

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

Revised: 1.20.23

**The University of Texas Medical Branch at Galveston**  
**Institution Code: 723**

A Name	B Position	C Funding Source	D Salary (9.1.2022)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2023						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		
Mouton, Charles	President ad interim	E&G Designated	\$65,945	29.23%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	Incentive Compensation (\$147,285)
			\$1,063,067	29.23%	\$0	\$0	\$0	\$0	\$147,285	\$0	\$1,210,352	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$1,129,012</u>	<u>29.23%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$147,285</u>	<u>\$0</u>	<u>\$1,276,297</u>	
Harlin, Timothy	EVP & CEO Health System	E&G Designated	\$947,600	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$947,600	Deferred Compensation (\$100,000);
			\$0	0.00%	\$0	\$0	\$0	\$0	\$238,000	\$0	\$238,000	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$947,600</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$238,000</u>	<u>\$0</u>	<u>\$1,185,600</u>	
Sharma, Gulshan	SVP, Chief Medical and Clinical Innovation	E&G Designated	\$697,716	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$697,716	Deferred Compensation (\$75,000);
			\$77,524	0.00%	\$0	\$0	\$0	\$0	\$191,286	\$0	\$268,810	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$775,240</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$191,286</u>	<u>\$0</u>	<u>\$966,526</u>	
Korenek, Rebecca	EVP Bus Dev & Chief Strtg Off	E&G Designated	\$746,750	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$746,750	Deferred Compensation (\$100,000);
			\$0	0.00%	\$0	\$0	\$0	\$0	\$208,750	\$0	\$208,750	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$746,750</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$208,750</u>	<u>\$0</u>	<u>\$955,500</u>	
Resto, Vicente	SVP & Chief Physician Exec	E&G Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Incentive Compensation (\$73,281)
			\$725,485	59.74%	\$0	\$0	\$0	\$0	\$73,281	\$0	\$798,766	
			\$7,328	11.77%	\$0	\$0	\$0	\$0	\$0	\$0	\$7,328	
			<u>\$732,813</u>	<u>24.06%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$73,281</u>	<u>\$0</u>	<u>\$806,094</u>	
Jones, Stephen	CEO, Clear Lake Campus	E&G Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Deferred Compensation (\$50,000);
			\$572,473	8.20%	\$0	\$0	\$0	\$0	\$102,910	\$0	\$675,383	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$572,473</u>	<u>8.20%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$102,910</u>	<u>\$0</u>	<u>\$675,383</u>	
Murray, Owen	VP, Offender Care Services	E&G Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Deferred Compensation (\$50,000);
			\$555,655	0.00%	\$0	\$0	\$0	\$0	\$105,566	\$0	\$661,221	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$555,655</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$105,566</u>	<u>\$0</u>	<u>\$661,221</u>	
Urban, Randall	VP and Chief Research Officer	E&G Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Deferred Compensation (\$50,000);
			\$396,473	-12.92%	\$0	\$0	\$0	\$0	\$102,250	\$0	\$498,723	
			\$115,838	11.85%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,838	
			<u>\$512,311</u>	<u>-8.33%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$102,250</u>	<u>\$0</u>	<u>\$614,561</u>	
Gaddie, George	VP and Chief Inform Officer	E&G Designated	\$426,918	8.55%	\$0	\$0	\$0	\$0	\$0	\$0	\$426,918	Incentive Compensation (\$43,700)
			\$47,435	8.55%	\$0	\$0	\$0	\$0	\$43,700	\$0	\$91,135	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$474,353</u>	<u>8.55%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$43,700</u>	<u>\$0</u>	<u>\$518,053</u>	
Skinner, Loren	VP and Chief Admin Officer	E&G Designated	\$328,615	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$328,615	Deferred Compensation (\$50,000);
			\$140,835	2.50%	\$0	\$0	\$0	\$0	\$95,800	\$0	\$236,635	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$469,450</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$95,800</u>	<u>\$0</u>	<u>\$565,250</u>	

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

Revised: 1.20.23

**The University of Texas Medical Branch at Galveston**  
**Institution Code: 723**

A Name	B Position	C Funding Source	D Salary (9.1.2022)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2023						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			
Vo, Alexander	VP, Chief Comm & Strategic Ven	E&G	\$23,148	1.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$23,148	Deferred Compensation (\$50,000);	
			Designated	\$439,818	1.00%	\$0	\$0	\$0	\$0	\$95,838	\$0		\$535,656
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$462,966</b>	<b>1.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$95,838</b>	<b>\$0</b>		<b>\$558,804</b>
Kardow, Vivian	VP and Chief HR Officer	E&G	\$445,401	1.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$445,401	Deferred Compensation (\$50,000);	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$94,099	\$0		\$94,099
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$445,401</b>	<b>1.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$94,099</b>	<b>\$0</b>		<b>\$539,500</b>
Armendariz-Batiste, Mary	VP Regional Hosp & Sys CNE	E&G	\$442,493	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$442,493	Deferred Compensation (\$50,000);	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$92,961	\$0		\$92,961
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$442,493</b>	<b>3.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$92,961</b>	<b>\$0</b>		<b>\$535,454</b>
Woodgett, Carolanda	VP of Legal Affairs	E&G	\$441,324	47.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$441,324	Incentive Compensation (\$22,500)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$22,500	\$0		\$22,500
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$441,324</b>	<b>47.11%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$22,500</b>	<b>\$0</b>		<b>\$463,824</b>
LeMay, C. Aaron	VP, Financial Acctg and Rptg	E&G	\$398,853	28.13%	\$0	\$0	\$0	\$0	\$0	\$0	\$398,853	Deferred Compensation (\$50,000);	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$81,130	\$0		\$81,130
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$398,853</b>	<b>28.13%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$81,130</b>	<b>\$0</b>		<b>\$479,983</b>
Jones, Deborah	Dean & SVP School of Nursing	E&G	\$395,000	11.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$395,000	Deferred Compensation (\$75,000);	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$128,130	\$0		\$128,130
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$395,000</b>	<b>11.52%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$128,130</b>	<b>\$0</b>		<b>\$523,130</b>
Amato, James	VP, Academic Med Ctr Galveston	E&G	\$331,458	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$331,458	Deferred Compensation (\$50,000);	
			Designated	\$63,135	3.00%	\$0	\$0	\$0	\$0	\$88,310	\$0		\$151,445
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$394,593</b>	<b>3.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$88,310</b>	<b>\$0</b>		<b>\$482,903</b>
Moore, Melinda	SVP&Dean Grad Sch Biomed Sci	E&G	\$338,960	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$338,960	Incentive Compensation (\$32,571)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$32,571	\$0		\$32,571
			Restricted	\$41,040	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$41,040
			<b>Total</b>	<b>\$380,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$32,571</b>	<b>\$0</b>		<b>\$412,571</b>
Hernandez, Gabe	Vice President, Finance-AE	E&G	\$305,947	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$305,947	Deferred Compensation (\$50,000);	
			Designated	\$71,765	2.50%	\$0	\$0	\$0	\$0	\$86,850	\$0		\$158,615
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$377,712</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$86,850</b>	<b>\$0</b>		<b>\$464,562</b>
Gutierrez, Pete	VP, Ambulatory Operations	E&G	\$311,552	7.04%	\$0	\$0	\$0	\$0	\$0	\$0	\$311,552	Deferred Compensation (\$50,000);	
			Designated	\$59,343	7.04%	\$0	\$0	\$0	\$0	\$84,650	\$0		\$143,993
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$370,895</b>	<b>7.04%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$84,650</b>	<b>\$0</b>		<b>\$455,545</b>

Hired or transferred to this position on 02/05/2022

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

Revised: 1.20.23

The University of Texas Medical Branch at Galveston

Institution Code: 723

A Name	B Position	C Funding Source	D Salary (9.1.2022)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2023						L Total Compensation	M Explanation / Comments	
					G Cash Bonuses	H Practice Plan Benefits	I Housing Allowance	J Car Allowance	K Other	Non-Cash Compensation			
Brown, David	SVP&Dean, School Health Prof	E&G	\$317,909	5.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$317,909	Deferred Compensation (\$75,000);	
			Designated	\$9,062	2.50%	\$0	\$0	\$0	\$0	\$128,475	\$0		\$137,537
			Restricted	\$31,535	-22.54%	\$0	\$0	\$0	\$0	\$0	\$0		\$31,535
			<b>Total</b>	<b>\$358,506</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$128,475</b>	<b>\$0</b>		<b>\$486,981</b>
McKeith, James	Chief Medical Officer - CPMO	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			Restricted	\$364,287	3.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$364,287
			<b>Total</b>	<b>\$364,287</b>	<b>3.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>\$364,287</b>
Gruener, David	VP & CFO, Health System	E&G	\$361,600	-6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$361,600	Incentive Compensation (\$33,759) Changed to .8 FTE Status	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$33,759	\$0	\$0		\$33,759
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$361,600</b>	<b>-6.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$33,759</b>	<b>\$0</b>		<b>\$395,359</b>
Bush, Ruth	Assoc Dean Educational Affairs	E&G	\$360,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$360,000	Hired or transferred to this position on 06/07/2022	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$360,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>\$360,000</b>
Clardy, Betsy	VP, Chief Development Officer	E&G	\$322,437	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$322,437	Deferred Compensation (\$50,000);	
			Designated	\$35,826	2.50%	\$0	\$0	\$0	\$0	\$84,953	\$0		\$120,779
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$358,263</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$84,953</b>	<b>\$0</b>		<b>\$443,216</b>
Malloy, Michael	Asst Dean Student Societies	E&G	\$53,250	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$53,250		
			Designated	\$301,750	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$301,750
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$355,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>\$355,000</b>
Boenig, Tobin	VP & Chief Compliance Officer	E&G	\$351,248	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$351,248	Deferred Compensation (\$50,000);	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$84,436	\$0		\$84,436
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$351,248</b>	<b>2.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$84,436</b>	<b>\$0</b>		<b>\$435,684</b>
McGinley, Lynn	VP, Finance - Institution Supp	E&G	\$350,991	12.75%	\$0	\$0	\$0	\$0	\$0	\$0	\$350,991	Incentive Compensation (\$31,130)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$31,130	\$0		\$31,130
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$350,991</b>	<b>12.75%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$31,130</b>	<b>\$0</b>		<b>\$382,121</b>
Blackwell, Thomas	Assoc Dean Grad Med Education	E&G	\$213,594	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$213,594	Incentive Compensation (\$26,261)	
			Designated	\$5,252	0.00%	\$0	\$0	\$0	\$0	\$26,261	\$0		\$31,513
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$218,846</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$26,261</b>	<b>\$0</b>		<b>\$376,414</b>
Woods, Majka	Vice Dean for Acad Aff	E&G	\$336,628	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$336,628	Incentive Compensation (\$24,994)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$24,994	\$0		\$24,994
			Restricted	\$4,953	2.50%	\$0	\$0	\$0	\$0	\$0	\$0		\$4,953
			<b>Total</b>	<b>\$341,581</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$24,994</b>	<b>\$0</b>		<b>\$366,575</b>

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

Revised: 1.20.23

**The University of Texas Medical Branch at Galveston**

Institution Code: 723

A Name	B Position	C Funding Source	D Salary (9.1.2022)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2023						L Total Compensation	M Explanation / Comments	
					G Cash Bonuses	H Practice Plan Benefits	I Housing Allowance	J Car Allowance	K Other	Non-Cash Compensation			
Susman, Jeffrey	Sr Assoc Dean Edu Performance	E&G	\$306,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$306,000	Hired or transferred to this position on 01/10/2022	
			Designated	\$34,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$34,000
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$340,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>\$340,000</b>
Fingado, Elizabeth	VP, Sys Optimization & Perform	E&G	\$339,900	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$339,900	Deferred Compensation (\$50,000);	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$83,000	\$0	\$83,000		
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		
			<b>Total</b>	<b>\$339,900</b>	<b>3.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$83,000</b>	<b>\$0</b>		<b>\$422,900</b>
Toomes, Christopher	VP Supply Chain Services	E&G	\$331,338	5.69%	\$0	\$0	\$0	\$0	\$0	\$0	\$331,338	Deferred Compensation (\$50,000);	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$81,350	\$0	\$81,350		
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		
			<b>Total</b>	<b>\$331,338</b>	<b>5.69%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$81,350</b>	<b>\$0</b>		<b>\$412,688</b>
Keiser, Philip	Assoc Dean Pub Hlth Pra - SPPH	E&G	\$180,972	190.94%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,972		
			Designated	\$123,189	-37.75%	\$0	\$0	\$0	\$0	\$0	\$0		\$123,189
			Restricted	\$25,839	-15.40%	\$0	\$0	\$0	\$0	\$0	\$0		\$25,839
			<b>Total</b>	<b>\$330,000</b>	<b>6.11%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>\$330,000</b>
Pickering, Byron	VP, Managed Care & CCS	E&G	\$325,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$325,000	Hired or transferred to this position on 04/04/2022	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		
			<b>Total</b>	<b>\$325,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>\$325,000</b>
Temple, Jeff	Vice Dean Res &Scholarship SON	E&G	\$149,663	5886.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$149,663		
			Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0		
			Restricted	\$154,180	30.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$154,180
			<b>Total</b>	<b>\$303,843</b>	<b>30.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>\$303,843</b>
Goertz, Emily	VP, Revenue Cycle Operations	E&G	\$191,720	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$191,720	Deferred Compensation (\$50,000);	
			Designated	\$133,229	2.50%	\$0	\$0	\$0	\$0	\$81,702	\$0		\$214,931
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		
			<b>Total</b>	<b>\$324,949</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$81,702</b>	<b>\$0</b>		<b>\$406,651</b>
Thomas, Lauree	Assoc Dean Stdnt Dvrsty, Hlth	E&G	\$295,992	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$295,992		
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		
			Restricted	\$20,340	2.50%	\$0	\$0	\$0	\$0	\$0	\$0		\$20,340
			<b>Total</b>	<b>\$316,332</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>\$316,332</b>
LeBlanc, Steven	VP, Business Ops & Facilities	E&G	\$310,626	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$310,626	Deferred Compensation (\$50,000);	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$80,305	\$0		\$80,305
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		
			<b>Total</b>	<b>\$310,626</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$80,305</b>	<b>\$0</b>		<b>\$390,931</b>
Evans, Philesa	Assoc VP, HR Ops & Empl Health	E&G	\$296,686	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$296,686	Incentive Compensation (\$21,709)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$21,709	\$0		\$21,709
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		
			<b>Total</b>	<b>\$296,686</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$21,709</b>	<b>\$0</b>		<b>\$318,395</b>

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

Revised: 1.20.23

The University of Texas Medical Branch at Galveston

Institution Code: 723

A Name	B Position	C Funding Source	D Salary (9.1.2022)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2023						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		
Foy, Desolyn	VP and Chief Audit Executive	E&G	\$295,405	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$295,405	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$78,820	\$0	\$78,820	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$295,405</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$78,820</b>	<b>\$0</b>	<b>\$374,225</b>	
Trieu, Robert	Assoc VP FGP Operations	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Incentive Compensation (\$18,705)
		Designated	\$281,199	12.75%	\$0	\$0	\$0	\$0	\$18,705	\$0	\$299,904	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$281,199</b>	<b>12.75%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$18,705</b>	<b>\$0</b>	<b>\$299,904</b>	
Andersen, Nathan	Assoc VP Legal Affairs	E&G	\$276,333	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$276,333	Incentive Compensation (\$20,220)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,220	\$0	\$20,220	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$276,333</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$20,220</b>	<b>\$0</b>	<b>\$296,553</b>	
Furlong, Matthew	Assoc VP, Fin Capital Planning	E&G	\$275,493	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$275,493	Incentive Compensation (\$20,257)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,257	\$0	\$20,257	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$275,493</b>	<b>2.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$20,257</b>	<b>\$0</b>	<b>\$295,750</b>	
Moreno, Michelle	Chief of Staff- Provost	E&G	\$164,660	12.75%	\$0	\$0	\$0	\$0	\$0	\$0	\$164,660	Incentive Compensation (\$18,255)
		Designated	\$109,773	12.75%	\$0	\$0	\$0	\$0	\$18,255	\$0	\$128,028	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$274,433</b>	<b>12.75%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$18,255</b>	<b>\$0</b>	<b>\$292,688</b>	
Syed, Misha	Asst Dean Education Affairs	E&G	\$218,400	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$218,400	
		Designated	\$54,600	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,600	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$273,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$273,000</b>	
Williams, Anthony	Assoc VP, Outpatient CMC	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Incentive Compensation (\$20,076)
		Designated	\$267,675	0.00%	\$0	\$0	\$0	\$0	\$20,076	\$0	\$287,751	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$267,675</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$20,076</b>	<b>\$0</b>	<b>\$287,751</b>	
Thomas, Joseph	AVP Total Rewards	E&G	\$265,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$265,000	Incentive Compensation (\$16,176) Hired or transferred to this position on 11/08/2021
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,176	\$0	\$16,176	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$265,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$16,176</b>	<b>\$0</b>	<b>\$281,176</b>	
Kovacevich, Craig	AVP, Alt Care Mod Optimization	E&G	\$183,789	6.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$183,789	Incentive Compensation (\$17,437)
		Designated	\$78,767	6.03%	\$0	\$0	\$0	\$0	\$17,437	\$0	\$96,204	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$262,556</b>	<b>6.03%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$17,437</b>	<b>\$0</b>	<b>\$279,993</b>	
Willbanks, Brad	AVP, Institutional Compliance	E&G	\$262,246	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$262,246	Incentive Compensation (\$19,668)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$19,668	\$0	\$19,668	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$262,246</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$19,668</b>	<b>\$0</b>	<b>\$281,915</b>	

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

Revised: 1.20.23

**The University of Texas Medical Branch at Galveston**

Institution Code: 723

A Name	B Position	C Funding Source	D Salary (9.1.2022)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2023						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		
Brining, Douglas	Asst VP, Animal Programs	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Incentive Compensation (\$19,549)
		Designated	\$260,653	0.00%	\$0	\$0	\$0	\$0	\$19,549	\$0	\$280,202	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$260,653</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$19,549</b>	<b>\$0</b>	<b>\$280,202</b>	
Starnes-Ott, Yvonne	Vice Dean,SON	E&G	\$224,110	3.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$224,110	Incentive Compensation (\$17,334)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$17,334	\$0	\$17,334	
		Restricted	\$36,483	163.08%	\$0	\$0	\$0	\$0	\$0	\$0	\$36,483	
		<b>Total</b>	<b>\$260,593</b>	<b>12.75%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$17,334</b>	<b>\$0</b>	<b>\$277,927</b>	
Levine, Ruth	Assoc Dean Admiss&Stdnt Affrs	E&G	\$233,106	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$233,106	Incentive Compensation (\$19,426)
		Designated	\$19,969	0.00%	\$0	\$0	\$0	\$0	\$19,426	\$0	\$39,395	
		Restricted	\$5,931	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,931	
		<b>Total</b>	<b>\$259,006</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$19,426</b>	<b>\$0</b>	<b>\$278,432</b>	
Comvalius-Goddard, Sharon	AVP, Resrch Regulation & Compl	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Incentive Compensation (\$18,947)
		Designated	\$258,941	2.50%	\$0	\$0	\$0	\$0	\$18,947	\$0	\$277,888	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$258,941</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$18,947</b>	<b>\$0</b>	<b>\$277,888</b>	
Kovacevich, Marjorie	AVP, Inpatient CMC & Admin	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Incentive Compensation (\$19,189)
		Designated	\$255,850	0.00%	\$0	\$0	\$0	\$0	\$19,189	\$0	\$275,039	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$255,850</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$19,189</b>	<b>\$0</b>	<b>\$275,039</b>	
Cherian, Ruby	Assoc VP Legal Affairs	E&G	\$252,806	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$252,806	Incentive Compensation (\$18,498)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$18,498	\$0	\$18,498	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$252,806</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$18,498</b>	<b>\$0</b>	<b>\$271,304</b>	
Garcia, Francisco	Assoc VP International Affairs	E&G	\$252,806	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$252,806	Incentive Compensation (\$18,498)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$18,498	\$0	\$18,498	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$252,806</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$18,498</b>	<b>\$0</b>	<b>\$271,304</b>	
Coates, Kelly	Assoc VP, Outpatient CMC	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Incentive Compensation (\$18,947)
		Designated	\$252,625	0.00%	\$0	\$0	\$0	\$0	\$18,947	\$0	\$271,572	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$252,625</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$18,947</b>	<b>\$0</b>	<b>\$271,572</b>	
Wade, Christine	Administrator and ACNO	E&G	\$199,407	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$199,407	Incentive Compensation (\$18,238)
		Designated	\$49,852	2.50%	\$0	\$0	\$0	\$0	\$18,238	\$0	\$68,090	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$249,259</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$18,238</b>	<b>\$0</b>	<b>\$267,497</b>	
Zepeda, Stephanie	Assoc VP, Pharm Svcs CMC&UTMB	E&G	\$24,833	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$24,833	Incentive Compensation (\$18,624)
		Designated	\$223,493	0.00%	\$0	\$0	\$0	\$0	\$18,624	\$0	\$242,117	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$248,326</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$18,624</b>	<b>\$0</b>	<b>\$266,950</b>	

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

Revised: 1.20.23

The University of Texas Medical Branch at Galveston

Institution Code: 723

A Name	B Position	C Funding Source	D Salary (9.1.2022)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2023						L Total Compensation	M Explanation / Comments	
					G Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation			
Hileman, David	Administrator - AE	E&G	\$197,800	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$197,800		
		Designated	\$24,725	0.00%	\$0	\$0	\$0	\$0	\$18,544	\$0	\$43,269		Incentive Compensation (\$18,544)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$222,525</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$18,544</b>	<b>\$0</b>	<b>\$265,794</b>		
Sheer, Lauren	VP Legislative Affairs	E&G	\$244,650	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$244,650		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$73,300	\$0	\$73,300		Deferred Compensation (\$50,000);
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$244,650</b>	<b>5.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$73,300</b>	<b>\$0</b>	<b>\$317,950</b>		
Conway, Craig	AVP, Institutional Compliance	E&G	\$244,065	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$244,065		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$17,858	\$0	\$17,858		Incentive Compensation (\$17,858)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$244,065</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$17,858</b>	<b>\$0</b>	<b>\$261,923</b>		
Motamedi, Massoud	Chief Bioeng & Biotech Inn Off	E&G	\$4,870	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$4,870		
		Designated	\$116,175	-9.42%	\$0	\$0	\$0	\$0	\$17,817	\$0	\$133,992		Incentive Compensation (\$17,817)
		Restricted	\$105,096	12.45%	\$0	\$0	\$0	\$0	\$0	\$0	\$105,096		
		<b>Total</b>	<b>\$226,141</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$17,817</b>	<b>\$0</b>	<b>\$243,958</b>		
Ott, Robert	Assoc VP & Controller	E&G	\$241,922	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$241,922		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$17,788	\$0	\$17,788		Incentive Compensation (\$17,788)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$241,922</b>	<b>2.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$17,788</b>	<b>\$0</b>	<b>\$259,710</b>		
Lidstone, Karen	Administrator - AE	E&G	\$215,088	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$215,088		
		Designated	\$23,899	2.50%	\$0	\$0	\$0	\$0	\$17,487	\$0	\$41,386		Incentive Compensation (\$17,487)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$238,987</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$17,487</b>	<b>\$0</b>	<b>\$256,474</b>		
Baker, Ashlyn	Administrator - AE	E&G	\$189,523	-3.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$189,523		
		Designated	\$35,535	53.75%	\$0	\$0	\$0	\$0	\$17,334	\$0	\$52,869		Incentive Compensation (\$17,334)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$225,058</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$17,334</b>	<b>\$0</b>	<b>\$242,392</b>		
Szauter, Karen	Asst Dean Education Affairs	E&G	\$221,330	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$221,330		
		Designated	\$11,649	2.50%	\$0	\$0	\$0	\$0	\$17,047	\$0	\$28,696		Incentive Compensation (\$17,047)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$232,979</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$17,047</b>	<b>\$0</b>	<b>\$250,026</b>		
Delgado, Claudia	Assoc VP Research Admin	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		Designated	\$231,394	2.50%	\$0	\$0	\$0	\$0	\$16,931	\$0	\$248,325		Incentive Compensation (\$16,931)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$231,394</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$16,931</b>	<b>\$0</b>	<b>\$248,325</b>		
Hebbar, Rohan	Asst VP, Legal Affairs	E&G	\$228,324	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$228,324		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,707	\$0	\$16,707		Incentive Compensation (\$16,707)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$228,324</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$16,707</b>	<b>\$0</b>	<b>\$245,031</b>		

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

Revised: 1.20.23

**The University of Texas Medical Branch at Galveston  
Institution Code: 723**

A Name	B Position	C Funding Source	D Salary (9.1.2022)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2023						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			
Beamon, Lauren	Asst VP, Legal Affairs	E&G	\$227,550	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$227,550		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,650	\$0	\$16,650		Incentive Compensation (\$16,650)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$227,550</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$16,650</b>	<b>\$0</b>	<b>\$244,200</b>		
Kelley, Stacy	Assoc VP Supply Chain Svcs	E&G	\$226,093	11.28%	\$0	\$0	\$0	\$0	\$0	\$0	\$226,093		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,238	\$0	\$15,238		Incentive Compensation (\$15,238)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$226,093</b>	<b>11.28%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$15,238</b>	<b>\$0</b>	<b>\$241,331</b>		
Varghese, Ann	Adminstrator CLC	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		Designated	\$225,884	2.50%	\$0	\$0	\$0	\$0	\$16,528	\$0	\$242,412		Incentive Compensation (\$16,528)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$225,884</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$16,528</b>	<b>\$0</b>	<b>\$242,412</b>		
Oberholtzer, Alice	Administrator - AE	E&G	\$180,708	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,708		
		Designated	\$22,588	2.50%	\$0	\$0	\$0	\$0	\$16,528	\$0	\$39,116		Incentive Compensation (\$16,528)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$203,296</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$16,528</b>	<b>\$0</b>	<b>\$242,412</b>		
Dowless, Robert	Assoc VP Finance-Govt Reimbur	E&G	\$225,583	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$225,583		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,506	\$0	\$16,506		Incentive Compensation (\$16,506)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$225,583</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$16,506</b>	<b>\$0</b>	<b>\$242,089</b>		
Roberts, Melanie	AVP Health Informatics&Quality	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		Designated	\$225,213	0.00%	\$0	\$0	\$0	\$0	\$16,891	\$0	\$242,104		Incentive Compensation (\$16,891)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$225,213</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$16,891</b>	<b>\$0</b>	<b>\$242,104</b>		
Reimschissel, Elizabeth	Administrator and ACNO	E&G	\$178,945	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$178,945		
		Designated	\$44,736	2.50%	\$0	\$0	\$0	\$0	\$16,367	\$0	\$61,103		Incentive Compensation (\$16,367)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$223,681</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$16,367</b>	<b>\$0</b>	<b>\$240,048</b>		
Adcox, Kenith	VP and Chief, Univ Police	E&G	\$222,794	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$222,794		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$71,423	\$0	\$71,423		Deferred Compensation (\$50,000);
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$222,794</b>	<b>4.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$71,423</b>	<b>\$0</b>	<b>\$294,217</b>		
Boeh, William	Assoc VP Stud Serv and Registr	E&G	\$221,829	13.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$221,829		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$14,684	\$0	\$14,684		Incentive Compensation (\$14,684)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$221,829</b>	<b>13.30%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$14,684</b>	<b>\$0</b>	<b>\$236,513</b>		
Hermstein, Scott	AVP Clinical Bus/Value Attain	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		Designated	\$221,749	2.50%	\$0	\$0	\$0	\$0	\$16,226	\$0	\$237,975		Incentive Compensation (\$16,226)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$221,749</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$16,226</b>	<b>\$0</b>	<b>\$237,975</b>		

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

Revised: 1.20.23

**The University of Texas Medical Branch at Galveston  
Institution Code: 723**

A Name	B Position	C Funding Source	D Salary (9.1.2022)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2023						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			
Moreno, Victor	Assoc VP Workforce Ops AE	E&G	\$99,450	11.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$99,450	Incentive Compensation (\$14,865)	
			Designated	\$121,550	11.50%	\$0	\$0	\$0	\$0	\$14,865	\$0		\$136,415
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$221,000</b>	<b>11.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$14,865</b>	<b>\$0</b>		<b>\$235,865</b>
Garwood, William	Assoc VP Finance Comm Hospital	E&G	\$217,103	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$217,103	Incentive Compensation (\$15,886)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,886	\$0		\$15,886
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$217,103</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$15,886</b>	<b>\$0</b>		<b>\$232,989</b>
Blount, Danny	Assoc VP Supply Chain Svcs	E&G	\$215,327	11.28%	\$0	\$0	\$0	\$0	\$0	\$0	\$215,327	Incentive Compensation (\$14,513)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$14,513	\$0		\$14,513
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$215,327</b>	<b>11.28%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$14,513</b>	<b>\$0</b>		<b>\$229,840</b>
Ciejka, Patricia	Assoc VP Library Svcs & AcadRes	E&G	\$215,006	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$215,006	Incentive Compensation (\$15,732)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,732	\$0		\$15,732
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$215,006</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$15,732</b>	<b>\$0</b>		<b>\$230,738</b>
Van Weelden, Susanne	Administrator - AE	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Hired or transferred to this position on 08/22/2022	
			Designated	\$215,000	-17.24%	\$0	\$0	\$0	\$0	\$0	\$0		\$215,000
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$215,000</b>	<b>-17.24%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>		<b>\$215,000</b>
Mainard, Rachelle	Administrator - AE	E&G	\$215,000	14.29%	\$0	\$0	\$0	\$0	\$0	\$0	\$215,000	Incentive Compensation (\$14,109)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$14,109	\$0		\$14,109
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$215,000</b>	<b>14.29%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$14,109</b>	<b>\$0</b>		<b>\$229,109</b>
Stum, Elizabeth	Chief of Staff - President	E&G	\$214,225	4.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$214,225	Incentive Compensation (\$15,375)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,375	\$0		\$15,375
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$214,225</b>	<b>4.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$15,375</b>	<b>\$0</b>		<b>\$229,600</b>
King, Michael	Assoc VP & Dpty Chief Info Ofc	E&G	\$123,949	23.12%	\$0	\$0	\$0	\$0	\$0	\$0	\$123,949	Incentive Compensation (\$13,018)	
			Designated	\$89,756	23.12%	\$0	\$0	\$0	\$0	\$13,018	\$0		\$102,774
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$213,705</b>	<b>23.12%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$13,018</b>	<b>\$0</b>		<b>\$226,723</b>
Rodecap, Russell	AssocVP, Property Services	E&G	\$212,663	4.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$212,663	Incentive Compensation (\$15,194)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,194	\$0		\$15,194
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$212,663</b>	<b>4.97%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$15,194</b>	<b>\$0</b>		<b>\$227,857</b>
Leung, Brian	Assoc VP Decision Support	E&G	\$210,231	71.29%	\$0	\$0	\$0	\$0	\$0	\$0	\$210,231	Incentive Compensation (\$13,537)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$13,537	\$0		\$13,537
			Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			<b>Total</b>	<b>\$210,231</b>	<b>16.48%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$13,537</b>	<b>\$0</b>		<b>\$223,768</b>

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

Revised: 1.20.23

**The University of Texas Medical Branch at Galveston**  
**Institution Code: 723**

A Name	B Position	C Funding Source	D Salary (9.1.2022)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2023						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			
Thomas, Tarek	Assoc VP Facilit Desgn& Const	E&G	\$31,500	11.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$31,500		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$14,175	\$0	\$14,175		Incentive Compensation (\$14,175)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		Plant Fund	\$178,500	11.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$178,500		
		<b>Total</b>	<b>\$210,000</b>	<b>11.11%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$14,175</b>	<b>\$0</b>	<b>\$224,175</b>		
Huett, Owen	Assoc VP & Dpty Chief Info Ofc	E&G	\$207,676	17.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$207,676		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$13,201	\$0	\$13,201		Incentive Compensation (\$13,201)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$207,676</b>	<b>17.99%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$13,201</b>	<b>\$0</b>	<b>\$220,877</b>		
		Tarpley, Jack	Assoc VP EHS	E&G	\$205,899	1.98%	\$0	\$0	\$0	\$0	\$0		
Designated	\$0			0.00%	\$0	\$0	\$0	\$0	\$15,142	\$0	\$15,142	Incentive Compensation (\$15,142)	
Restricted	\$0			0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
<b>Total</b>	<b>\$205,899</b>			<b>1.98%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$15,142</b>	<b>\$0</b>	<b>\$221,041</b>		
Shaffer, Robert	Assoc VP Information Security			E&G	\$203,296	2.50%	\$0	\$0	\$0	\$0	\$0		\$0
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$14,875	\$0	\$14,875	Incentive Compensation (\$14,875)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$203,296</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$14,875</b>	<b>\$0</b>	<b>\$218,171</b>		
		Laban, Jayson	Assoc VP & Dpty Chief Info Ofc	E&G	\$114,912	18.69%	\$0	\$0	\$0	\$0	\$0		\$0
Designated	\$86,688			18.69%	\$0	\$0	\$0	\$0	\$12,739	\$0	\$99,427	Incentive Compensation (\$12,739)	
Restricted	\$0			0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
<b>Total</b>	<b>\$201,600</b>			<b>18.69%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$12,739</b>	<b>\$0</b>	<b>\$214,340</b>		
Pennel, Cara	Assoc Dean Acad Affairs SPPH			E&G	\$173,832	2.47%	\$0	\$0	\$0	\$0	\$0		\$0
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		Restricted	\$26,366	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,366		
		<b>Total</b>	<b>\$200,198</b>	<b>18.01%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$200,198</b>		
		Hartwell, John	AssocVP, Business Ops & Facil	E&G	\$200,000	9.54%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,000
Designated	\$0			0.00%	\$0	\$0	\$0	\$0	\$13,694	\$0	\$13,694	Incentive Compensation (\$13,694)	
Restricted	\$0			0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
<b>Total</b>	<b>\$200,000</b>			<b>9.54%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$13,694</b>	<b>\$0</b>	<b>\$213,694</b>		
Mielsch, Emily	Assoc VP Finance CMC			E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0		\$0
		Designated	\$200,000	-38.96%	\$0	\$0	\$0	\$0	\$13,145	\$0	\$213,145	Incentive Compensation (\$13,145)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$200,000</b>	<b>-38.96%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$13,145</b>	<b>\$0</b>	<b>\$213,145</b>		
		Matthews, Douglas	Asst VP, Government Relations	E&G	\$197,099	2.50%	\$0	\$0	\$0	\$0	\$0		\$0
Designated	\$0			0.00%	\$0	\$0	\$0	\$0	\$14,422	\$0	\$14,422	Incentive Compensation (\$14,422)	
Restricted	\$0			0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
<b>Total</b>	<b>\$197,099</b>			<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$14,422</b>	<b>\$0</b>	<b>\$211,521</b>		
Birkmeyer, Ejay	Asst VP, Revenue Cycle			E&G	\$116,110	25.36%	\$0	\$0	\$0	\$0	\$0		\$0
		Designated	\$80,686	25.36%	\$0	\$0	\$0	\$0	\$11,774	\$0	\$92,460	Incentive Compensation (\$11,774)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		<b>Total</b>	<b>\$196,796</b>	<b>25.36%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$11,774</b>	<b>\$0</b>	<b>\$208,570</b>		

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

Revised: 1.20.23

**The University of Texas Medical Branch at Galveston  
Institution Code: 723**

A Name	B Position	C Funding Source	D Salary (9.1.2022)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2023						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		
Mastrangelo, Mike	AVP Institutional Preparedness	E&G	\$194,750	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$194,750	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$14,250	\$0	\$14,250	Incentive Compensation (\$14,250)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$194,750</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$14,250</b>	<b>\$0</b>	<b>\$209,000</b>	
Guajardo, Caryn	Assoc VP, Facilities Port Mgmt	E&G	\$193,000	7.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$193,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$13,500	\$0	\$13,500	Incentive Compensation (\$13,500)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$193,000</b>	<b>7.22%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$13,500</b>	<b>\$0</b>	<b>\$206,500</b>	
Philip, Merry	Assoc Chief Nursing Officer	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated	\$192,828	2.50%	\$0	\$0	\$0	\$0	\$14,109	\$0	\$206,937	Incentive Compensation (\$14,109)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$192,828</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$14,109</b>	<b>\$0</b>	<b>\$206,937</b>	
McKee, John	Assoc VP, Instnl Effectiveness	E&G	\$192,002	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$192,002	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$14,400	\$0	\$14,400	Incentive Compensation (\$14,400)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$192,002</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$14,400</b>	<b>\$0</b>	<b>\$206,402</b>	
Havard, Mary	Assoc VP, Public Affairs	E&G	\$185,072	17.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$185,072	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$11,859	\$0	\$11,859	Incentive Compensation (\$11,859)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$185,072</b>	<b>17.05%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$11,859</b>	<b>\$0</b>	<b>\$196,931</b>	
Elferink, Lisa	Asst Dean Education Affairs	E&G	\$181,841	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$181,841	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$13,305	\$0	\$13,305	Incentive Compensation (\$13,305)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$181,841</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$13,305</b>	<b>\$0</b>	<b>\$195,146</b>	
Mattamana, Sundeep	Exec Director Tech Transfer	E&G	\$180,708	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,708	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$13,223	\$0	\$13,223	Incentive Compensation (\$13,223)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$180,708</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$13,223</b>	<b>\$0</b>	<b>\$193,931</b>	
Viner, Rebekah	Administrator - AE	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated	\$162,000	-27.20%	\$0	\$0	\$0	\$0	\$9,272	\$0	\$171,272	Incentive Compensation (\$9,272)
		Restricted	\$18,000	-27.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$18,000	
		<b>Total</b>	<b>\$180,000</b>	<b>-27.20%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$9,272</b>	<b>\$0</b>	<b>\$189,272</b>	Hired or transferred to this position on 05/01/2022
McManus, Anna-Lise	Asst VP, Development Services	E&G	\$151,291	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$151,291	
		Designated	\$26,698	2.50%	\$0	\$0	\$0	\$0	\$13,024	\$0	\$39,722	Incentive Compensation (\$13,024)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$177,989</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$13,024</b>	<b>\$0</b>	<b>\$191,014</b>	
Unbehagen, Rebecca	Exec Dir Comm Engagement	E&G	\$176,858	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$176,858	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$12,941	\$0	\$12,941	Incentive Compensation (\$12,941)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$176,858</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$12,941</b>	<b>\$0</b>	<b>\$189,799</b>	

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

Revised: 1.20.23

**The University of Texas Medical Branch at Galveston**

**Institution Code: 723**

A Name	B Position	C Funding Source	D Salary (9.1.2022)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2023						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		
Baker, Christine	Assoc Dean Acad & Stud Affairs	E&G	\$176,300	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$176,300	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$13,223	\$0	\$13,223	Incentive Compensation (\$13,223)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$176,300</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$13,223</b>	<b>\$0</b>	<b>\$189,523</b>
McGoff, Erin	Assistant VP, HEC & Simulation	E&G	\$172,375	10.21%	\$0	\$0	\$0	\$0	\$0	\$0	\$172,375	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$11,731	\$0	\$11,731	Incentive Compensation (\$11,731)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$172,375</b>	<b>10.21%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$11,731</b>	<b>\$0</b>	<b>\$184,106</b>	
Jones, Stephanie	Exec Dir Prog Dev & Campgn Mgt	E&G	\$150,349	3.19%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,349	
		Designated	\$16,705	3.19%	\$0	\$0	\$0	\$0	\$12,142	\$0	\$28,847	Incentive Compensation (\$12,142)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$167,054</b>	<b>3.19%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$12,142</b>	<b>\$0</b>	<b>\$179,197</b>	
Krcma, Lawrence	Assoc VP, University Events	E&G	\$165,000	9.55%	\$0	\$0	\$0	\$0	\$0	\$0	\$165,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$11,297	\$0	\$11,297	Incentive Compensation (\$11,297)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$165,000</b>	<b>9.55%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$11,297</b>	<b>\$0</b>	<b>\$176,297</b>	
Prochaska, John	Assoc Dean Student Affair-SPPH	E&G	\$97,693	12.85%	\$0	\$0	\$0	\$0	\$0	\$0	\$97,693	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$63,783	-3.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$63,783	
		<b>Total</b>	<b>\$161,476</b>	<b>5.54%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$161,476</b>	
Pressley, Diana	AssocDean Adms & Stdnt Aff SON	E&G	\$160,378	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$160,378	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$11,735	\$0	\$11,735	Incentive Compensation (\$11,735)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$160,378</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$11,735</b>	<b>\$0</b>	<b>\$172,113</b>	
Buck, Era	Asst Dean Educational Dev	E&G	\$158,119	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$158,119	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$11,570	\$0	\$11,570	Incentive Compensation (\$11,570)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$158,119</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$11,570</b>	<b>\$0</b>	<b>\$169,689</b>	
Micks, Frederick	Asst VP, Government Relations	E&G	\$107,225	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,225	
		Designated	\$35,742	2.50%	\$0	\$0	\$0	\$0	\$10,461	\$0	\$46,203	Incentive Compensation (\$10,461)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$142,967</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$10,461</b>	<b>\$0</b>	<b>\$153,428</b>	
Pérez Raifaisen, Norma	Asst Dean Student Affairs	E&G	\$136,814	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$136,814	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$10,011	\$0	\$10,011	Incentive Compensation (\$10,011)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$136,814</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$10,011</b>	<b>\$0</b>	<b>\$146,825</b>	
Wild, Dana	Asst Dean Student Affairs	E&G	\$133,250	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$133,250	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$9,750	\$0	\$9,750	Incentive Compensation (\$9,750)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		<b>Total</b>	<b>\$133,250</b>	<b>2.50%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$9,750</b>	<b>\$0</b>	<b>\$143,000</b>	

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

Revised: 1.20.23

The University of Texas Medical Branch at Galveston

Institution Code: 723

A Name	B Position	C Funding Source	D Salary (9.1.2022)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2023						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		
De Ore, David	AVP & Asst Chief Univ Police	E&G Designated	\$129,150	21.85%	\$0	\$0	\$0	\$0	\$0	\$0	\$129,150	
			\$0	0.00%	\$0	\$0	\$0	\$7,949	\$0	\$7,949	Incentive Compensation (\$7,949)	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$129,150</u>	<u>21.85%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$7,949</u>	<u>\$0</u>	<u>\$137,099</u>	
Banks, Pierre	Asst Dean Admission and Recrut	E&G Designated	\$123,000	8.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$123,000	
			\$0	0.00%	\$0	\$0	\$0	\$8,466	\$0	\$8,466	Incentive Compensation (\$8,466)	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$123,000</u>	<u>8.97%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$8,466</u>	<u>\$0</u>	<u>\$131,466</u>	