The University of Texas Health Science Center at San Antonio

Α	В	С	D	E	F	G	н	1	J	K	L	M
				Percentage			Nonsalary	Benefits FY 20	21			
Name	Position	Funding Source	Salary (9.1.2020)	Salary Increase Over FY 2020	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Henrich, William	President	General Revenue	\$65,945	0.00%	-						\$65,945	
		Designated Restricted	\$612,626 \$54,500 \$733,071	0.00% 0.00% 0.00%	\$0	\$188,015	\$0	\$0	\$339,633	\$0	\$1,140,274 \$54,500 \$1,260,719	Incentive compensation (\$139,633). Deferred Compensation (\$200,000).
			<i>\$133,011</i>	0.0070	- 70	7100,013	70	70	4333,033	Ç.	Ç1,200,71 3	=
*	Senior Executive Vice President and Chief Operating Officer	General Revenue Designated	\$17,880	0.00%							\$17,880	Incentive compensation (\$135,000). Deferred Compensation
			\$582,120	0.00%					\$235,000		\$817,120	_(\$100,000).
			\$600,000	0.00%	\$0	\$0	\$0	\$0	\$235,000	\$0	\$835,000	_
Hromas, Robert Alan [Dean, School of Medicine	General Revenue Designated Restricted	\$0 \$618,593 \$76,455 \$695,048	-100.00% 0.00% 1.20% 0.00%	\$0	\$0	\$0	\$0	\$126,225 \$126,225	\$0	\$0 \$744,818 \$76,455 \$821,273	Incentive compensation based on FY20 actual (\$126,225).
												=
	Executive Vice Dean for Clinical Affairs, School of Medicine	Designated	\$509,500 \$509,500	0.00%	\$0	\$0	\$0	\$0	\$68,940 \$68,940	\$0	\$578,440 \$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.
Breslin, Eileen T.	Dean, School of Nursing	General Revenue Designated	\$328,693 \$0	0.00% 0.00%					\$74,120		\$328,693 \$74,120	= Incentive compensation based on FY20 actual (\$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 Designated	\$340,000	37.62%					4		\$340,000	Incentive compensation based on FY20 actual (\$79,875). A portion
		Restricted	\$0 \$15,000	-100.00% 0.00%					\$79,875		\$79,875 \$15,000	of the incentive may be associated with faculty effort.
			\$355,000	0.00%	\$0	\$0	\$0	\$0	\$79,875	\$0	\$434,875	Also has a 20% faculty appointment.
Gomez-Leon, Ginny L.	Vice President and Chief Financial Officer	General Revenue Designated	\$355,000 \$0	0.00%					\$79,875		\$355,000 \$79,875	Incentive compensation (\$79,875)
			\$355,000	0.00%	\$0	\$0	\$0	\$0	\$79,875	\$0	\$434,875	Effective 01/01/20 Ms. Gomez-Leon assumed the role of Vice President and Chief Financial Officer.
Weiss, David S.	Dean, Graduate School of Biomedical Sciences	General Revenue										
		Designated Restricted	\$266,001 \$95,001 \$19,000	0.00% 0.00% 0.00%					\$54,750		\$266,001 \$149,751 \$19,000	Incentive compensation based on FY20 actual (\$54,750).
		nestricted	\$380,002	0.00%	\$0	\$0	\$0	\$0	\$54,750	\$0	\$434,752	-

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				Percentage			Nonsalary	Benefits FY 20	21			
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2020)	FY 2020	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Loomer, Peter M.	Dean, School of Dentistry	General Revenue	\$390,000	0.00%	-						\$390,000	<u> </u>
		Designated	\$0	0.00%					\$44,363		\$44,363	Incentive compensation based on FY20 actual (\$44,363).
			\$390,000	0.00%	\$0	\$0	\$0	\$0	\$44,363	\$0	\$434,363	=
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).
			\$345,050	0.00%	\$0	\$0	\$0	\$0	\$75,375	\$0	\$420,425	- ≣
Townsy Amy	Vice President and Chief Human Resources	Conoral Boyonya										
Tawney, Amy	Officer	General Revenue	\$339,250	0.00%							\$339,250	
	Officer	Designated	\$0	0.00%					\$66,375		\$66,375	Incentive compensation based on FY20 actual (\$66,375).
		Designated	\$339,250	0.00%	\$0	\$0	\$0	\$0	\$66,375	\$0	\$405,625	
									, , .		,,	=
Morrill, Deborah H.	Vice President for Institutional Advancement	General Revenue										
			\$282,767	0.00%							\$282,767	
		Designated	\$42,253	0.00%		40	40	40	\$67,500	40	\$109,753	Incentive compensation based on FY20 actual (\$67,500).
			\$325,020	0.00%	\$0	\$0	\$0	\$0	\$67,500	\$0	\$392,520	=
Adkins, Heather	Vice President and Chief Marketing and	General Revenue										
	Communications Officer		\$317,460	11.00%							\$317,460	
		Designated	\$0	0.00%					\$58,500		\$58,500	Incentive compensation based on FY20 actual (\$58,500).
			\$317,460	11.00%	\$0	\$0	\$0	\$0	\$58,500	\$0	\$375,960	Base salary market adjustment effective 09/01/20.
Leverence, Robert	Chief Medical Officer, School of Medicine	Designated										Incentive compensation based of FY20 actual (\$37,950). A portion of
Ecverence, Nobelt	chief Wedicar Officer, School of Wedicare	Designated	\$332,900	0.00%					\$37,950		\$370,850	the incentive may be associated with faculty effort.
			\$332,900	0.00%	\$0	\$0	\$0	\$0	\$37,950	\$0	\$370,850	Also has a 20% faculty appointment.
												=
Hepburn, Byron C.	Associate Vice President for the Military	General Revenue										
	Health Institute and Assistant Dean for		40=0.5=5	=							4050 555	
	Military Health	Budanatad	\$250,676	-5.41%					660 475		\$250,676	1
		Designated Restricted	\$0 \$53.474	0.00% 36.93%					\$60,475		\$60,475 \$53,174	Incentive compensation based on FY20 actual (\$60,475).
		Restricted	\$53,174 \$303,850	0.00%	\$0	\$0	\$0	\$0	\$60,475	\$0	\$364,325	_
			\$303,830	0.00%		υÇ	3 0	30	300,473	Ç0	3304,323	=
Kazen, James D.	Executive Vice President for Facility Planning	General Revenue										
	and Operations		\$293,550	0.00%							\$293,550	
		Designated	\$0	0.00%					\$64,125		\$64,125	_ Incentive compensation based on FY20 actual (\$64,125).
			\$293,550	0.00%	\$0	\$0	\$0	\$0	\$64,125	\$0	\$357,675	=
Shelledy, David	Dean, School of Health Professions	General Revenue	\$309,646	0.00%							\$309,646	
S. C. Cay, David	Seating School of Fledich Froncisions	Designated	\$5,355	0.00%					\$33,335		\$38,690	Incentive compensation based on FY20 actual (\$33,335).
			\$315,001	0.00%	\$0	\$0	\$0	\$0	\$33,335	\$0	\$348,336	(4-2,200).

The University of Texas Health Science Center at San Antonio

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				Percentage			Nonsalary	Benefits FY 202	21			
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2020)	FY 2020	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Nuttall, Richard M.	Interim Vice Dean for Finance, School of	General Revenue										
	Medicine and Chief Administrative Officer,		6272.475	04.760/							6272 475	
	Healthcare	Designated	\$272,475 \$42,525	-84.76% 12.85%					\$27,500		\$272,475 \$70,025	Incentive compensation based on FY20 actual (\$27,500).
		Designated	Ų42,323	12.0370	-				727,500		Ţ70,023	Effective 07/16/20 Mr. Nuttall assumed the role of Interim Vice
			\$315,000	12.85%	\$0	\$0	\$0	\$0	\$27,500	\$0	\$342,500	Dean. Interim pay is scheduled to end 01/15/21.
												=
Mok, Jacqueline L.	Vice President for Academic, Faculty and	General Revenue	4005.000								4005.000	
	Student Affairs	Designated	\$285,000 \$0	0.00% 0.00%					\$56,250		\$285,000 \$56,250	Incentive compensation based on FY20 actual (\$56,250).
		Designated	\$285,000	0.00%	\$0	\$0	\$0	\$0	\$56,250	\$0	\$341,250	
												=
Collins, Chiquita	Vice Dean for Inclusion and Diversity, School of	of Designated										
	Medicine and Associate Vice President for Inclusive Excellence and Health Equity											Incentive compensation based on FY20 actual (\$31,200).
	melusive excellence and frealth Equity		\$207,000	13.74%					\$56,200		\$263,200	Retirement annuity payment (\$25,000).
		Restricted	\$78,000	0.00%					. ,		\$78,000	<u> </u>
												Effective 10/01/20 Dr. Collins assumed the role of Associate Vice
			\$285,000	9.62%	\$0	\$0	\$0	\$0	\$56,200	\$0	\$341,200	President.
Potter, Jennifer	Vice Dean for Research and Student Programs	s General Revenue										
· otter, semmer	School of Medicine and Associate Vice	s, ceneral nevenue										
	President for South Texas Public Initiatives											
		Davisantad	\$317,813	0.00%							\$317,813	Incentive compensation based on FY20 actual (\$509). A portion of
		Designated	\$21,187	-93.75%					\$509		\$21,696	the incentive may be associated with faculty effort.
												Also has a 20% faculty appointment. Effective 10/01/20 Dr. Potter
			\$339,000	0.00%	\$0	\$0	\$0	\$0	\$509	\$0	\$339,509	assumed the role of Associate Vice President.
Clark, Robert A.	Assistant Vice President for Clinical Research	General Revenue										
y	The state of the s		\$0	-100.00%							\$0	
		Designated	\$227,384	5.18%							\$227,384	
		Restricted	\$97,649	2.43%		40	4.0	40	40	40	\$97,649	Also has a 2007 family associations of
			\$325,033	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$325,033	Also has a 30% faculty appointment.
Sankary, Edward C.	Chief Healthcare Informatics Officer	Designated	\$322,000	0.00%							\$322,000	Hired 04/20/2020
		J	\$322,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$322,000	Also has a 10% faculty appointment.
Comisso Advisors	Associate Description Association for the state	Canami Davanos										
Segura, Adriana	Associate Dean for Academic, Faculty and Student Affairs, School of Dentistry and	General Revenue										Incentive compensation based on FY20 actual (\$33,000). A portion
	Interim Chair of Comprehensive Dentistry		\$286,675	38.71%					\$33,000		\$319,675	of the incentive may be associated with faculty effort.
												Effective 11/08/19 Dr. Segura was appointed as Interim Chair. Also
			\$286,675	38.71%	\$0	\$0	\$0	\$0	\$33,000	\$0	\$319,675	has a 10% faculty appointment.

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Α	В	С	D	E	F	G	Н	ı	J	К	L	M
				Percentage			Nonsalary	Benefits FY 202	21			
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2020)	FY 2020	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Esterl, Robert	Associate Dean for Undergraduate Medical	General Revenue	4344.074	0.000/							6244.074	
	Education, School of Medicine		\$314,874 \$314,874	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$314,874 \$314,874	-
			7521,51			**	**			**	702.70.	=
Conway, Deborah	Associate Dean for Curriculum and Interim	General Revenue										
	Vice Dean for Undergraduate Medical Education, School of Medicine		\$275,139	0.00%							\$275,139	
	Education, school of Medicine	Designated	\$31,761	0.00%							\$31,761	
												Effective 06/01/20 Dr. Conway was appointed Interim Vice Dean.
			\$306,900	11.54%	\$0	\$0	\$0	\$0	\$0	\$0	\$306,900	Also has a 10% faculty appointment.
Kaminski, Patrick M.	Vice President for Office of Strategic Planning	General Revenue										
	and Business Development		\$283,000	0.00%							\$283,000	
		Designated	\$0	0.00%	-				\$15,503		\$15,503	Incentive compensation based on FY20 actual (\$15,503).
			\$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.
			7203,000	0.0070		, , , , , , , , , , , , , , , , , , , 	, JO	γυ	ÿ13,303	γo	7230,303	=
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	
,		Designated	\$0	0.00%							\$0	_
			\$295,008	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$295,008	- -
Gebhard, John R.	Assistant Vice President for Technology	General Revenue										
Costara, som m	Commercialization	General Nevende	\$142,780	-11.51%							\$142,780	
		Designated	\$132,220	62.16%					\$15,953		\$148,173	Incentive compensation based on FY20 actual (\$15,953).
			\$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	
		Designated	\$81,515	0.00%							\$81,515	<u>-</u>
			\$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	Incentive compensation based on FY20 actual (\$46,010).
			\$225,019	0.00%	\$0	\$0	\$0	\$0	\$46,010	\$0	\$271,029	
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.
	ea.ce		\$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	
	School of Medicine	Designated	<i>455,</i> 000	30.7370							433,000	Incentive compensation based on FY20 actual (\$18,000). A portion
		-	\$167,000	542.31%					\$18,000		\$185,000	of the incentive may be associated with faculty effort.
			\$266,000	0.00%	\$0	\$0	\$0	\$0	\$18,000	\$0	\$284,000	Also has a 20% faculty appointment.

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_	Α	В	С	D	E	F	G	Н	1	J	K	L	M
ſ					Percentage			Nonsalary	Benefits FY 202	21			
					Salary Increase		Practice						
				Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
	Name	Position	Funding Source	(9.1.2020)	FY 2020	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
	Debterrer In F	Associate Dans for Ovelity and Lifeland	Cararal Bassassa										
1	Patterson, Jan E.	Associate Dean for Quality and Lifelong Learning, School of Medicine	General Revenue	\$0	-100.00%							\$0	
		3,	Designated									• •	Incentive compensation based on FY20 actual (\$2,000). A portion of
				\$255,984	0.00%					\$2,000		\$257,984	_ the incentive may be associated with faculty effort.
													Appointed 72.5% Associate Dean and also has a 27.5% faculty appointment. Prior year appointment 50% as Associate Dean, 22.5%
													as Director of the Center for Patient Safety, and 27.5% as faculty.
				\$255,984	41.91%	\$0	\$0	\$0	\$0	\$2,000	\$0	\$257,984	=
,	/iles, Jeremy A.	Assistant Dean of Oncology Nursing and Chief	Decignated										
,	viies, seremy A.	Nursing Officer, School of Nursing	Designated	\$228,375	0.00%					\$21,500		\$249,875	Incentive compensation based on FY20 actual (\$21,500).
				\$228,375	0.00%	\$0	\$0	\$0	\$0	\$21,500	\$0	\$249,875	Also has a 10% faculty appointment.
	Ollege Bardel A	Control Associate Man Booth of Co.	Buttered										
(O'Hara, Patrick A.	Senior Associate Vice President for Development	Designated	\$232,943	0.00%					\$14,688		\$247,631	Incentive compensation based on FY20 actual (\$14,688).
		Severopinent		\$232,943	0.00%	\$0	\$0	\$0	\$0	\$14,688	\$0	\$247,631	
				-									=
L	azarine, John	Chief Audit Executive for Internal Audit and	General Revenue	\$230,000	0.00%					\$14,333		\$244,333	Incentive compensation based on FY20 actual (\$14,333).
		Consulting Services		\$230,000	0.00%	\$0	\$0	\$0	\$0	\$14,333	\$0	\$244,333	incentive compensation based on F120 actual (\$14,555).
													=
9	Saldivar, Jessica L.	Chief Compliance Officer	General Revenue	\$111,650	0.00%					\$14,667		\$126,317	Incentive compensation based on FY20 actual (\$14,667).
			Designated	\$111,650 \$223,300	0.00%	\$0	\$0	\$0	\$0	\$14,667	\$0	\$111,650 \$237,967	_
					0.0070		Ψ.	ŢŪ	, , , , , , , , , , , , , , , , , , , 	Ψ11,007	ų,	Ų237,307	=
L	ong, Gerard E.	Assistant Vice President for Business Affairs	General Revenue										
				\$221,422 \$221,422	0.00%	\$0	\$0	\$0	\$0	\$14,543 \$14,543	\$0	\$235,965 \$235,965	Incentive compensation based on FY20 actual (\$14,543).
				\$221,422	0.00%	- 30	ŞU	ŞU	ŞU	\$14,545	ŞU	\$255,965	=
L	Loredo, Gilbert	Associate Vice President for Governmental	General Revenue										
		Relations		\$233,000	0.00%	- 60	ć0	Ć0.	40	ćo	40	\$233,000	_
				\$233,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$233,000	=
(Cartee, Brian D.	Senior Director for Information Technology	General Revenue										
		Services		\$215,516	1.50%					\$14,155		\$229,671	Incentive compensation based on FY20 actual (\$14,155).
				\$215,516	1.50%	\$0	\$0	\$0	\$0	\$14,155	\$0	\$229,671	Base salary adjustment effective 09/01/20.
9	Schnabel, Michael	Senior Director for Information Security and	General Revenue										
		Operations and Chief Information Security											
		Officer		\$215,062	1.50%		ć0	**	† 2	\$14,126	40	\$229,188	Incentive compensation based on FY20 actual (\$14,126).
				\$215,062	1.50%	\$0	\$0	\$0	\$0	\$14,126	\$0	\$229,188	Base salary adjustment effective 09/01/20.
H	Keene, Gladys C.	Regional Dean, Laredo Campus	General Revenue	\$225,863	0.00%							\$225,863	
		•		\$225,863	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$225,863	_ =

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Α	В	С	D	E	F	G	н	I	J	K	L	M
				Doventore			Nonsalary	Benefits FY 20	21			
				Percentage Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2020)	FY 2020	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Schmelz, Joseph	Assistant Vice President for Research	General Revenue								•		
	Administration		\$144,329	27.45%							\$144,329	
		Designated	\$38,635	-44.59%							\$38,635	
		Restricted	\$39,079	0.00%							\$39,079	<u>-</u>
			\$222,043	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$222,043	=
Guest, Gary	Associate Dean, Dental Clinic and Associate	General Revenue										
,,	Dean for Patient Care, School of Dentistry											Incentive compensation based on FY20 actual (\$37,333). A portion
			\$175,538	0.00%					\$37,333		\$212,871	of the incentive may be associated with faculty effort.
			\$175,538	0.00%	\$0	\$0	\$0	\$0	\$37,333	\$0	\$212,871	Also has a 10% faculty appointment.
Parks, Michael J.	Chief of Police	General Revenue	\$107,712	8.00%							\$107,712	Incentive compensation based on FY20 actual (\$13,101).
Tarks, Michael 3.	chief of Folice	Auxiliary	\$91,754	-8.00%					\$13,101		\$104,855	meentive compensation based on 1120 decadi (\$15,101).
		, taxiiiai y	\$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	
		Designated	\$147,866	0.00%		ćo.	ćo.	<u> </u>	ćo.	<u> </u>	\$147,866	Also has a 5% faculty appointment
			\$211,237	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$211,237	Also has a 5% faculty appointment.
Reistetter, Timothy Andrew	Associate Dean for Research, School of Healtl	n General Revenue										
	Professions		\$144,435	0.00%					\$7,929		\$152,364	Incentive compensation based on FY20 actual (\$7,929).
		Restricted	\$58,565	0.00%							\$58,565	_
			\$203,000	0.00%	\$0	\$0	\$0	\$0	\$7,929	\$0	\$210,929	=
Pineda, Juanita Lozano	Associate Dean for External Affairs, School of	General Revenue										
	Dentistry		\$139,166	0.00%							\$139,166	Incentive compensation based on FY20 actual (\$20,000).
		Restricted	\$50,606	0.00%					\$20,000		\$70,606	
			\$189,772	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$209,772	Also has a 10% faculty appointment.
Contalla Daniel C	Associate Vice Described for Facilities	Canada Barrania										
Costello, Daniel S.	Associate Vice President for Facilities Management	General Revenue	\$195,000	0.00%					\$7,638		\$202,638	
	Management		\$195,000	0.00%	\$0	\$0	\$0	\$0	\$7,638	\$0	\$202,638	_
				0.0070		, , , , , , , , , , , , , , , , , , ,	, , , , , , , , , , , , , , , , , , ,	Ψ.	ψ7,030	Ţ.	ψ202)030	=
Charlton, Michael A.	Assistant Vice President for Environmental	General Revenue										
	Health and Safety		\$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 \$189,447	0.00%	\$0	\$0	\$0	\$0	\$12,443	\$0	\$3,619 \$201,890	-
			\$189,447	0.00%	\$0	ŞU	ŞU	\$0	\$12,443	\$0	\$201,890	=
Sickora, Cindy	Vice Dean for Practice and Engagement,	Designated										Incentive compensation based on FY20 actual (\$20,790). A portion
	School of Nursing		\$152,402	4.84%					\$20,790		\$173,192	of the incentive may be associated with faculty effort.
		Restricted	\$2,345	-80.00%							\$2,345	
		Auxiliary	\$21,102	12.50%		40	40	40	400 70-	40	\$21,102	Also has a 250/ fearly agree interest
			\$175,849	0.00%	\$0	\$0	\$0	\$0	\$20,790	\$0	\$196,639	Also has a 25% faculty appointment.

The University of Texas Health Science Center at San Antonio

Α	В	С	D	E	F	G	н	l l	J	К	L	М
				Percentage			Nonsalary	Benefits FY 20	21			
Name	Position	Funding Source	Salary (9.1.2020)	Salary Increase Over FY 2020	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Nolan, Jr., Robert J.	Associate Dean for Graduate Medical	General Revenue			-							
	Education, School of Medicine		\$195,176 \$195,176	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$195,176 \$195,176	Also has a 20% faculty appointment.
			\$155,170	0.00%		JU .	70	70	70	-	\$155,170	=
Vasquez, Sonia G.	Assistant Vice President for Development	General Revenue	\$50,400	22.30%					\$9,667		\$60,067	Incentive compensation based on FY20 actual (\$9,667).
		Designated	\$129,600	22.30%							\$129,600	
			\$180,000	22.30%	\$0	\$0	\$0	\$0	\$9,667	\$0	\$189,667	Base salary market adjustment effective 10/01/19.
Dougherty, Donald M.	Associate Dean for Research, School of	General Revenue										
Bodgiieiti, Bollala IIII	Medicine	General Nevenue	\$145,392	0.00%							\$145,392	
		Designated	\$41,008	0.00%							\$41,008	<u> </u>
			¢100 100	0.000/	40	40	ćo.	40	ćo	40	¢405 400	Appointed Associate Dean 04/01/2020. Also has a 50% faculty appointment.
			\$186,400	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$186,400	арропипени. =
Schiebel, Curtis	Chief Director Finance and Administration,	General Revenue										
	Office of the Vice President for Research		\$177,788	0.00%							\$177,788	
			\$177,788	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$177,788	- ■
AA-Coulle to a self-or AA	You Boar for Ear It Earlie on Calculation	C I D										
McGrath, Jacqueline M.	Vice Dean for Faculty Excellence, School of Nursing	General Revenue	\$152,250	0.00%					\$24,000		\$176,250	Incentive compensation based on FY20 actual (\$24,000). A portion of the incentive may be associated with faculty effort.
	Nulsing		\$152,250	0.00%	\$0	\$0	\$0	\$0	\$24,000	\$0	\$176,250	Also has a 25% faculty appointment.
												=
Wang, Jing	Vice Dean for Research, School of Nursing	General Revenue										Incentive compensation based on FY20 actual (\$24,000). A portion
		Dantaintad	\$142,100	0.00% 0.00%					\$24,000		\$166,100	of the incentive may be associated with faculty effort.
		Restricted	\$10,150 \$152,250	0.00%	\$0	\$0	\$0	\$0	\$24,000	\$0	\$10,150 \$176,250	Also has a 25% faculty appointment.
			\$152,250	0.0070		ΨŪ	Ψ.	-	ψ <u>2 1,000</u>	ŢŪ.	ψ170,230	=
Hanson, Joshua	Associate Dean for Student Affairs, School of	General Revenue										
	Medicine		\$162,086	0.00%							\$162,086	
		Designated	\$5,000	0.00%					\$5,231		\$10,231	Incentive compensation based of FY20 actual (\$5,231). A portion of the incentive may be associated with faculty effort.
			\$3,000	0.00%					\$3,231		\$10,231	Also has a 10% faculty appointment and a 25% appointment with
			\$167,086	0.00%	\$0	\$0	\$0	\$0	\$5,231	\$0	\$172,317	the VA Hospital.
												_
Blake, Nicquet	Associate Dean for Graduate Recruitment, Graduate School of Biomedical Sciences	General Revenue	¢11E 261	-12.87%							\$115,261	
	Graduate School of Biomedical Sciences	Restricted	\$115,261 \$54,941	-12.87% 44.88%							\$115,261 \$54,941	
			\$170,202	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,202	- -
												_
Bender, Ayla	Associate Dean of Finance, School of Dentistr	y General Revenue	6465 506	0.000/							64.CF F0C	
			\$165,500 \$165,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$165,500 \$165,500	_
			\$105,500	0.00%	ŞU	ŞU	ŞU	υç	ŞU	ŞU	\$103,300	=

The University of Texas Health Science Center at San Antonio

Α	В	C	D	E	F	G	н		<u>, </u>	К		M
				Percentage	Nonsalary Benefits FY 2021							
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2020)	FY 2020	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Cavazos, Jose E.	Assistant Dean for MD/PhD Program,	General Revenue	-									
	Graduate School of Biomedical Sciences		\$68,766	0.00%							\$68,766	
		Designated	\$91,428	0.00%		40	40	40	40	40	\$91,428	Also has a COO/ fearth, associations t
			\$160,194	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$160,194	Also has a 60% faculty appointment.
Henzi, David L.	Associate Dean for Academic and Student	General Revenue										
,	Affairs, School of Health Professions		\$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	=
Martinez, Natalina	Chief Director Finance and Administration, Graduate School of Biomedical Sciences	General Revenue	\$148,934	0.00%							\$148,934	
	Graduate Scribbi of Bioffiedical Sciences		\$148,934	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$148,934	-
											1 2/22	=
Gill, Sara	Associate Dean for Graduate Programs, School	ol General Revenue										Incentive compensation based of FY20 actual (\$16,422). A portion
	of Nursing		\$132,000	7.70%					\$16,422		\$148,422	of the incentive may be associated with faculty effort.
			\$132,000	7.70%	\$0	\$0	\$0	\$0	\$16,422	\$0	\$148,422	Also has a 25% faculty appointment. Base salary market adjustment effective 12/01/19.
			\$132,000	7.70%	- 50	ŞU	ŞU	ŞU	\$10,422	ŞU	\$140,422	=
Raabe, Timothy D.	Associate Dean for Academic Affairs, Dean	General Revenue										
	Graduate School		\$146,160	0.00%							\$146,160	_
			\$146,160	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$146,160	Also has 20% faculty appointment.
Byrd, David	Associate Dean for Admissions and Student	General Revenue										
Byra, Bavia	Services, School of Nursing	General Nevenue	\$89,356	26.56%					\$16,695		\$106,051	Incentive compensation based of FY20 actual (\$16,695).
	,	Restricted	\$35,303	0.00%					,		\$35,303	
			\$124,659	17.70%	\$0	\$0	\$0	\$0	\$16,695	\$0	\$141,354	Base salary market adjustment effective 12/01/19.
Kaulfus, John	Chief Student Affairs Officer and Title IX Director	General Revenue	\$129,845	0.00%							\$129,845	
	Director	Auxiliary	\$10,225	0.00%							\$129,845	
		Adamary	\$140,070	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,070	_
Johnstone, Jennifer	Associate Dean of Finance and	General Revenue										
	Administration, School of Nursing		\$129,413	0.00%		ć0	† 0	ź0	\$7,650	* 0	\$137,063	Incentive compensation based of FY20 actual (\$7,650).
			\$129,413	0.00%	\$0	\$0	\$0	\$0	\$7,650	\$0	\$137,063	=
O'Neal, Cynthia	Associate Dean for Undergraduate Programs,	General Revenue										Incentive compensation based of FY20 actual (\$14,500). A portion
. ,	School of Nursing		\$76,888	21.49%					\$14,500		\$91,388	of the incentive may be associated with faculty effort.
	-	Restricted	\$45,493	-3.40%							\$45,493	_
												Also has a 25% faculty appointment. Base salary market adjustment
			\$122,381	10.87%	\$0	\$0	\$0	\$0	\$14,500	\$0	\$136,881	effective 12/01/19.

The University of Texas Health Science Center at San Antonio

A	В	С	D	E	F	G	Н	<u> </u>	J	K	L	M
				Percentage			Nonsalary	Benefits FY 20	21			
Name	Position	Funding Source	Salary (9.1.2020)	Salary Increase Over FY 2020	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Seitz, Stefanie D.	Assistant Dean for Students, School of Dentistry	General Revenue	\$112,000	60.00%					\$20,692		\$132,692	Incentive compensation based of FY20 actual (\$20,692). A portion of the incentive may be associated with faculty effort.
			\$112,000	60.00%	\$0	\$0	\$0	\$0	\$20,692	\$0	\$132,692	Appointed 80% as Assistant Dean and also has a 20% faculty appointment. Prior year A&P appointment was 50% and 50% faculty.
Leos, Lydia	Assistant Dean for Administration, School of	General Revenue	Ć422.046	0.000/							Å422.04 <i>C</i>	=
	Dentistry		\$132,016 \$132,016	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$132,016 \$132,016	- =
Miller, Kenneth P.	Assistant Dean for Ambulatory Services, School of Nursing	General Revenue Designated	\$66,300 \$61,200	0.00% 0.00%					\$3,875		\$70,175 \$61,200	Incentive compensation based of FY20 actual (\$3,875). A portion of the incentive may be associated with faculty effort.
			\$127,500	0.00%	\$0	\$0	\$0	\$0	\$3,875	\$0	\$131,375	Appointed Assistant Dean 06/01/2020. Also has a 25% faculty appointment.
Anderson, Matthew	Associate Dean for Finance and Administrative Affairs, School of Health Professions	e General Revenue	\$128,330	0.00%					\$603		\$128,933	Incentive compensation based of FY20 actual (\$603). A portion of the incentive may be associated with faculty effort.
			\$128,330	0.00%	\$0	\$0	\$0	\$0	\$603	\$0	\$128,933	Also has a 15% faculty appointment.
Peel, Jennifer	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue	\$119,182	0.00%		40	40	40	40	40	\$119,182	Also have FOX for the same interest
			\$119,182	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$119,182	Also has a 5% faculty appointment.
Taylor, Barbara	Assistant Dean for MD/MPH Program, School of Medicine	General Revenue Designated	\$107,120	0.00%							\$107,120	Incentive compensation based of FY20 actual (\$9,983). A portion of
			\$0 \$107,120	0.00% 0.00%	\$0	\$0	\$0	\$0	\$9,983 \$9,983	\$0	\$9,983 \$117,103	the incentive may be associated with faculty effort. Also has a 50% faculty appointment. =
Courand, Jon Alan	Assistant Dean for Wellbeing, School of Medicine	General Revenue	\$115,000	0.00%							\$115,000	
			\$115,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,000	Also has a 50% faculty appointment.
Challa, Suman N.	Associate Dean for Advanced Education Programs and Strategic Initiatives, School of Dentistry	General Revenue	\$0 \$101,719	0.00% 0.00%		_			\$9,756		\$9,756 \$101,719	Incentive compensation based of FY20 actual (\$9,756). A portion of the incentive may be associated with faculty effort.
			\$101,719	0.00%	\$0	\$0	\$0	\$0	\$9,756	\$0	\$111,475	Appointed Associate Dean 02/24/2020. Also has a 50% faculty appointment.

The University of Texas Health Science Center at San Antonio

Institution Code: 745

Α	В	С	D	E	F	G	Н	<u> </u>	J	K	<u> </u>	M
				Percentage			Nonsalary	Benefits FY 20	21			
Name	Position	Funding Source	Salary (9.1.2020)	Salary Increase Over FY 2020	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Wathen, Patricia I.	Assistant Dean for Education and Innovation, School of Medicine	General Revenue	\$64,500	0.00%							\$64,500	Jacobia communication based of EVOD actual (624,000). A participant
		Designated	\$15,000	0.00%					\$24,000		\$39,000	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
			\$79,500	0.00%	\$0	\$0	\$0	\$0	\$24,000	\$0	\$103,500	appointment.
Meling, Vanessa B.	Assistant Dean for Academic Enhancement, School of Nursing	General Revenue	\$48,771	0.00%							\$48,771	
	Solidor of Maising	Restricted	\$48,771 \$97,542	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$48,771 \$97,542	_
Sung, Patrick	Associate Dean for Research, School of	General Revenue									1.2./2	= Incentive compensation based of FY20 actual (\$8,000). A portion of
	Medicine	Designated	\$27,756 \$23,700	20.63% 0.00%					\$8,000		\$35,756 \$23,700	the incentive may be associated with faculty effort.
		Restricted	\$32,244 \$83,700	-12.83% 0.00%	\$0	\$0	\$0	\$0	\$8,000	\$0	\$32,244 \$91,700	Also has a 80% faculty appointment.
English, Dana Kiefer	Assistant Dean for Educational and Faculty	General Revenue										
	Development, School of Dentistry		\$90,000 \$90,000	0.00% 0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,000 \$90,000	Appointed Assistant Dean on 03/01/2019.
Reeves, Stephanie	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue	\$90,000	1.01%							\$90,000	
	Education, School of Medicine		\$90,000	1.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,000	Also has a 50% faculty appointment.
Gius, David	Assistant Dean for Research, School of Medicine	General Revenue	\$56,000	0.00%							\$56,000	
			\$56,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$56,000	Appointed Assistant Dean 09/01/2020. Also has a 80% faculty appointment.
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.
	Dentistry		\$23,500	0.00%	\$0	\$0	\$0	\$0	\$28,560	\$0	\$52,060	Also has a 90% faculty appointment.
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.
			\$13,700	-87.50%	\$0	\$0	\$0	\$0	\$17,530	\$0	\$31,230	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%.

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.