E&G	\$217,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$217,000	FY19 Incentive Compensation (\$32,550)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$32,550	\$0	\$32,550	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$217,000	0.00%	\$0	\$0	\$0	\$0	\$32,550	\$0	\$249,550	
Andersen, Nathan	Associate Vice President Legal Affairs	E&G	\$217,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$217,000	FY19 Incentive Compensation (\$32,550)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$32,550	\$0	\$32,550	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$217,000	0.00%	\$0	\$0	\$0	\$0	\$32,550	\$0	\$249,550	
Stults, Barney Earl	Associate Vice President HR Serv and Process	E&G	\$215,250	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$215,250	FY19 Incentive Compensation (\$32,288)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$32,288	\$0	\$32,288	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$215,250	0.00%	\$0	\$0	\$0	\$0	\$32,288	\$0	\$247,538	
Chung, Jin Mo	Professor and Chair	E&G	\$54,688	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,688	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$192,768	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$192,768	
		Total	\$247,456	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$247,456	
LeBlanc, Steven James	Associate Vice President, Operations Risk Mgmt	E&G	\$212,063	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$212,063	FY19 Incentive Compensation (\$31,809)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$31,809	\$0	\$31,809	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$212,063	0.00%	\$0	\$0	\$0	\$0	\$31,809	\$0	\$243,872	
Smith, Amy Marie	Assistant Vice President, Care Transitions	E&G	\$210,000	12.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$210,000	FY19 Incentive Compensation (\$31,500)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$31,500	\$0	\$31,500	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$210,000	12.00%	\$0	\$0	\$0	\$0	\$31,500	\$0	\$241,500	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Ott, Robert C	Associate Vice President and Controller	E&G	\$210,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$210,000	FY19 Incentive Compensation (\$31,500)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$31,500	\$0	\$31,500	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$210,000	0.00%	\$0	\$0	\$0	\$0	\$31,500	\$0	\$241,500	
Evans, Philesha A	Associate Vice President HR and Direct Entity Sv	E&G	\$205,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$205,000	FY19 Incentive Compensation (\$30,750)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$30,750	\$0	\$30,750	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$205,000	0.00%	\$0	\$0	\$0	\$0	\$30,750	\$0	\$235,750	
Williams, Anthony K	AVP, Inpatient CMC and Admin	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	FY19 Incentive Compensation (\$30,339)
		Designated	\$202,260	5.00%	\$0	\$0	\$0	\$0	\$30,339	\$0	\$232,599	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$202,260	5.00%	\$0	\$0	\$0	\$0	\$30,339	\$0	\$232,599	
Dowless, Robert M	Associate Vice President Finance-Govt Reimbur	E&G	\$199,733	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$199,733	FY19 Incentive Compensation (\$29,960)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$29,960	\$0	\$29,960	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$199,733	0.00%	\$0	\$0	\$0	\$0	\$29,960	\$0	\$229,693	
Garcia, Francisco J.	Associate Vice President International Affairs	E&G	\$198,525	20.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$198,525	FY19 Incentive Compensation (\$29,779)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$29,779	\$0	\$29,779	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$198,525	20.00%	\$0	\$0	\$0	\$0	\$29,779	\$0	\$228,304	
Hermstein, Scott M	Associate Vice President, Clin Bus Developmt	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	FY19 Incentive Compensation (\$29,451)
		Designated	\$196,338	0.00%	\$0	\$0	\$0	\$0	\$29,451	\$0	\$225,789	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$196,338	0.00%	\$0	\$0	\$0	\$0	\$29,451	\$0	\$225,789	

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Name	Position	Funding Source	Salary (09.01.2018)	Percentage Salary Increase Over FY 2018	Nonsalary Benefits FY 2019					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Adcox, Kenith	Chief, University Police	E&G	\$190,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$28,500	\$0	\$28,500	FY19 Incentive Compensation (\$28,500)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$190,000	0.00%	\$0	\$0	\$0	\$0	\$28,500	\$0	\$218,500	
Reighard, Frank	Associate Vice President Supply Chain Mgmt	E&G	\$187,917	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$187,917	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$28,188	\$0	\$28,188	FY19 Incentive Compensation (\$28,188)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$187,917	0.00%	\$0	\$0	\$0	\$0	\$28,188	\$0	\$216,105	
Kovacevich, Craig S	Associate Vice President, Waiver Operations	E&G	\$131,303	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$131,303	
		Designated	\$56,273	0.00%	\$0	\$0	\$0	\$0	\$28,136	\$0	\$84,409	FY19 Incentive Compensation (\$28,136)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$187,575	0.00%	\$0	\$0	\$0	\$0	\$28,136	\$0	\$215,711	
Garwood, William Dudley	Associate Vice President Finance Comm Hospital	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated	\$187,537	0.00%	\$0	\$0	\$0	\$0	\$28,130	\$0	\$215,667	FY19 Incentive Compensation (\$28,130)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$187,537	0.00%	\$0	\$0	\$0	\$0	\$28,130	\$0	\$215,667	
Blanchard, Marcel J	Associate Vice President, Utility and Fleet Ops	E&G	\$37,321	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$37,321	
		Designated	\$149,284	0.00%	\$0	\$0	\$0	\$0	\$27,991	\$0	\$177,275	FY19 Incentive Compensation (\$27,991)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$186,605	0.00%	\$0	\$0	\$0	\$0	\$27,991	\$0	\$214,596	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Ciejka, Patricia A	Associate Vice President Library Svcs and Acad Res	E&G	\$184,376	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$184,376	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$27,656	\$0	\$27,656	FY19 Incentive Compensation (\$27,656)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$184,376	0.00%	\$0	\$0	\$0	\$0	\$27,656	\$0	\$212,032	
Woods, Majka	Associate Dean Educational Affairs	E&G	\$181,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$181,500	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$29,563	\$0	\$29,563	FY19 Incentive Compensation (\$29,563)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$181,500	0.00%	\$0	\$0	\$0	\$0	\$29,563	\$0	\$211,063	
Khadse, Gaurav	Assistant Vice President, Facilities Port Mgmt	E&G	\$182,844	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$182,844	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$27,427	\$0	\$27,427	FY19 Incentive Compensation (\$27,427)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$182,844	0.00%	\$0	\$0	\$0	\$0	\$27,427	\$0	\$210,271	
Freeman, Vicki Sue	Professor and Chair	E&G	\$166,400	33.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$166,400	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$41,600	33.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$41,600	
		Total	\$208,000	33.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$208,000	
Coates, Kelly	Associate Vice President, Support Services CMC	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated	\$180,635	5.00%	\$0	\$0	\$0	\$0	\$27,095	\$0	\$207,730	FY19 Incentive Compensation (\$27,095)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$180,635	5.00%	\$0	\$0	\$0	\$0	\$27,095	\$0	\$207,730	
Kovacevich, Marjorie Marie	AVP, Inpatient CMC & Admin	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated	\$180,600	18.00%	\$0	\$0	\$0	\$0	\$27,090	\$0	\$207,690	FY19 Incentive Compensation (\$27,090)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$180,600	18.00%	\$0	\$0	\$0	\$0	\$27,090	\$0	\$207,690	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Boeh, William Scott	Assistant Vice President Univ Serv and Registr	E&G	\$177,687	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$177,687	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$26,653	\$0	\$26,653	FY19 Incentive Compensation (\$26,653)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$177,687	0.00%	\$0	\$0	\$0	\$0	\$26,653	\$0	\$204,340	
Ramos, Emma Linda	Associate Vice President, IS Operations	E&G	\$52,516	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$52,516	
		Designated	\$122,538	0.00%	\$0	\$0	\$0	\$0	\$26,258	\$0	\$148,796	FY19 Incentive Compensation (\$26,258)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$175,054	0.00%	\$0	\$0	\$0	\$0	\$26,258	\$0	\$201,312	
Tarpley, Jack D	Associate Vice President EHS	E&G	\$173,556	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$173,556	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$26,033	\$0	\$26,033	FY19 Incentive Compensation (\$26,033)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$173,556	0.00%	\$0	\$0	\$0	\$0	\$26,033	\$0	\$199,589	
Matthews, Douglas W	Assistant Vice President, Government Relations	E&G	\$170,256	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,256	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,538	\$0	\$25,538	FY19 Incentive Compensation (\$25,538)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$170,256	0.00%	\$0	\$0	\$0	\$0	\$25,538	\$0	\$195,794	
Rodecap, Russell Allen	Associate Vice President, Property Services	E&G	\$170,000	1.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,500	\$0	\$25,500	FY19 Incentive Compensation (\$25,500)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$170,000	1.00%	\$0	\$0	\$0	\$0	\$25,500	\$0	\$195,500	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
McKee, John Christopher	Associate VP, Instnl Effectiveness	E&G	\$170,000	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,500	\$0	\$25,500	FY19 Incentive Compensation (\$25,500)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$170,000	10.00%	\$0	\$0	\$0	\$0	\$25,500	\$0	\$195,500	
Baker, Christine Peterson	Associate Dean Acad and Stud Affairs	E&G	\$155,200	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,200	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$24,000	\$0	\$24,000	FY19 Incentive Compensation (\$24,000)
		Restricted	\$4,800	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$4,800	
		Total	\$160,000	0.00%	\$0	\$0	\$0	\$0	\$24,000	\$0	\$184,000	
Haslam, Kevin Robert	Assistant Vice President AlumRel and Annual Giv	E&G	\$136,838	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$136,838	
		Designated	\$16,913	0.00%	\$0	\$0	\$0	\$0	\$23,063	\$0	\$39,976	FY19 Incentive Compensation (\$23,063)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$153,750	0.00%	\$0	\$0	\$0	\$0	\$23,063	\$0	\$176,813	
McManus, Anna-Lise R	Assistant Vice President, Development Services	E&G	\$153,750	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$153,750	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$23,063	\$0	\$23,063	FY19 Incentive Compensation (\$23,063)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$153,750	0.00%	\$0	\$0	\$0	\$0	\$23,063	\$0	\$176,813	
Moreno, Victor	Assistant Vice President Workforce Ops AE	E&G	\$58,285	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$58,285	
		Designated	\$87,428	10.00%	\$0	\$0	\$0	\$0	\$21,857	\$0	\$109,285	FY19 Incentive Compensation (\$21,857)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$145,713	10.00%	\$0	\$0	\$0	\$0	\$21,857	\$0	\$167,570	

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The University of Texas Medical Branch at Galveston
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Name	Position	Funding Source	Salary (09.01.2018)	Percentage Salary Increase Over FY 2018	Nonsalary Benefits FY 2019					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Pressley, Diana	Associate Dean Adms and Stdnt Aff SON	E&G	\$142,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$142,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$21,300	\$0	\$21,300	FY19 Incentive Compensation (\$21,300)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$142,000	0.00%	\$0	\$0	\$0	\$0	\$21,300	\$0	\$163,300	
Hill, Alice Tein	SON Associate Dean for Grad Prgms	E&G	\$162,643	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$162,643	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$162,643	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$162,643	
Shaffer, Robert V	Associate Vice President Information Security	E&G	\$140,736	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,736	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$21,110	\$0	\$21,110	FY19 Incentive Compensation (\$21,110)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$140,736	0.00%	\$0	\$0	\$0	\$0	\$21,110	\$0	\$161,846	
Sheer, Lauren Elizabeth	Assistant Vice President Legislative Affairs	E&G	\$140,063	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,063	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$21,009	\$0	\$21,009	FY19 Incentive Compensation (\$21,009)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$140,063	0.00%	\$0	\$0	\$0	\$0	\$21,009	\$0	\$161,072	
Havard, Mary Geneva	Associate Vice President, Public Affairs	E&G	\$140,000	11.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$21,000	\$0	\$21,000	FY19 Incentive Compensation (\$21,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$140,000	11.00%	\$0	\$0	\$0	\$0	\$21,000	\$0	\$161,000	
Utsey, Carolyn Joyce	Professor and Chair	E&G	\$155,838	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,838	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$2,954	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$2,954	
		Total	\$158,792	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$158,792	

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Name	Position	Funding Source	Salary (09.01.2018)	Percentage Salary Increase Over FY 2018	Nonsalary Benefits FY 2019					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Krcma, Lawrence John	Associate Vice President, University Events	E&G	\$129,477	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$129,477	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$19,422	\$0	\$19,422	FY19 Incentive Compensation (\$19,422)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$129,477	0.00%	\$0	\$0	\$0	\$0	\$19,422	\$0	\$148,899	
Richard, Patricia Leona	Associate Dean Educatn Technology	E&G	\$145,852	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,852	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$145,852	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,852	
Carroll, Richard M	Assistant Dean Admission and Recrut	E&G	\$103,812	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$103,812	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,572	\$0	\$15,572	FY19 Incentive Compensation (\$15,572)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$103,812	0.00%	\$0	\$0	\$0	\$0	\$15,572	\$0	\$119,384	