

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2021**

**The University of Texas Health Science Center at San Antonio**

**Institution Code: 745**

A Name	B Position	C Funding Source	D Salary (9.1.2020)	E Percentage Salary Increase Over FY 2020	Nonsalary Benefits FY 2021						L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Henrich, William	President	General Revenue	\$65,945	0.00%							\$65,945	Incentive compensation (\$139,633). Deferred Compensation (\$200,000).
		Designated	\$612,626	0.00%		\$188,015		\$339,633		\$1,140,274		
		Restricted	\$54,500	0.00%						\$54,500		
			\$733,071	0.00%	\$0	\$188,015	\$0	\$0	\$339,633	\$0	\$1,260,719	
Marks, Andrea	Senior Executive Vice President and Chief Operating Officer	General Revenue	\$17,880	0.00%							\$17,880	Incentive compensation (\$135,000). Deferred Compensation (\$100,000).
		Designated	\$582,120	0.00%				\$235,000		\$817,120		
			\$600,000	0.00%	\$0	\$0	\$0	\$0	\$235,000	\$0	\$835,000	
Hromas, Robert Alan	Dean, School of Medicine	General Revenue	\$0	-100.00%							\$0	Incentive compensation based on FY20 actual (\$126,225).
		Designated	\$618,593	0.00%				\$126,225		\$744,818		
		Restricted	\$76,455	1.20%						\$76,455		
			\$695,048	0.00%	\$0	\$0	\$0	\$0	\$126,225	\$0	\$821,273	
Rosende, Carlos A.	Executive Vice Dean for Clinical Affairs, School of Medicine	Designated	\$509,500	0.00%					\$68,940		\$578,440	Incentive compensation based on FY20 actual (\$68,940). A portion of the incentive may be associated with faculty effort. Also has a 16.25% faculty appointment.
			\$509,500	0.00%	\$0	\$0	\$0	\$0	\$68,940	\$0	\$578,440	
Breslin, Eileen T.	Dean, School of Nursing	General Revenue	\$328,693	0.00%							\$328,693	Incentive compensation based on FY20 actual (\$74,120).
		Designated	\$0	0.00%				\$74,120		\$74,120		
		Restricted	\$35,107	0.00%						\$35,107		
			\$363,800	0.00%	\$0	\$0	\$0	\$0	\$74,120	\$0	\$437,920	
Giuffrida, Andrea	Vice President for Research	General Revenue	\$340,000	37.62%							\$340,000	Incentive compensation based on FY20 actual (\$79,875). A portion of the incentive may be associated with faculty effort. Also has a 20% faculty appointment.
		Designated	\$0	-100.00%				\$79,875		\$79,875		
		Restricted	\$15,000	0.00%						\$15,000		
			\$355,000	0.00%	\$0	\$0	\$0	\$0	\$79,875	\$0	\$434,875	
Gomez-Leon, Ginny L.	Vice President and Chief Financial Officer	General Revenue	\$355,000	0.00%							\$355,000	Incentive compensation (\$79,875) Effective 01/01/20 Ms. Gomez-Leon assumed the role of Vice President and Chief Financial Officer.
		Designated	\$0	0.00%				\$79,875		\$79,875		
			\$355,000	0.00%	\$0	\$0	\$0	\$0	\$79,875	\$0	\$434,875	
Weiss, David S.	Dean, Graduate School of Biomedical Sciences	General Revenue	\$266,001	0.00%							\$266,001	Incentive compensation based on FY20 actual (\$54,750).
		Designated	\$95,001	0.00%				\$54,750		\$149,751		
		Restricted	\$19,000	0.00%						\$19,000		
			\$380,002	0.00%	\$0	\$0	\$0	\$0	\$54,750	\$0	\$434,752	

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Loomer, Peter M.	Dean, School of Dentistry	General Revenue	\$390,000	0.00%							\$390,000	
		Designated	\$0	0.00%					\$44,363		\$44,363	Incentive compensation based on FY20 actual (\$44,363).
			<u>\$390,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$44,363</u>	<u>\$0</u>	<u>\$434,363</u>
Collier, Yemen	Vice President and Chief Information Officer	General Revenue	\$345,050	0.00%							\$345,050	
		Designated	\$0	0.00%					\$75,375		\$75,375	Incentive compensation based on FY20 actual (\$75,375).
			<u>\$345,050</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$75,375</u>	<u>\$0</u>	<u>\$420,425</u>
Tawney, Amy	Vice President and Chief Human Resources Officer	General Revenue	\$339,250	0.00%							\$339,250	
		Designated	\$0	0.00%					\$66,375		\$66,375	Incentive compensation based on FY20 actual (\$66,375).
			<u>\$339,250</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$66,375</u>	<u>\$0</u>	<u>\$405,625</u>
Morrill, Deborah H.	Vice President for Institutional Advancement	General Revenue	\$282,767	0.00%							\$282,767	
		Designated	\$42,253	0.00%					\$67,500		\$109,753	Incentive compensation based on FY20 actual (\$67,500).
			<u>\$325,020</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$67,500</u>	<u>\$0</u>	<u>\$392,520</u>
Adkins, Heather	Vice President and Chief Marketing and Communications Officer	General Revenue	\$317,460	11.00%							\$317,460	
		Designated	\$0	0.00%					\$58,500		\$58,500	Incentive compensation based on FY20 actual (\$58,500).
			<u>\$317,460</u>	<u>11.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$58,500</u>	<u>\$0</u>	<u>\$375,960</u>
Leverence, Robert	Chief Medical Officer, School of Medicine	Designated	\$332,900	0.00%					\$37,950		\$370,850	Incentive compensation based of FY20 actual (\$37,950). A portion of the incentive may be associated with faculty effort.
			\$332,900	0.00%					\$37,950	\$0	\$370,850	Also has a 20% faculty appointment.
			<u>\$332,900</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$37,950</u>	<u>\$0</u>	<u>\$370,850</u>
Hepburn, Byron C.	Associate Vice President for the Military Health Institute and Assistant Dean for Military Health	General Revenue	\$250,676	-5.41%							\$250,676	
		Designated	\$0	0.00%					\$60,475		\$60,475	Incentive compensation based on FY20 actual (\$60,475).
		Restricted	\$53,174	36.93%							\$53,174	
	<u>\$303,850</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$60,475</u>	<u>\$0</u>	<u>\$364,325</u>		
Kazen, James D.	Executive Vice President for Facility Planning and Operations	General Revenue	\$293,550	0.00%							\$293,550	
		Designated	\$0	0.00%					\$64,125		\$64,125	Incentive compensation based on FY20 actual (\$64,125).
			<u>\$293,550</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$64,125</u>	<u>\$0</u>	<u>\$357,675</u>
Shelledy, David	Dean, School of Health Professions	General Revenue	\$309,646	0.00%							\$309,646	
		Designated	\$5,355	0.00%					\$33,335		\$38,690	Incentive compensation based on FY20 actual (\$33,335).
			<u>\$315,001</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$33,335</u>	<u>\$0</u>	<u>\$348,336</u>

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Nuttall, Richard M.	Interim Vice Dean for Finance, School of Medicine and Chief Administrative Officer, Healthcare	General Revenue										
		Designated	\$272,475	-84.76%						\$27,500	\$272,475	Incentive compensation based on FY20 actual (\$27,500). Effective 07/16/20 Mr. Nuttall assumed the role of Interim Vice Dean. Interim pay is scheduled to end 01/15/21.
			\$42,525	12.85%							\$70,025	
	\$315,000	12.85%	\$0	\$0	\$0	\$0	\$27,500	\$0	\$342,500			
Mok, Jacqueline L.	Vice President for Academic, Faculty and Student Affairs	General Revenue	\$285,000	0.00%							\$285,000	Incentive compensation based on FY20 actual (\$56,250).
		Designated	\$0	0.00%					\$56,250		\$56,250	
			\$285,000	0.00%	\$0	\$0	\$0	\$0	\$56,250	\$0	\$341,250	
Collins, Chiquita	Vice Dean for Inclusion and Diversity, School of Medicine and Associate Vice President for Inclusive Excellence and Health Equity	Designated	\$207,000	13.74%						\$56,200	\$263,200	Incentive compensation based on FY20 actual (\$31,200). Retirement annuity payment (\$25,000). Effective 10/01/20 Dr. Collins assumed the role of Associate Vice President.
		Restricted	\$78,000	0.00%							\$78,000	
			\$285,000	9.62%	\$0	\$0	\$0	\$0	\$56,200	\$0	\$341,200	
Potter, Jennifer	Vice Dean for Research and Student Programs, School of Medicine and Associate Vice President for South Texas Public Initiatives	General Revenue	\$317,813	0.00%							\$317,813	Incentive compensation based on FY20 actual (\$509). A portion of the incentive may be associated with faculty effort. Also has a 20% faculty appointment. Effective 10/01/20 Dr. Potter assumed the role of Associate Vice President.
		Designated	\$21,187	-93.75%					\$509		\$21,696	
			\$339,000	0.00%	\$0	\$0	\$0	\$0	\$509	\$0	\$339,509	
Clark, Robert A.	Assistant Vice President for Clinical Research	General Revenue	\$0	-100.00%							\$0	Also has a 30% faculty appointment.
		Designated	\$227,384	5.18%							\$227,384	
		Restricted	\$97,649	2.43%							\$97,649	
			\$325,033	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$325,033	
Sankary, Edward C.	Chief Healthcare Informatics Officer	Designated	\$322,000	0.00%							\$322,000	Hired 04/20/2020 Also has a 10% faculty appointment.
			\$322,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$322,000	
Segura, Adriana	Associate Dean for Academic, Faculty and Student Affairs, School of Dentistry and Interim Chair of Comprehensive Dentistry	General Revenue	\$286,675	38.71%						\$33,000	\$319,675	Incentive compensation based on FY20 actual (\$33,000). A portion of the incentive may be associated with faculty effort. Effective 11/08/19 Dr. Segura was appointed as Interim Chair. Also has a 10% faculty appointment.
			\$286,675	38.71%	\$0	\$0	\$0	\$0	\$33,000	\$0	\$319,675	

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Esterl, Robert	Associate Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$314,874	0.00%							\$314,874	
			\$314,874	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$314,874	
Conway, Deborah	Associate Dean for Curriculum and Interim Vice Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$275,139	0.00%							\$275,139	
			\$31,761	0.00%							\$31,761	
		Designated	\$306,900	11.54%	\$0	\$0	\$0	\$0	\$0	\$0	\$306,900	Effective 06/01/20 Dr. Conway was appointed Interim Vice Dean. Also has a 10% faculty appointment.
Kaminski, Patrick M.	Vice President for Office of Strategic Planning and Business Development	General Revenue	\$283,000	0.00%							\$283,000	
			\$0	0.00%				\$15,503		\$15,503	Incentive compensation based on FY20 actual (\$15,503).	
		Designated	\$283,000	0.00%	\$0	\$0	\$0	\$0	\$15,503	\$0	\$298,503	Effective 03/01/20 Mr. Kaminski assumed the role of Vice President.
Williams, Janet F.	Vice Dean for Faculty, School of Medicine	Designated	\$297,000	0.00%							\$297,000	
			\$297,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$297,000	Also has a 10% faculty appointment.
Diaz, Armando	Vice President for Governmental Relations	General Revenue	\$295,008	0.00%							\$295,008	
			\$0	0.00%							\$0	
		Designated	\$295,008	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$295,008	
Gebhard, John R.	Assistant Vice President for Technology Commercialization	General Revenue	\$142,780	-11.51%							\$142,780	
			\$132,220	62.16%					\$15,953		\$148,173	Incentive compensation based on FY20 actual (\$15,953).
		Designated	\$275,000	13.22%	\$0	\$0	\$0	\$0	\$15,953	\$0	\$290,953	Base salary market adjustment effective 03/01/20.
Park, Jack C.	Chief Legal Officer	General Revenue	\$190,203	0.00%							\$190,203	
			\$81,515	0.00%							\$81,515	
		Designated	\$271,718	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$271,718	
DeLay, Mary G.	Vice President and Chief of Staff	General Revenue	\$225,019	0.00%					\$46,010		\$271,029	
			\$225,019	0.00%	\$0	\$0	\$0	\$0	\$46,010	\$0	\$271,029	Incentive compensation based on FY20 actual (\$46,010).
		Designated										
Kellaway, Judianne	Associate Dean for Admissions, School of Medicine	General Revenue	\$263,610	0.00%					\$255		\$263,865	Incentive compensation based on FY20 actual (\$255). A portion of the incentive may be associated with faculty effort.
			\$263,610	0.00%	\$0	\$0	\$0	\$0	\$255	\$0	\$263,865	Also has a 10% faculty appointment.
Jones, Woodson S.	Vice Dean for Graduate Medical Education, School of Medicine	General Revenue	\$99,000	-58.75%							\$99,000	
			\$167,000	542.31%					\$18,000		\$185,000	Incentive compensation based on FY20 actual (\$18,000). A portion of the incentive may be associated with faculty effort.
		Designated	\$266,000	0.00%	\$0	\$0	\$0	\$0	\$18,000	\$0	\$284,000	Also has a 20% faculty appointment.



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Schmelz, Joseph	Assistant Vice President for Research Administration	General Revenue	\$144,329	27.45%							\$144,329	
		Designated	\$38,635	-44.59%							\$38,635	
		Restricted	\$39,079	0.00%							\$39,079	
			\$222,043	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$222,043	
Guest, Gary	Associate Dean, Dental Clinic and Associate Dean for Patient Care, School of Dentistry	General Revenue	\$175,538	0.00%					\$37,333		\$212,871	Incentive compensation based on FY20 actual (\$37,333). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment.
		Designated	\$175,538	0.00%	\$0	\$0	\$0	\$0	\$37,333	\$0	\$212,871	
		Auxiliary	\$107,712	8.00%							\$107,712	
			\$91,754	-8.00%					\$13,101		\$104,855	
Parks, Michael J.	Chief of Police	General Revenue	\$107,712	8.00%							\$107,712	Incentive compensation based on FY20 actual (\$13,101).
		Auxiliary	\$91,754	-8.00%					\$13,101		\$104,855	
		Designated	\$199,466	0.00%	\$0	\$0	\$0	\$0	\$13,101	\$0	\$212,567	
			\$199,466	0.00%	\$0	\$0	\$0	\$0	\$13,101	\$0	\$212,567	
Nijland, Mark J.	Assistant Vice President for Research	General Revenue	\$63,371	0.00%							\$63,371	Also has a 5% faculty appointment.
		Designated	\$147,866	0.00%							\$147,866	
		Restricted	\$211,237	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$211,237	
			\$211,237	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$211,237	
Reistetter, Timothy Andrew	Associate Dean for Research, School of Health Professions	General Revenue	\$144,435	0.00%					\$7,929		\$152,364	Incentive compensation based on FY20 actual (\$7,929).
		Restricted	\$58,565	0.00%							\$58,565	
		Designated	\$203,000	0.00%	\$0	\$0	\$0	\$0	\$7,929	\$0	\$210,929	
			\$203,000	0.00%	\$0	\$0	\$0	\$0	\$7,929	\$0	\$210,929	
Pineda, Juanita Lozano	Associate Dean for External Affairs, School of Dentistry	General Revenue	\$139,166	0.00%							\$139,166	Incentive compensation based on FY20 actual (\$20,000). Also has a 10% faculty appointment.
		Restricted	\$50,606	0.00%					\$20,000		\$70,606	
		Designated	\$189,772	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$209,772	
			\$189,772	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$209,772	
Costello, Daniel S.	Associate Vice President for Facilities Management	General Revenue	\$195,000	0.00%					\$7,638		\$202,638	
		Designated	\$195,000	0.00%	\$0	\$0	\$0	\$0	\$7,638	\$0	\$202,638	
		Service	\$195,000	0.00%	\$0	\$0	\$0	\$0	\$7,638	\$0	\$202,638	
			\$195,000	0.00%	\$0	\$0	\$0	\$0	\$7,638	\$0	\$202,638	
Charlton, Michael A.	Assistant Vice President for Environmental Health and Safety	General Revenue	\$170,142	0.00%					\$12,443		\$182,585	Incentive compensation based on FY20 actual (\$12,443).
		Designated	\$15,686	0.00%							\$15,686	
		Service	\$3,619	0.00%							\$3,619	
			\$189,447	0.00%	\$0	\$0	\$0	\$0	\$12,443	\$0	\$201,890	
Sickora, Cindy	Vice Dean for Practice and Engagement, School of Nursing	Designated	\$152,402	4.84%					\$20,790		\$173,192	Incentive compensation based on FY20 actual (\$20,790). A portion of the incentive may be associated with faculty effort.
		Restricted	\$2,345	-80.00%							\$2,345	
		Auxiliary	\$21,102	12.50%							\$21,102	
			\$175,849	0.00%	\$0	\$0	\$0	\$0	\$20,790	\$0	\$196,639	



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Cavazos, Jose E.	Assistant Dean for MD/PhD Program, Graduate School of Biomedical Sciences	General Revenue	\$68,766	0.00%							\$68,766	Also has a 60% faculty appointment.
		Designated	\$91,428	0.00%							\$91,428	
			\$160,194	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$160,194	
Henzi, David L.	Associate Dean for Academic and Student Affairs, School of Health Professions	General Revenue	\$149,290	0.00%					\$7,077		\$156,367	Incentive compensation based of FY20 actual (\$7,077).
			\$149,290	0.00%	\$0	\$0	\$0	\$0	\$7,077	\$0	\$156,367	
					\$0	\$0	\$0	\$0	\$0	\$0		
Martinez, Natalina	Chief Director Finance and Administration, Graduate School of Biomedical Sciences	General Revenue	\$148,934	0.00%							\$148,934	
			\$148,934	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$148,934	
					\$0	\$0	\$0	\$0	\$0	\$0		
Gill, Sara	Associate Dean for Graduate Programs, School of Nursing	General Revenue	\$132,000	7.70%					\$16,422		\$148,422	Incentive compensation based of FY20 actual (\$16,422). A portion of the incentive may be associated with faculty effort. Also has a 25% faculty appointment. Base salary market adjustment effective 12/01/19.
			\$132,000	7.70%	\$0	\$0	\$0	\$0	\$16,422	\$0	\$148,422	
					\$0	\$0	\$0	\$0	\$0	\$0		
Raabe, Timothy D.	Associate Dean for Academic Affairs, Dean Graduate School	General Revenue	\$146,160	0.00%							\$146,160	Also has 20% faculty appointment.
			\$146,160	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$146,160	
					\$0	\$0	\$0	\$0	\$0	\$0		
Byrd, David	Associate Dean for Admissions and Student Services, School of Nursing	General Revenue	\$89,356	26.56%					\$16,695		\$106,051	Incentive compensation based of FY20 actual (\$16,695). Base salary market adjustment effective 12/01/19.
		Restricted	\$35,303	0.00%							\$35,303	
			\$124,659	17.70%	\$0	\$0	\$0	\$0	\$16,695	\$0	\$141,354	
Kaulfus, John	Chief Student Affairs Officer and Title IX Director	General Revenue	\$129,845	0.00%							\$129,845	
		Auxiliary	\$10,225	0.00%							\$10,225	
			\$140,070	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,070	
Johnstone, Jennifer	Associate Dean of Finance and Administration, School of Nursing	General Revenue	\$129,413	0.00%					\$7,650		\$137,063	Incentive compensation based of FY20 actual (\$7,650).
			\$129,413	0.00%	\$0	\$0	\$0	\$0	\$7,650	\$0	\$137,063	
					\$0	\$0	\$0	\$0	\$0	\$0		
O'Neal, Cynthia	Associate Dean for Undergraduate Programs, School of Nursing	General Revenue	\$76,888	21.49%					\$14,500		\$91,388	Incentive compensation based of FY20 actual (\$14,500). A portion of the incentive may be associated with faculty effort. Also has a 25% faculty appointment. Base salary market adjustment effective 12/01/19.
		Restricted	\$45,493	-3.40%							\$45,493	
			\$122,381	10.87%	\$0	\$0	\$0	\$0	\$14,500	\$0	\$136,881	



**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2021**

**The University of Texas Health Science Center at San Antonio**

**Institution Code: 745**

A Name	B Position	C Funding Source	D Salary (9.1.2020)	E Percentage Salary Increase Over FY 2020	Nonsalary Benefits FY 2021						L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Seitz, Stefanie D.	Assistant Dean for Students, School of Dentistry	General Revenue	\$112,000	60.00%							\$132,692	Incentive compensation based of FY20 actual (\$20,692). A portion of the incentive may be associated with faculty effort. Appointed 80% as Assistant Dean and also has a 20% faculty appointment. Prior year A&P appointment was 50% and 50% faculty.
			\$112,000	60.00%	\$0	\$0	\$0	\$0	\$20,692	\$0	\$132,692	
			\$112,000	60.00%	\$0	\$0	\$0	\$0	\$20,692	\$0	\$132,692	
Leos, Lydia	Assistant Dean for Administration, School of Dentistry	General Revenue	\$132,016	0.00%							\$132,016	
			\$132,016	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$132,016	
			\$132,016	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$132,016	
Miller, Kenneth P.	Assistant Dean for Ambulatory Services, School of Nursing	General Revenue	\$66,300	0.00%							\$70,175	Incentive compensation based of FY20 actual (\$3,875). A portion of the incentive may be associated with faculty effort. Appointed Assistant Dean 06/01/2020. Also has a 25% faculty appointment.
		Designated	\$61,200	0.00%							\$61,200	
			\$127,500	0.00%	\$0	\$0	\$0	\$0	\$3,875	\$0	\$131,375	
Anderson, Matthew	Associate Dean for Finance and Administrative Affairs, School of Health Professions	General Revenue	\$128,330	0.00%							\$128,933	Incentive compensation based of FY20 actual (\$603). A portion of the incentive may be associated with faculty effort. Also has a 15% faculty appointment.
			\$128,330	0.00%	\$0	\$0	\$0	\$0	\$603	\$0	\$128,933	
			\$128,330	0.00%	\$0	\$0	\$0	\$0	\$603	\$0	\$128,933	
Peel, Jennifer	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue	\$119,182	0.00%							\$119,182	Also has a 5% faculty appointment.
			\$119,182	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$119,182	
			\$119,182	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$119,182	
Taylor, Barbara	Assistant Dean for MD/MPH Program, School of Medicine	General Revenue	\$107,120	0.00%							\$107,120	Incentive compensation based of FY20 actual (\$9,983). A portion of the incentive may be associated with faculty effort. Also has a 50% faculty appointment.
		Designated	\$0	0.00%							\$9,983	
			\$107,120	0.00%	\$0	\$0	\$0	\$0	\$9,983	\$0	\$117,103	
Courand, Jon Alan	Assistant Dean for Wellbeing, School of Medicine	General Revenue	\$115,000	0.00%							\$115,000	Also has a 50% faculty appointment.
			\$115,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,000	
			\$115,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,000	
Challa, Suman N.	Associate Dean for Advanced Education Programs and Strategic Initiatives, School of Dentistry	General Revenue	\$0	0.00%							\$9,756	Incentive compensation based of FY20 actual (\$9,756). A portion of the incentive may be associated with faculty effort. Appointed Associate Dean 02/24/2020. Also has a 50% faculty appointment.
		Restricted	\$101,719	0.00%							\$101,719	
			\$101,719	0.00%	\$0	\$0	\$0	\$0	\$9,756	\$0	\$111,475	

**Higher Education - Administrative Accountability Report  
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**The University of Texas Health Science Center at San Antonio**

**Institution Code: 745**

A Name	B Position	C Funding Source	D Salary (9.1.2020)	E Percentage Salary Increase Over FY 2020	Nonsalary Benefits FY 2021						L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Wathen, Patricia I.	Assistant Dean for Education and Innovation, School of Medicine	General Revenue	\$64,500	0.00%							\$64,500	Incentive compensation based of FY20 actual (\$24,000). A portion of the incentive may be associated with faculty effort. Appointed Assistant Dean 07/05/2020. Also has a 70% faculty appointment.
		Designated	\$15,000	0.00%					\$24,000		\$39,000	
			\$79,500	0.00%	\$0	\$0	\$0	\$0	\$24,000	\$0	\$103,500	
Meling, Vanessa B.	Assistant Dean for Academic Enhancement, School of Nursing	General Revenue	\$48,771	0.00%							\$48,771	
		Restricted	\$48,771	0.00%							\$48,771	
			\$97,542	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$97,542	
Sung, Patrick	Associate Dean for Research, School of Medicine	General Revenue	\$27,756	20.63%					\$8,000		\$35,756	Incentive compensation based of FY20 actual (\$8,000). A portion of the incentive may be associated with faculty effort. Also has a 80% faculty appointment.
		Designated	\$23,700	0.00%							\$23,700	
		Restricted	\$32,244	-12.83%							\$32,244	
			\$83,700	0.00%	\$0	\$0	\$0	\$0	\$8,000	\$0	\$91,700	
English, Dana Kiefer	Assistant Dean for Educational and Faculty Development, School of Dentistry	General Revenue	\$90,000	0.00%							\$90,000	Appointed Assistant Dean on 03/01/2019.
			\$90,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,000	
Reeves, Stephanie	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue	\$90,000	1.01%							\$90,000	Also has a 50% faculty appointment.
			\$90,000	1.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,000	
Gius, David	Assistant Dean for Research, School of Medicine	General Revenue	\$56,000	0.00%							\$56,000	Appointed Assistant Dean 09/01/2020. Also has a 80% faculty appointment.
			\$56,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$56,000	
Singh, Brij B.	Associate Dean for Research, School of Dentistry	Designated	\$23,500	0.00%					\$28,560		\$52,060	Incentive compensation based of FY20 actual (\$28,560). A portion of the incentive may be associated with faculty effort. Also has a 90% faculty appointment.
			\$23,500	0.00%	\$0	\$0	\$0	\$0	\$28,560	\$0	\$52,060	
MacNeill, Barbara A.	Assistant Dean for Clinics, School of Dentistry	General Revenue	\$13,700	-87.50%					\$17,530		\$31,230	Incentive compensation based of FY20 actual (\$17,530). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment. Prior year faculty appointment was 20%. Effective 09/15/20 A&P appointment was reduced from 80% to 10%.
			\$13,700	-87.50%	\$0	\$0	\$0	\$0	\$17,530	\$0	\$31,230	

**Note:** The University of Texas Health Science Center at San Antonio has implemented cost savings measures to maintain institutional financial continuity for FY20 and FY21 amidst the COVID-19 pandemic. Most incentives and all merits for faculty and staff have been suspended until revenue streams improve in FY21. Unless otherwise noted in the comments section, the institution is reporting an estimated incentive payment based on FY20 actuals and paid prior to COVID.