

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2022**

**The University of Texas Health Science Center at San Antonio
Institution Code: 745**

A Name	B Position	C Funding Source	D Salary (9.1.2021)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2022						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		
Tawney, Amy	Vice President and Chief Human Resources Officer	General Revenue	\$395,024	16.44%							\$395,024	Incentive compensation based on FY21 actual (\$76,331). Base salary market adjustment effective 09/01/21.
		Designated	\$0	0.00%					\$76,331		\$76,331	
			\$395,024	16.44%	\$0	\$0	\$0	\$0	\$76,331	\$0	\$471,355	
Weiss, David S.	Dean, Graduate School of Biomedical Sciences	General Revenue	\$344,875	29.65%							\$344,875	Incentive compensation based on FY21 actual (\$68,400). Base salary market adjustment effective 09/01/21.
		Designated	\$19,375	-79.61%					\$68,400		\$87,775	
		Restricted	\$23,250	22.37%							\$23,250	
			\$387,500	1.97%	\$0	\$0	\$0	\$0	\$68,400	\$0	\$455,900	
Breslin, Eileen T.	Dean, School of Nursing	General Revenue	\$328,694	0.00%							\$328,694	Incentive compensation based on FY21 actual (\$67,667). Base salary market adjustment effective 09/01/21.
		Designated	\$0	0.00%					\$67,667		\$67,667	
		Restricted	\$43,806	24.78%							\$43,806	
			\$372,500	2.39%	\$0	\$0	\$0	\$0	\$67,667	\$0	\$440,167	
Giuffrida, Andrea	Vice President for Strategic Industry Ventures	General Revenue	\$0	-100.00%							\$0	Incentive compensation based on FY21 actual (\$79,875). A portion of the incentive may be associated with faculty effort. Also has a 20% faculty appointment. Effective 06/21/21 Dr. Giuffrida assumed the role of Vice President for Strategic Industry Ventures.
		Designated										
		Restricted	\$340,000	0.00%					\$79,875		\$419,875	
			\$15,000	0.00%						\$15,000		
			\$355,000	0.00%	\$0	\$0	\$0	\$0	\$79,875	\$0	\$434,875	
Adkins, Heather	Vice President and Chief Marketing and Communications Officer	General Revenue	\$358,960	13.07%							\$358,960	Incentive compensation based on FY21 actual (\$71,429). Base salary market adjustment effective 09/01/21.
		Designated	\$0	0.00%					\$71,429		\$71,429	
			\$358,960	13.07%	\$0	\$0	\$0	\$0	\$71,429	\$0	\$430,389	
Sankary, Edward C.	Chief Healthcare Informatics Officer and Value Officer	Designated	\$383,200	19.01%							\$383,200	Incentive compensation (\$34,000). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment. Effective 09/01/21 Dr. Sankary's title was updated from Chief Healthcare Informatics Officer to Chief Healthcare Informatics Officer and Value Officer with a corresponding salary increase.
			\$383,200	19.01%	\$0	\$0	\$0	\$0	\$34,000	\$0	\$417,200	
Potter, Jennifer	Interim Vice President for Research	General Revenue	\$360,000	1.35%							\$360,000	Other: Incentive compensation (\$35,634). A portion of the incentive may be associated with faculty effort. Also has a 20% faculty appointment. Effective 06/21/21 Dr. Potter assumed the role of Interim Vice President.
		Designated	\$15,000	-24.24%					\$33,263		\$393,263	
			\$375,000	0.00%	\$0	\$0	\$0	\$0	\$35,634	\$0	\$410,634	
Shelledy, David	Dean, School of Health Professions	General Revenue	\$322,109	4.02%							\$322,109	Incentive compensation based on FY21 actual (\$63,945). Base salary market adjustment effective 09/01/21.
		Designated	\$5,571	4.03%					\$63,945		\$69,516	
			\$327,680	4.03%	\$0	\$0	\$0	\$0	\$63,945	\$0	\$391,625	

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Conway, Deborah	Associate Dean for Curriculum and Vice Dean for Undergraduate Medical Education, School of Medicine	General Revenue										Incentive compensation (\$34,650). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment. Effective 06/01/21 Dr. Conway was appointed Vice Dean.
		Designated	\$315,000	14.49%					\$34,650		\$349,650	
			\$35,000	10.20%							\$35,000	
			<u>\$350,000</u>	<u>14.04%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$34,650</u>	<u>\$0</u>	<u>\$384,650</u>	
Kaminski, Patrick M.	Vice President and Chief Strategy Officer for Office of Strategic Planning and Business Development	General Revenue										Incentive compensation based on FY21 actual (\$63,675). Base salary market adjustment effective 09/01/21.
		Designated	\$316,834	11.96%							\$316,834	
			\$0	0.00%					\$63,675		\$63,675	
			<u>\$316,834</u>	<u>11.96%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$63,675</u>	<u>\$0</u>	<u>\$380,509</u>	
Hepburn, Byron C.	Associate Vice President for the Military Health Institute and Assistant Dean for Military Health	General Revenue										Incentive compensation based on FY21 actual (\$68,366). Base salary market adjustment effective 09/01/21.
		Designated	\$255,942	2.10%							\$255,942	
		Restricted	\$0	0.00%					\$68,366		\$68,366	
			<u>\$54,291</u>	<u>2.10%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$68,366</u>	<u>\$0</u>	<u>\$378,599</u>	
Leverence, Robert	Chief Medical Officer, School of Medicine	Designated										Incentive compensation (\$37,191). A portion of the incentive may be associated with faculty effort. Also has a 20% faculty appointment.
			\$332,900	0.00%							\$37,191	
			\$0	0.00%					\$37,191		\$37,191	
			<u>\$332,900</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$37,191</u>	<u>\$0</u>	<u>\$370,091</u>	
Mok, Jacqueline L.	Vice President for Academic, Faculty and Student Affairs	General Revenue										Incentive compensation based on FY21 actual (\$64,125). Base salary market adjustment effective 09/01/21.
		Designated	\$304,950	7.00%							\$304,950	
			\$0	0.00%					\$64,125		\$64,125	
			<u>\$304,950</u>	<u>7.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$64,125</u>	<u>\$0</u>	<u>\$369,075</u>	
Kazen, James D.	Executive Vice President for Capital Projects	General Revenue										Incentive compensation based on FY21 actual (\$60,765). Effective 06/01/21 Mr. Kazen assumed the role of Executive Vice President.
		Designated	\$293,550	0.00%							\$293,550	
			\$0	0.00%					\$60,765		\$60,765	
			<u>\$293,550</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$60,765</u>	<u>\$0</u>	<u>\$354,315</u>	
Williams, Janet F.	Vice Dean for Faculty, School of Medicine	General Revenue										Incentive compensation (\$31,660). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment. Base salary market adjustment effective 09/01/21.
		Designated	\$240,900	0.00%							\$31,660	
			\$81,100	-72.69%							\$81,100	
			<u>\$322,000</u>	<u>8.42%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$31,660</u>	<u>\$0</u>	<u>\$353,660</u>	
Nuttall, Richard M.	Vice Dean for Finance and Administration, School of Medicine	General Revenue										Incentive compensation (\$29,302). Effective 06/01/21 Mr. Nuttall assumed the role of Vice Dean.
		Designated	\$0	-100.00%							\$29,302	
			\$322,000	657.20%					\$29,302		\$29,302	
			<u>\$322,000</u>	<u>2.22%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$29,302</u>	<u>\$0</u>	<u>\$351,302</u>	

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Collins, Chiquita	Associate Vice President for Inclusive Excellence and Health Equity and Vice Dean for Inclusion and Diversity, School of Medicine	General Revenue	\$143,000	0.00%						\$21,840	\$164,840	Incentive compensation (\$21,840). Retirement annuity payment (\$25,000). Effective 10/01/20 Dr. Collins assumed the role of Associate Vice President.	
			\$142,000	-31.40%						\$25,000	\$167,000		
			\$0	-100.00%							\$0		\$0
			\$285,000	0.00%	\$0	\$0	\$0	\$0	\$46,840	\$0	\$331,840		
Segura, Adriana	Associate Dean for Academic, Faculty and Student Affairs, School of Dentistry and Interim Chair of Comprehensive Dentistry	General Revenue	\$286,675	0.00%						\$44,000	\$330,675	Incentive compensation(\$44,000). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment.	
			\$286,675	0.00%	\$0	\$0	\$0	\$0	\$44,000	\$0	\$330,675		
			\$286,675	0.00%	\$0	\$0	\$0	\$0	\$44,000	\$0	\$330,675		
Viles, Jeremy A.	Assistant Vice President for Hospital Planning	General Revenue	\$0	-100.00%								Incentive compensation based on maximum incentive potential (\$28,875). Effective 06/15/21 Dr. Viles assumed the role of Assistant Vice President.	
			\$288,750	0.00%						\$28,875	\$317,625		
			\$288,750	0.00%	\$0	\$0	\$0	\$0	\$28,875	\$0	\$317,625		
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		
Gebhard, John R.	Assistant Vice President for Technology Commercialization	General Revenue	\$171,694	20.25%						\$27,500	\$199,194	Incentive compensation based on FY21 actual (\$27,500). Base salary increase effective 09/01/21.	
			\$108,806	-17.71%							\$108,806		
			\$280,500	2.00%	\$0	\$0	\$0	\$0	\$27,500	\$0	\$308,000		
Hartman, Brandon L.	Healthcare Chief Administrative Officer, School of Medicine	Designated	\$279,000	0.00%						\$23,100	\$302,100	Incentive compensation (\$23,100). Effective 09/01/21 Mr. Hartman assumed the role of Healthcare Chief Administrative Officer.	
			\$279,000	0.00%	\$0	\$0	\$0	\$0	\$23,100	\$0	\$302,100		
Diaz, Armando	Vice President for Governmental Relations	General Revenue	\$300,944	2.01%							\$300,944	Base salary market adjustment effective 09/01/21. Effective 12/31/21 Mr. Diaz will retire from the institution.	
			\$300,944	2.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$300,944		
Goldberg, Mark P.	Assistant Vice President for Translational Research, Institute for the Integration of Medicine and Science	Designated	\$213,000	0.00%						\$35,000	\$248,000	Incentive compensation based on FY21 actual (\$35,000). A portion of the incentive may be associated with faculty effort. Also has a 40% faculty appointment. Effective 02/15/21 Dr. Goldberg assumed the role of Assistant Vice President.	
			\$51,000	0.00%							\$51,000		
			\$264,000	0.00%	\$0	\$0	\$0	\$0	\$35,000	\$0	\$299,000		
			\$264,000	0.00%	\$0	\$0	\$0	\$0	\$35,000	\$0	\$299,000		

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Gibbs, Micaela B.	Chief Dental Officer, School of Dentistry	General Revenue Designated	\$230,000	0.00%							\$230,000	Incentive compensation based on maximum incentive potential (\$46,000). One-time relocation allowance (\$19,167). Effective 09/01/21 Dr. Gibbs assumed the role of Chief Dental Officer.
			\$0	0.00%					\$65,167	\$65,167		
			\$230,000	0.00%	\$0	\$0	\$0	\$0	\$65,167	\$0	\$295,167	
Charlton, Michael A.	Associate Vice President for Facilities, Safety, and Risk Management and Institutional Facilities Planning Officer	General Revenue Designated	\$268,400	8.60%						\$21,892	\$290,292	Incentive compensation based on FY21 actual (\$21,892). Effective 05/01/21 Dr. Charlton assumed the role of Associate Vice President.
			\$0	-100.00%						\$0		
			\$268,400	0.00%	\$0	\$0	\$0	\$0	\$21,892	\$0	\$290,292	
Jones, Woodson S.	Vice Dean for Graduate Medical Education, School of Medicine	General Revenue Designated	\$177,000	78.79%						\$21,294	\$198,294	Incentive compensation (\$21,294). A portion of the incentive may be associated with faculty effort. Also has a 20% faculty appointment.
			\$89,000	-46.71%						\$89,000		
			\$266,000	0.00%	\$0	\$0	\$0	\$0	\$21,294	\$0	\$287,294	
DeLay, Mary G.	Vice President and Chief of Staff	General Revenue Designated	\$236,320	5.02%							\$236,320	Incentive compensation based on FY21 actual (\$50,629). Base salary market adjustment effective 09/01/21.
			\$0	0.00%					\$50,629	\$50,629		
			\$236,320	5.02%	\$0	\$0	\$0	\$0	\$50,629	\$0	\$286,949	
Park, Jack C.	Chief Legal Officer	General Revenue Designated	\$195,650	2.86%							\$195,650	Base salary increase effective 09/01/21.
			\$83,850	2.86%						\$83,850		
			\$279,500	2.86%	\$0	\$0	\$0	\$0	\$0	\$0	\$279,500	
Patterson, Jan E.	Associate Dean for Quality and Lifelong Learning, School of Medicine	Designated	\$255,984	0.00%						\$16,831	\$272,815	Incentive compensation (\$16,831). A portion of the incentive may be associated with faculty effort. Also has a 27.5% faculty appointment.
			\$255,984	0.00%					\$16,831	\$0	\$272,815	
			\$255,984	0.00%	\$0	\$0	\$0	\$0	\$16,831	\$0	\$272,815	
Long, Gerard E.	Associate Vice President for Business Affairs	General Revenue	\$245,000	0.00%						\$21,589	\$266,589	Incentive compensation based on FY21 actual (\$21,589). Effective 09/01/21 Dr. Long assumed the role of Associate Vice President.
			\$245,000	0.00%						\$21,589	\$266,589	
			\$245,000	0.00%	\$0	\$0	\$0	\$0	\$21,589	\$0	\$266,589	
Schnabel, Michael	Assistant Vice President for Information Security and Operations and Chief Information Security Officer	General Revenue Designated	\$243,500	0.00%						\$21,506	\$265,006	Incentive compensation based on FY21 actual (\$21,506). Effective 09/01/21 Mr. Schnabel assumed the role of Assistant Vice President.
			\$0	0.00%						\$0		
			\$243,500	0.00%	\$0	\$0	\$0	\$0	\$21,506	\$0	\$265,006	
Kellaway, Judianne	Associate Dean for Admissions, School of Medicine	General Revenue Designated	\$263,610	0.00%							\$263,610	Incentive compensation based on FY21 actual (\$130). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment.
			\$0	0.00%					\$130	\$130		
			\$263,610	0.00%	\$0	\$0	\$0	\$0	\$130	\$0	\$263,740	

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Lazarine, John	Chief Audit Executive for Internal Audit and Consulting Services	General Revenue	\$240,000	4.35%						\$23,000	\$263,000	Incentive compensation based on FY21 actual (\$23,000). Base salary increase effective 09/01/21.
		Designated	\$0	0.00%							\$0	
			\$240,000	4.35%	\$0	\$0	\$0	\$0	\$23,000	\$0	\$263,000	
Cartee, Brian D.	Assistant Vice President for Information Technology Services	General Revenue	\$237,700	0.00%						\$21,552	\$259,252	Incentive compensation based on FY21 actual (\$21,552). Effective 09/01/21 Mr. Cartee assumed the role of Assistant Vice President.
		Designated	\$0	0.00%							\$0	
			\$237,700	0.00%	\$0	\$0	\$0	\$0	\$21,552	\$0	\$259,252	
Saldivar, Jessica L.	Chief Compliance Officer	General Revenue	\$116,650	4.48%						\$20,946	\$137,596	Incentive compensation based on FY21 actual (\$20,946). Base salary increase effective 09/01/21.
		Designated	\$116,650	4.48%							\$116,650	
			\$233,300	4.48%	\$0	\$0	\$0	\$0	\$20,946	\$0	\$254,246	
Loredo, Gilbert	Associate Vice President for Governmental Relations	General Revenue	\$241,994	3.86%							\$241,994	Base salary increase effective 09/01/21. Effective 12/01/21 Mr. Loredo will assume the role of Vice President for Governmental Relations at an annual rate of \$315,000.
			\$241,994	3.86%	\$0	\$0	\$0	\$0	\$0	\$0	\$241,994	
			\$241,994	3.86%	\$0	\$0	\$0	\$0	\$0	\$0	\$241,994	
Parks, Michael J.	Chief of Police	General Revenue	\$114,174	6.00%						\$19,947	\$134,121	Incentive compensation based on FY21 actual (\$19,947). Base salary increase effective 09/01/21.
		Auxiliary	\$97,260	6.00%							\$97,260	
			\$211,434	6.00%	\$0	\$0	\$0	\$0	\$19,947	\$0	\$231,381	
Challa, Suman N.	Associate Dean for Advanced Education Programs and Strategic Initiatives, School of Dentistry	General Revenue	\$0	0.00%						\$39,471	\$39,471	Incentive compensation (\$39,471). A portion of the incentive may be associated with faculty effort. Also has a 7% faculty appointment. Prior year appointment was 50% A&P and 50% faculty.
		Restricted	\$189,196	86.00%							\$189,196	
		Designated	\$0	0.00%							\$0	
		\$189,196	86.00%	\$0	\$0	\$0	\$0	\$39,471	\$0	\$228,667		
Vasquez, Sonia G.	Assistant Vice President for Development	General Revenue	\$26,910	-46.61%						\$18,450	\$45,360	Incentive compensation based on FY21 actual (\$18,450). Base salary market adjustment effective 07/01/21.
		Designated	\$180,090	38.96%							\$180,090	
			\$207,000	15.00%	\$0	\$0	\$0	\$0	\$18,450	\$0	\$225,450	
Schmelz, Joseph	Assistant Vice President for Research Administration	General Revenue	\$184,793	28.04%							\$184,793	Base salary increase effective 09/01/21.
		Designated	\$0	-100.00%							\$0	
		Restricted	\$39,470	1.00%							\$39,470	
		\$224,263	1.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$224,263		
Reistetter, Timothy Andrew	Associate Dean for Research, School of Health Professions	General Revenue	\$207,060	43.36%						\$14,210	\$221,270	Incentive compensation based on FY21 actual (\$14,210). Base salary increase effective 09/01/21.
		Restricted	\$0	-100.00%							\$0	
		Designated	\$0	0.00%							\$0	
		\$207,060	2.00%	\$0	\$0	\$0	\$0	\$14,210	\$0	\$221,270		

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Pineda, Juanita Lozano	Associate Dean for External Affairs, School of Dentistry	General Revenue										Incentive compensation (\$30,000). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment.
		Restricted	\$139,166	0.00%					\$30,000	\$169,166		
		Designated	\$50,606	0.00%						\$50,606		
			\$0	0.00%						\$0		
			<u>\$189,772</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$30,000</u>	<u>\$0</u>	<u>\$219,772</u>	
Sickora, Cindy	Vice Dean for Practice and Engagement, School of Nursing	Designated										Incentive compensation (\$16,413). A portion of the incentive may be associated with faculty effort. Also has a 25% faculty appointment. Base salary market adjustment effective 09/01/21.
		Restricted	\$188,626	23.77%					\$16,413	\$205,039		
		Auxiliary	\$0	-100.00%						\$0		
			\$13,473	-36.15%						\$13,473		
			<u>\$202,099</u>	<u>14.93%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$16,413</u>	<u>\$0</u>	<u>\$218,512</u>	
Guest, Gary	Associate Dean, Dental Clinic and Associate Dean for Patient Care, School of Dentistry	General Revenue										Incentive compensation (\$37,333). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment.
		Designated	\$175,538	0.00%					\$37,333	\$212,871		
			\$0	0.00%						\$0		
			\$175,538	0.00%					\$37,333	\$0	\$212,871	
			<u>\$175,538</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$37,333</u>	<u>\$0</u>	<u>\$212,871</u>	
Nolan, Jr., Robert J.	Associate Dean for Graduate Medical Education, School of Medicine	General Revenue	\$195,176	0.00%							\$195,176	Also has a 20% faculty appointment.
			\$195,176	0.00%					\$0	\$0	\$195,176	
			<u>\$195,176</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$195,176</u>	
McGrath, Jacqueline M.	Vice Dean for Faculty Excellence, School of Nursing	General Revenue										Incentive compensation (\$23,142). A portion of the incentive may be associated with faculty effort. Also has a 25% faculty appointment.
		Designated	\$165,794	8.90%							\$165,794	
			\$0	0.00%					\$23,142	\$23,142		
			\$165,794	8.90%					\$23,142	\$0	\$188,936	
			<u>\$165,794</u>	<u>8.90%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$23,142</u>	<u>\$0</u>	<u>\$188,936</u>	
Schiebel, Curtis	Chief Director Finance and Administration, Office of the Vice President for Research	General Revenue										Base salary increase effective 09/01/21.
			\$184,900	4.00%							\$184,900	
			\$184,900	4.00%							\$184,900	
			<u>\$184,900</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$184,900</u>	
Bender, Ayla	Associate Dean of Finance, School of Dentistry	General Revenue	\$175,430	6.00%							\$175,430	Base salary increase effective 09/01/21.
			\$175,430	6.00%							\$175,430	
			<u>\$175,430</u>	<u>6.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$175,430</u>	
Martinez, Natalina	Chief Director Finance and Administration, Graduate School of Biomedical Sciences	General Revenue										Base salary market adjustment effective 08/01/21.
			\$171,200	14.95%							\$171,200	
			<u>\$171,200</u>	<u>14.95%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$171,200</u>	
Blake, Nicquet	Associate Dean for Graduate Recruitment, Graduate School of Biomedical Sciences	General Revenue										
			\$98,241	-14.77%							\$98,241	
		Restricted	\$71,961	30.98%							\$71,961	
			\$170,202	0.00%							\$170,202	
			<u>\$170,202</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$170,202</u>	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2022**

**The University of Texas Health Science Center at San Antonio
Institution Code: 745**

A Name	B Position	C Funding Source	D Salary (9.1.2021)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2022						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		
Hanson, Joshua	Associate Dean for Student Affairs, School of Medicine	General Revenue	\$162,086	0.00%							\$162,086	Also has a 10% faculty appointment and a 25% appointment with the VA Hospital.
		Designated	\$5,000	0.00%							\$5,000	
			\$167,086	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$167,086	
Johnstone, Jennifer	Associate Dean of Finance and Administration, School of Nursing	General Revenue	\$155,300	20.00%							\$155,300	Incentive compensation (\$10,871). Base salary market adjustment effective 09/01/21.
		Designated	\$0	0.00%					\$10,871		\$10,871	
			\$155,300	20.00%	\$0	\$0	\$0	\$0	\$10,871	\$0	\$166,171	
Cavazos, Jose E.	Assistant Dean for MD/PhD Program, Graduate School of Biomedical Sciences	General Revenue	\$84,090	22.28%							\$84,090	Incentive compensation based on FY21 actual (\$1,842). A portion of the incentive may be associated with faculty effort. Also has a 60% faculty appointment. Base salary increase effective 09/01/21.
		Designated	\$78,198	-14.47%					\$1,842		\$80,040	
			\$162,288	1.31%	\$0	\$0	\$0	\$0	\$1,842	\$0	\$164,130	
Henzi, David L.	Associate Dean for Academic and Student Affairs, School of Health Professions	General Revenue	\$152,276	2.00%					\$10,077		\$162,353	Incentive compensation based on FY21 actual (\$10,077). Base salary increase effective 09/01/21.
		Designated	\$0	0.00%							\$0	
			\$152,276	2.00%	\$0	\$0	\$0	\$0	\$10,077	\$0	\$162,353	
Gill, Sara L.	Associate Dean for Graduate Programs, School of Nursing	General Revenue	\$147,044	11.40%							\$147,044	Incentive compensation (\$14,784). A portion of the incentive may be associated with faculty effort. Also has a 25% faculty appointment. Base salary market adjustment effective 09/01/21.
		Designated	\$0	0.00%					\$14,784		\$14,784	
			\$147,044	11.40%	\$0	\$0	\$0	\$0	\$14,784	\$0	\$161,828	
Anderson, Matthew	Associate Dean for Finance and Administrative Affairs, School of Health Professions	General Revenue	\$141,165	10.00%					\$15,028		\$156,193	Incentive compensation based on FY21 actual (\$15,028). A portion of the incentive may be associated with faculty effort. Also has a 15% faculty appointment. Base salary developmental adjustment effective 08/01/21.
		Designated	\$0	0.00%							\$0	
			\$141,165	10.00%	\$0	\$0	\$0	\$0	\$15,028	\$0	\$156,193	
Raabe, Timothy D.	Associate Dean for Academic Affairs, Graduate School of Biomedical Sciences	General Revenue	\$150,560	3.01%							\$150,560	Also has 20% faculty appointment. Base salary increase effective 09/01/21.
		Designated	\$0	0.00%							\$0	
			\$150,560	3.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,560	
Kaufus, John	Chief Student Affairs Officer and Title IX Director	General Revenue	\$126,000	-2.96%							\$126,000	Base salary market adjustment effective 09/01/21.
		Auxiliary	\$24,000	134.72%							\$24,000	
			\$150,000	7.09%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,000	

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Leos, Lydia	Assistant Dean for Administration, School of Dentistry	General Revenue	\$139,937	6.00%							\$139,937	Base salary increase effective 09/01/21.
			\$139,937	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$139,937	
Seitz, Stefanie D.	Assistant Dean for Students, School of Dentistry	General Revenue	\$112,000	0.00%						\$20,000	\$132,000	Incentive compensation (\$20,000). A portion of the incentive may be associated with faculty effort. Also has a 20% faculty appointment.
		Designated	\$0	0.00%							\$0	
			\$112,000	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$132,000	
O'Neal, Cynthia	Associate Dean for Undergraduate Programs, School of Nursing	General Revenue	\$76,806	-0.11%							\$76,806	Incentive compensation (\$9,138). A portion of the incentive may be associated with faculty effort. Also has a 25% faculty appointment.
		Restricted	\$45,575	0.18%							\$45,575	
		Designated	\$0	0.00%					\$9,138		\$9,138	
			\$122,381	0.00%	\$0	\$0	\$0	\$0	\$9,138	\$0	\$131,519	
Taylor, Barbara	Assistant Dean for MD/MPH Program, School of Medicine	General Revenue	\$107,120	0.00%							\$107,120	Other: Incentive compensation (\$22,306). A portion of the incentive may be associated with faculty effort. Also has a 50% faculty appointment.
		Designated	\$0	0.00%					\$15,046		\$15,046	
		Restricted	\$0	0.00%					\$7,260		\$7,260	
			\$107,120	0.00%	\$0	\$0	\$0	\$0	\$22,306	\$0	\$129,426	
Miller, Kenneth P.	Assistant Dean for Ambulatory Services, School of Nursing	General Revenue	\$66,300	0.00%							\$66,300	Also has a 25% faculty appointment.
		Designated	\$61,200	0.00%							\$61,200	
			\$127,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$127,500	
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	
Courand, Jon Alan	Assistant Dean for Wellbeing, School of Medicine	General Revenue	\$115,000	0.00%							\$115,000	Incentive compensation based on FY21 actual (\$316). A portion of the incentive may be associated with faculty effort. Also has a 50% faculty appointment.
		Designated	\$0	0.00%					\$316		\$316	
			\$115,000	0.00%	\$0	\$0	\$0	\$0	\$316	\$0	\$115,316	
Sung, Patrick	Associate Dean for Research, School of Medicine	General Revenue	\$22,780	-17.93%					\$11,355		\$34,135	Other: Incentive compensation (\$22,710). A portion of the incentive may be associated with faculty effort. Also has a 80% faculty appointment. Base salary market adjustment effective 09/01/21.
		Designated	\$28,410	19.87%					\$11,355		\$39,765	
		Restricted	\$39,510	22.53%							\$39,510	
			\$90,700	8.36%	\$0	\$0	\$0	\$0	\$22,710	\$0	\$113,410	

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation			
Meling, Vanessa B.	Associate Dean for Student Engagement & Success, School of Nursing	General Revenue	\$84,500	73.26%							\$84,500	Also has a 25% faculty appointment. Effective 09/01/21 Dr. Meling assumed the role of Associate Dean. Prior year appointment 100% Assistant Dean.	
		Designated	\$13,000	0.00%							\$13,000		
		Restricted	\$0	-100.00%									\$0
			\$97,500	-0.04%	\$0	\$0	\$0	\$0	\$0	\$0	\$97,500		
Reeves, Stephanie	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue	\$96,500	7.22%							\$96,500	Incentive compensation based on FY21 actual (\$316). A portion of the incentive may be associated with faculty effort. Also has a 50% faculty appointment. Base salary increase effective 09/01/21.	
		Designated	\$0	0.00%					\$316		\$316		
			\$96,500	7.22%	\$0	\$0	\$0	\$0	\$316	\$0	\$96,816		
Wathen, Patricia I.	Assistant Dean for Education and Innovation, School of Medicine	General Revenue	\$64,500	0.00%							\$64,500	Incentive compensation (\$14,852). A portion of the incentive may be associated with faculty effort. Also has a 70% faculty appointment.	
		Designated	\$15,000	0.00%					\$14,852		\$29,852		
			\$79,500	0.00%	\$0	\$0	\$0	\$0	\$14,852	\$0	\$94,352		
English, Dana Kiefer	Assistant Dean for Educational and Faculty Development, School of Dentistry	General Revenue	\$93,600	4.00%							\$93,600	Base salary increase effective 09/01/21.	
			\$93,600	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$93,600		
Gius, David	Assistant Dean for Research, School of Medicine	General Revenue	\$56,000	0.00%							\$56,000	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	General Revenue	\$0	0.00%					\$30,000		\$30,000	Incentive compensation (\$30,000). A portion of the incentive may be associated with faculty effort. Also has a 90% faculty appointment.	
		Designated	\$23,500	0.00%							\$23,500		
			\$23,500	0.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$53,500		
MacNeill, Barbara A.	Assistant Dean for Clinics, School of Dentistry	General Revenue	\$13,700	0.00%					\$2,622		\$16,322	Incentive compensation (\$2,622). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment.	
		Designated	\$0	0.00%							\$0		
			\$13,700	0.00%	\$0	\$0	\$0	\$0	\$2,622	\$0	\$16,322		