

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2023**

The University of Texas Southwestern Medical Center

Institution Code: 729

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			
Podolsky, Daniel	President	Designated	\$2,449,058	31.84%						\$142,367	\$2,965	\$2,942,850 FY23 Incentive (\$141,647); Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$65,945	0.00%									\$65,945
		Restricted	\$36,150	30.75%									\$36,150
			<u>\$2,551,153</u>	<u>30.75%</u>	<u>\$0</u>	<u>\$348,460</u>	<u>\$0</u>	<u>\$0</u>	<u>\$142,367</u>	<u>\$2,965</u>	<u>\$3,044,945</u>		
Warner, John	Executive Vice President, Health System Affairs	Designated	\$940,500	22.03%						\$288,470	\$2,965	\$1,957,012 Deferred Compensation (\$150,000); Incentive Compensation based on FY22 actual (\$137,750); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment	
Chung, Dai	Chief Medical Officer, Children's Health System of Texas - UTSW Joint Pediatric Enterprise	Designated	\$1,060,900	19.28%						\$200,720	\$760	\$1,468,380 Incentive Compensation based on FY22 actual (\$200,000); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$0	-100.00%									\$0
			<u>\$1,060,900</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$206,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$200,720</u>	<u>\$760</u>	<u>\$1,468,380</u>		
Lee, Wei-Ping	Executive Vice President, Academic Affairs and Provost, UTSW Medical School	Designated	\$875,910	3.00%						\$68,220	\$2,965	\$1,029,495 Incentive Compensation based on FY22 actual (\$67,500); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment	
Nivet, Marc	Executive Vice President, Institutional Advancement	Designated	\$631,108	3.00%						\$195,303	\$2,965	\$916,313 Deferred Compensation (\$75,000); Incentive Compensation based on FY22 actual (\$119,583); Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment	
Arteaga, Carlos	Associate Dean, Oncology Programs	Designated	\$118,942	0.00%						\$65,570	\$2,965	\$262,477 Incentive Compensation based on FY22 actual (\$64,850); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$254,413	-8.62%									\$254,413
		Restricted	\$391,545	6.53%									\$391,545
			<u>\$764,900</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$75,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$65,570</u>	<u>\$2,965</u>	<u>\$908,435</u>		
Crawford, Holly	Executive Vice President, Business Affairs	Designated	\$695,250	3.00%						\$75,720	\$2,965	\$876,935 Deferred Compensation (\$75,000); Phone (\$720) Non-Cash Compensation is parking Hired 11-29-21	
Madden, Christopher	Vice President and Chief Operating Officer, Medical Group	Designated	\$613,400	3.01%						\$85,720	\$1,535	\$828,955 Incentive Compensation based on FY22 actual (\$85,000); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment	

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Name	Position	Funding Source	Salary (9.1.2022)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2023						Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation			
Daniel, William	Vice President and Chief Quality Officer	Designated	\$533,100	4.00%		\$104,000				\$156,250	\$2,965	\$796,315	Deferred Compensation (\$50,000); Incentive Compensation based on FY22 actual (\$106,250); Non-Cash Compensation is parking Also has faculty appointment
Peterson, Eric	Vice Provost and Senior Associate Dean for Clinical Research	Designated	\$338,954	-13.97%		\$154,500				\$100,000	\$2,965	\$596,419	Deferred Compensation (\$50,000); Incentive Compensation based on FY22 actual (\$50,000); Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$66,836	100.00%								\$66,836	
		Restricted	\$71,610	3.00%									\$71,610
			\$477,400	3.00%	\$0	\$154,500	\$0	\$0	\$100,000	\$2,965	\$734,865		
Mitchell Jr., Mack	Vice President, Medical Affairs	Designated	\$463,418	3.00%		\$137,917				\$45,720	\$2,965	\$650,020	Incentive Compensation based on FY22 actual (\$45,000); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		Restricted	\$26,717	3.00%								\$26,717	
			\$490,135	3.00%	\$0	\$137,917	\$0	\$0	\$45,720	\$2,965	\$676,737		
Girod, Carlos	Associate Vice President, Parkland Health and Hospital System Affairs	Designated	\$467,100	3.00%		\$100,000				\$95,066	\$1,535	\$663,701	Incentive Compensation based on FY22 actual (\$94,346); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
Schneider, Marcia	Chief Strategy Officer and Vice President, Health System Strategy and Business Development	Designated	\$417,768	4.00%		\$78,000				\$114,470	\$2,965	\$613,203	Deferred Compensation (\$50,000); Incentive Compensation based on FY22 actual (\$63,750); Phone (\$720) Non-Cash Compensation is parking
Meyer, Mark	Health System Chief Financial Officer	Designated	\$461,492	3.00%		\$92,700				\$38,970	\$1,535	\$594,697	Incentive Compensation based on FY22 actual (\$38,250); Phone (\$720) Non-Cash Compensation is parking
Bloom, Steven	Associate Dean, Clinical Sciences	Designated	\$478,946	-1.13%		\$51,500				\$34,053	\$1,535	\$566,034	Incentive Compensation based on FY22 actual (\$33,333); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		Restricted	\$19,954	100.00%								\$19,954	
			\$498,900	2.99%	\$0	\$51,500	\$0	\$0	\$34,053	\$1,535	\$585,988		
Fitz, John Gregory	Special Assistant to the President	Designated	\$440,325	-21.72%						\$720	\$2,965	\$444,010	Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		Restricted	\$139,050	100.00%								\$139,050	
			\$579,375	3.00%	\$0	\$0	\$0	\$0	\$720	\$2,965	\$583,060		

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Thiele, Dwain	Vice Provost and Sr. Associate Dean, Faculty Affairs and Initiatives	Designated	\$414,500	3.01%		\$154,500					\$2,965	\$571,965	Non-Cash Compensation is parking Also has faculty appointment
Ginsburg, Charles	Vice Provost and Sr. Associate Dean, Education	Designated	\$247,920	2.99%		\$154,500					\$2,965	\$405,385	Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		Restricted	\$165,280	2.99%								\$165,280	
			\$413,200	2.99%	\$0	\$154,500	\$0	\$0	\$0	\$0	\$2,965	\$570,665	
Serber, Michael	Vice President, Finance and Institutional Chief Financial Officer	Designated	\$338,745	3.00%		\$85,403			\$127,420		\$2,965	\$554,533	Deferred Compensation (\$70,000); Incentive Compensation based on FY22 actual (\$56,700); Phone (\$720); Non-Cash Compensation is parking
Toomay, Seth	Associate Vice President and Health System Chief Medical Officer	Designated	\$424,400	3.01%		\$82,400			\$42,500		\$1,535	\$550,835	Incentive Compensation based on FY22 actual (\$42,500); Non-Cash Compensation is parking Also has faculty appointment
Falke, Jeremy	Vice President and Chief Human Resources Officer	Designated	\$400,000	0.00%		\$80,000			\$55,000		\$2,965	\$537,965	Deferred Compensation (\$55,000); Non-Cash Compensation is parking Hired 8-15-22
McCulley, Becky	Vice President, Clinical Programs and Facility Development	Designated	\$397,837	3.00%		\$41,200			\$94,220		\$2,965	\$536,222	Incentive Compensation based on FY22 actual (\$93,500); Phone (\$720); Non-Cash Compensation is parking
Slocum, Cameron	Vice President and Chief Operating Officer, Academic Affairs	Designated	\$239,282	-27.90%		\$85,000			\$105,496		\$2,965	\$432,743	Deferred Compensation (\$50,000); Incentive Compensation based on FY22 actual (\$54,776); Phone (\$720); Non-Cash Compensation is parking
		General Revenue	\$102,549	100.00%								\$102,549	
			\$341,831	3.00%	\$0	\$85,000	\$0	\$0	\$105,496	\$2,965	\$535,292		
Poole, Russell	Vice President, Institutional Chief Information Officer	Designated	\$342,781	-7.56%		\$63,654			\$82,583		\$2,965	\$491,983	Deferred Compensation (\$50,000); Incentive Compensation based on FY22 actual (\$32,583); Non-Cash Compensation is parking
		Service	\$39,143	100.00%								\$39,143	
			\$381,924	3.00%	\$0	\$63,654	\$0	\$0	\$82,583	\$2,965	\$531,126		
Rege, Robert	Associate Dean, Undergraduate Medical Education	Designated	\$0	-100.00%					\$720		\$2,965	\$3,685	Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$526,900	47.43%								\$526,900	
		Restricted	\$0	-100.00%								\$0	
			\$526,900	2.99%	\$0	\$0	\$0	\$0	\$720	\$2,965	\$530,585		

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Capers, Quinn	Associate Dean, Faculty Diversity	Designated General Revenue	\$485,899	12.09%						\$2,965	\$488,864	Non-Cash Compensation is parking Also has faculty appointment
			\$39,401	-48.50%							\$39,401	
			\$525,300	3.00%	\$0	\$0	\$0	\$0	\$0	\$2,965	\$528,265	
Hernandez, Susan	Associate Vice President and Chief Nursing Executive	Designated	\$400,034	18.88%		\$66,950			\$43,220	\$1,535	\$511,739	Incentive Compensation based on FY22 actual (\$42,500); Phone (\$720); Non-Cash Compensation is parking
Ibrahim, Hicham	Associate Vice President and Chief Medical Officer, Ambulatory Services	Designated	\$371,300	3.00%		\$103,000			\$34,000	\$1,535	\$509,835	Incentive Compensation based on FY22 actual (\$34,000); Non-Cash Compensation is parking Also has faculty appointment
Toto, Robert	Associate Dean, Translational Science	Designated General Revenue Restricted	\$158,562	2.04%		\$75,000			\$8,318	\$2,965	\$244,845	Incentive Compensation based on FY22 actual (\$8,318); Non-Cash Compensation is parking Also has faculty appointment
			\$79,050	3.71%							\$79,050	
			\$154,888	3.61%							\$154,888	
			\$392,500	2.99%	\$0	\$75,000	\$0	\$0	\$8,318	\$2,965	\$478,783	
Kraus, William	Assistant Dean, Research Development	Restricted	\$335,000	0.00%		\$110,000			\$30,000	\$2,965	\$477,965	Incentive Compensation based on FY22 actual (\$30,000); Non-Cash Compensation is parking Also has faculty appointment
Conaway, Joan	Vice Provost and Dean of Basic Research	Designated Restricted	\$236,899	-32.31%		\$113,300				\$2,965	\$353,164	Non-Cash Compensation is parking Also has faculty appointment
			\$123,601	100.00%							\$123,601	
			\$360,500	3.00%	\$0	\$113,300	\$0	\$0	\$0	\$2,965	\$476,765	
Matulevicius, Susan	Associate Dean, Faculty Wellness	Designated General Revenue Restricted	\$184,005	-48.09%		\$40,000			\$39,166	\$760	\$263,931	Incentive Compensation based on FY22 actual (\$39,166); Non-Cash Compensation is parking Also has faculty appointment
			\$201,513	100.00%							\$201,513	
			\$5,982	100.00%							\$5,982	
			\$391,500	10.44%	\$0	\$40,000	\$0	\$0	\$39,166	\$760	\$471,426	
Marin-Hill, Angelica	Vice President, Government Affairs and Policy	Designated	\$338,085	18.14%		\$82,000			\$25,720	\$2,965	\$448,770	Deferred Compensation (\$25,000); Phone (\$720); Non-Cash Compensation is parking
Rauschuber, Mark	Associate Vice President and Chief Information Officer, Health System	Designated Service	\$287,743	-9.39%		\$34,093			\$84,645	\$1,535	\$408,016	Deferred Compensation (\$40,000); Incentive Compensation based on FY22 actual (\$44,645); Non-Cash Compensation is parking
			\$39,361	100.00%							\$39,361	
			\$327,104	3.00%	\$0	\$34,093	\$0	\$0	\$84,645	\$1,535	\$447,377	
Sine, Erin	Vice President, Legal Affairs	Designated	\$360,500	3.00%		\$61,800			\$15,720	\$2,965	\$440,985	Deferred Compensation (\$15,000); Phone (\$720); Non-Cash Compensation is parking

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Billings, Amanda	Vice President, Development and Alumni Relations	Designated	\$0	0.00%							\$142,965	Deferred Compensation (\$25,000); Incentive Compensation based on FY22 actual (\$30,000); Non-Cash Compensation is parking
		Restricted	\$295,066	16.80%							\$295,066	
			\$295,066	16.80%	\$0	\$85,000	\$0	\$0	\$55,000	\$2,965	\$438,031	
Glazer, Craig	Associate Vice President and Chief Medical Officer, University Hospitals	Designated	\$348,100	2.99%					\$25,500	\$1,535	\$436,935	Incentive Compensation based on FY22 actual (\$25,500); Non-Cash Compensation is parking Also has faculty appointment
Scott, Daniel	Assistant Dean, Simulation and Student Integration, GME	Designated	\$398,100	50.63%			\$30,900		\$720	\$760	\$430,480	Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$0	-100.00%							\$0	
		Restricted	\$0	-100.00%							\$0	
			\$398,100	3.00%	\$0	\$30,900	\$0	\$0	\$720	\$760	\$430,480	
Rutherford, John	Vice President, Clinical Operations	Designated	\$173,771	-8.57%			\$101,056		\$720	\$2,965	\$278,512	Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$100,887	34.21%							\$100,887	
		Restricted	\$48,782	0.01%							\$48,782	
			\$323,440	3.01%	\$0	\$101,056	\$0	\$0	\$720	\$2,965	\$428,181	
Velez, Larissa	Associate Dean, Graduate Medical Education	Designated	\$332,393	5.70%			\$45,000		\$720	\$760	\$378,873	Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$37,607	2.91%							\$37,607	
			\$370,000	5.41%	\$0	\$45,000	\$0	\$0	\$720	\$760	\$416,480	
Reed, William Gary	Associate Dean, Quality, Safety and Outcomes Education	Designated	\$264,137	3.00%			\$72,000			\$2,965	\$339,102	Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$16,523	3.00%							\$16,523	
		Restricted	\$59,740	3.00%							\$59,740	
			\$340,400	3.00%	\$0	\$72,000	\$0	\$0	\$0	\$2,965	\$415,365	
Lehmann, Christopher	Associate Dean, Clinical Informatics	Designated	\$319,137	9.67%			\$50,000			\$2,965	\$372,102	Non-Cash Compensation is parking Also has faculty appointment
		Restricted	\$41,563	-29.78%							\$41,563	
			\$360,700	3.00%	\$0	\$50,000	\$0	\$0	\$0	\$2,965	\$413,665	
Guerra, Juan	Vice President, Facilities Management	Designated	\$309,000	20.27%			\$36,050		\$65,120	\$2,965	\$413,135	Deferred Compensation (\$50,000); Incentive Compensation based on FY22 actual (\$14,400); Phone (\$720); Non-Cash Compensation is parking
Bartolome, Sonja	Associate Vice President, Ambulatory Quality Outcomes	Designated	\$377,600	3.00%					\$25,500	\$1,535	\$404,635	Incentive Compensation based on FY22 actual (\$25,500); Non-Cash Compensation is parking Also has faculty appointment

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Rubio, Augustin	Associate Vice President and Chief Operating Officer, University Hospitals	Designated	\$315,157	3.50%		\$51,750				\$34,720	\$1,535	\$403,162	Incentive Compensation based on FY22 actual (\$34,000); Phone (\$720); Non-Cash Compensation is parking
Kloeckler-Thornton, Kelly	Associate Vice President, Revenue Cycle Operations	Designated	\$305,971	8.15%		\$70,000				\$25,500	\$1,535	\$403,006	Incentive Compensation based on FY22 actual (\$25,500); Non-Cash Compensation is parking
Wingate, Michele	Associate Vice President, Finance Practice Plan	Designated	\$334,750	3.00%		\$51,500				\$7,803	\$1,535	\$395,588	Incentive Compensation based on FY22 actual (\$7,083); Phone (\$720); Non-Cash Compensation is parking
Bhavan, Kavita	Chief Innovation Officer, Parkland Health and Hospital System	Designated	\$352,805	-7.52%							\$760	\$353,565	Non-Cash Compensation is parking
		Restricted	\$40,095	100.00%								\$40,095	Also has faculty appointment
			\$392,900	2.99%		\$0	\$0	\$0	\$0	\$0	\$760	\$393,660	Promoted to A&P effective 10-1-21
Spencer, Joshua	Associate Vice President and Chief Technical Officer	Designated	\$323,059	2.50%		\$20,500				\$43,569	\$1,535	\$388,663	Incentive Compensation based on FY22 actual (\$43,569); Non-Cash Compensation is parking
Towler, Dwight	Associated Dean, Resident Research	Designated	\$196,063	71.83%		\$25,000					\$1,535	\$222,598	Non-Cash Compensation is parking
		General Revenue	\$87,540	-51.91%								\$87,540	Also has faculty appointment
		Restricted	\$72,397	46.39%								\$72,397	
			\$356,000	3.01%		\$0	\$25,000	\$0	\$0	\$0	\$1,535	\$382,535	
Wilson, Valla	Vice President, Internal Audit	Designated	\$312,993	3.00%		\$61,800					\$2,965	\$377,758	Non-Cash Compensation is parking
Ramello, Natalie	Vice President, Institutional Compliance	Designated	\$307,661	3.00%		\$47,380				\$18,000	\$2,965	\$376,006	Incentive Compensation based on FY22 actual (\$18,000); Non-Cash Compensation is parking
Wyatt, David	Associate Vice President, Chief Nursing Officer	Designated	\$297,052	3.00%		\$51,500				\$25,500	\$1,535	\$375,587	Incentive Compensation based on FY22 actual (\$25,500); Non-Cash Compensation is parking
Willett, Duwayne	Chief Medical Informatics Officer	Designated	\$332,840	3.35%							\$1,535	\$334,375	Non-Cash Compensation is parking
		Restricted	\$39,460	100.00%								\$39,460	Also has faculty appointment
			\$372,300	2.99%		\$0	\$0	\$0	\$0	\$0	\$1,535	\$373,835	
Taylor, Kyle	Associate Vice President, Clinical Cancer Programs	Designated	\$298,494	3.50%		\$51,750				\$20,720	\$1,535	\$372,499	Incentive Compensation based on FY22 actual (\$20,000); Phone (\$720); Non-Cash Compensation is parking
Xie, Yang	Associate Dean, Data Sciences	Designated	\$38,566	709.53%		\$30,000						\$68,566	Also has faculty appointment
		General Revenue	\$77,812	-28.45%								\$77,812	
		Restricted	\$213,222	3.26%								\$213,222	
			\$329,600	3.00%		\$0	\$30,000	\$0	\$0	\$0	\$0	\$359,600	

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Eby, Anthonia	Associate Vice President and Chief Operating Officer Ambulatory Services	Designated	\$283,250	3.00%		\$51,500				\$15,720	\$1,535	\$352,005	Incentive Compensation based on FY22 actual (\$15,000); Phone (\$720); Non-Cash Compensation is parking Hired 10-11-21
Rodriguez-Baez, Norberto	Assistant Dean, Student Diversity & Inclusion	Designated	\$165,003	-19.68%		\$17,500				\$29,797	\$0	\$212,300	Incentive Compensation based on FY22 actual (\$29,077); Phone (\$720)
		General Revenue	\$134,997	97.14%								\$134,997	Also has faculty appointment
			\$300,000	9.53%		\$0	\$17,500	\$0	\$0	\$29,797	\$0	\$347,297	
Dowling, Karen	Associate Vice President, Pediatric Services	Designated	\$309,000	3.00%		\$25,750				\$8,500	\$1,535	\$344,785	Incentive Compensation based on FY22 actual (\$8,500); Non-Cash Compensation is parking
Mihalic, Angela	Dean of Medical Students and Associate Dean, Student Affairs	Designated	\$12,797	-30.20%		\$63,410				\$720	\$2,965	\$79,892	Phone (\$720); Non-Cash Compensation is parking
		General Revenue	\$263,303	5.42%								\$263,303	Also has faculty appointment
			\$276,100	2.98%		\$0	\$63,410	\$0	\$0	\$720	\$2,965	\$343,195	
Dandekar, Priya	Associate Vice President, Surgical Services	Designated	\$277,976	4.00%		\$41,600				\$17,720	\$1,535	\$338,831	Incentive Compensation based on FY22 actual (\$17,000); Phone (\$720); Non-Cash Compensation is parking
McLarty, Christopher	Associate Vice President and Chief Nursing Officer, Ambulatory Services	Designated	\$269,100	3.50%		\$36,225				\$31,875	\$1,535	\$338,735	Incentive Compensation based on FY22 actual (\$31,875); Non-Cash Compensation is parking
Marks, Megan	Associate Vice President, Sponsored Programs Administration	Designated	\$0	-100.00%						\$28,000	\$1,535	\$29,535	Incentive Compensation based on FY22 actual (\$28,000); Non-Cash Compensation is parking
		Restricted	\$309,000	100.00%								\$309,000	
			\$309,000	28.22%		\$0	\$0	\$0	\$0	\$28,000	\$1,535	\$338,535	
Barker, Blake	Associate Dean, Student Affairs	Designated	\$123,749	6.27%		\$30,000				\$56,477	\$1,535	\$211,761	Incentive Compensation based on FY22 actual (\$56,477); Non-Cash Compensation is parking
		General Revenue	\$123,751	6.27%								\$123,751	Also has faculty appointment
			\$247,500	6.27%		\$0	\$30,000	\$0	\$0	\$56,477	\$1,535	\$335,512	
Carter, Bart	Assistant Vice President, Animal Resource Center	Service	\$329,016	3.00%						\$720	\$760	\$330,496	Phone (\$720); Non-Cash Compensation is parking
Rottman, Courtney	Chief of Staff, Office of the President	Designated	\$286,443	3.00%		\$37,132				\$720	\$2,965	\$327,260	Phone (\$720); Non-Cash Compensation is parking
Sulistio, Melanie	Associate Dean, Student Affairs	Designated	\$145,330	-47.57%		\$15,000				\$13,405	\$1,535	\$175,270	Incentive Compensation based on FY22 actual (\$13,405); Non-Cash Compensation is parking
		General Revenue	\$148,570	100.00%								\$148,570	Also has faculty appointment
			\$293,900	6.02%		\$0	\$15,000	\$0	\$0	\$13,405	\$1,535	\$323,840	

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Mishra, Heather	Associate Vice President, Academic and Administrative Information Systems	Designated	\$255,420	2.75%		\$30,825				\$34,937	\$1,535	\$322,717	Incentive Compensation based on FY22 actual (\$34,937); Non-Cash Compensation is parking
Pfeifer, Dennis	Assistant Vice President and Chief Technology Officer, Health System	Designated	\$291,600	9.01%						\$23,892	\$760	\$316,252	Incentive Compensation based on FY22 actual (\$23,892); Non-Cash Compensation is parking Also has faculty appointment
Su, Lih Chyun Joseph	Associate Dean, Academic Affairs, School of Public Health	Designated	\$0	0.00%		\$37,500				\$0	\$0	\$37,500	Also has faculty appointment
		General Revenue	\$275,000	0.00%								\$275,000	Hired 3-16-22
			\$275,000	0.00%	\$0	\$37,500	\$0	\$0	\$0	\$0	\$0	\$0	\$312,500
Rasmus, Sara	Assistant Vice President, Human Resources Strategic Initiatives	Designated	\$234,388	13.30%		\$20,600				\$53,979	\$760	\$309,727	Incentive Compensation based on FY22 actual (\$53,979); Non-Cash Compensation is parking
Flores, Kathryn Ann	Assistant Vice President, Chief Information Officer, University Hospitals	Designated	\$281,572	9.18%						\$23,787	\$760	\$306,119	Incentive Compensation based on FY22 actual (\$23,787); Non-Cash Compensation is parking
Yin, Helen	Associate Dean, Office of Women's Careers	Designated	\$129,550	-14.18%		\$35,450					\$2,965	\$167,965	Non-Cash Compensation is parking
		General Revenue	\$65,202	29.57%								\$65,202	Also has faculty appointment
		Restricted	\$64,348	27.88%								\$64,348	
			\$259,100	2.98%	\$0	\$35,450	\$0	\$0	\$0	\$0	\$2,965	\$297,515	
McLaughlin, Donald	Associate Vice President, Hospital Clinic Operations	Designated	\$236,148	13.53%		\$41,200				\$17,000	\$1,535	\$295,883	Incentive Compensation based on FY22 actual (\$17,000); Non-Cash Compensation is parking
Nesbitt, Shawna	Associate Dean, Student Diversity and Inclusion	Designated	\$258,300	7.98%		\$27,000				\$4,589	\$2,965	\$292,854	Incentive Compensation based on FY22 actual (\$4,589); Non-Cash Compensation is parking
Wiles, Charles Preston	Assistant Dean, Student and Resident Mental Health and Wellness	Designated	\$258,030	5.02%		\$25,750				\$5,927	\$760	\$290,467	Incentive Compensation based on FY22 actual (\$5,927); Non-Cash Compensation is parking 90% FTE Also has faculty appointment
Marlow, Thomas	Assistant Vice President and Chief Information Officer, Southwestern Health Resources	Designated	\$284,280	3.00%						\$5,000	\$760	\$290,040	Incentive Compensation based on FY22 actual (\$5,000); Non-Cash Compensation is parking Hired 10-18-21
Pappu, Bhanu	Associate Vice President Clinic Research Services	Designated	\$236,900	3.00%		\$27,810				\$23,720	\$1,535	\$289,965	Incentive Compensation based on FY22 actual (\$23,000); Phone (\$720); Non-Cash Compensation is parking Hired 11-1-21

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Williamson, Jon	Dean, School of Health Professions	Designated	\$4,417	-78.44%								Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$239,877	2.07%									
		Restricted	\$16,306	100.00%									
			\$260,600	2.00%	\$0	\$25,500	\$0	\$0	\$720	\$2,965	\$289,785		
Toney, Sherri	Assistant Vice President, Employee Relations	Designated	\$203,454	-8.24%								Incentive Compensation based on FY22 actual (\$36,955); Non-Cash Compensation is parking	
		General Revenue	\$24,925	100.00%									
			\$228,379	3.00%	\$0	\$22,837	\$0	\$0	\$36,955	\$760	\$288,931		
Kellough Jr., Kenneth	Assistant Vice President, Budget and Resource Planning	Designated	\$277,095	12.43%					\$8,360	\$760	\$286,215	Incentive Compensation based on FY22 actual (\$8,000); Phone (\$360); Non-Cash Compensation is parking	
Leary, Sharon	Assistant Vice President, Accounting and Fiscal Services	Designated	\$277,095	12.42%					\$6,373	\$760	\$284,228	Incentive Compensation based on FY22 actual (\$6,373); Non-Cash Compensation is parking	
Satarino, Michael	Associate Vice President, Health System Planning and Business Development	Designated	\$250,239	13.00%					\$29,750	\$1,535	\$281,524	Incentive Compensation based on FY22 actual (\$29,750); Non-Cash Compensation is parking	
Kramer, Alan	Associate Vice President, Health Systems Emerging Strategies	Designated	\$250,239	13.00%					\$29,750	\$1,535	\$281,524	Incentive Compensation based on FY22 actual (\$29,750); Non-Cash Compensation is parking	
Holroyd, Ashley	Associate Vice President, Health System Quality Operations	Designated	\$239,166	3.10%					\$20,620	\$17,000	\$1,535	\$278,321	Incentive Compensation based on FY22 actual (\$17,000); Non-Cash Compensation is parking
Ross, Elliott	Associate Dean, Basic Research	Designated	\$236,900	100.00%							\$760	\$278,260	Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$0	-100.00%								\$0	
			\$236,900	3.00%	\$0	\$40,600	\$0	\$0	\$0	\$0	\$760	\$278,260	
Pritt, Stacy	Associate Vice President, Research Support and Regulatory Management	General Revenue	\$242,236	23.13%						\$25,000	\$760	\$267,996	Deferred Compensation (\$25,000); Non-Cash Compensation is parking Also has faculty appointment
		Restricted	\$10,164	3.03%								\$10,164	
			\$252,400	22.17%	\$0	\$0	\$0	\$0	\$25,000	\$760	\$278,160		
Desai, Kajal	Associate Vice President, Radiation Oncology Services	Designated	\$235,025	5.82%					\$30,000	\$10,625	\$1,535	\$277,185	Incentive Compensation based on FY22 actual (\$10,625); Non-Cash Compensation is parking
Zinn, Andrew	Dean, Graduate School of Biomedical Sciences	Designated	\$193,980	-20.02%						\$720	\$2,965	\$217,665	Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$59,420	913.61%								\$59,420	
			\$253,400	2.01%	\$0	\$20,000	\$0	\$0	\$720	\$2,965	\$277,085		
Cobb, Charles	Associate Vice President, Supply Chain Management	Designated	\$240,503	2.75%						\$34,650	\$1,535	\$276,688	Incentive Compensation based on FY22 actual (\$34,650); Non-Cash Compensation is parking

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Doren, Jennifer	Associate Vice President, Health System Administration Communications	Designated	\$224,952	3.00%		\$30,900			\$9,220	\$1,535	\$266,607	Incentive Compensation based on FY22 actual (\$8,500); Phone (\$720) Non-Cash Compensation is parking
Canales, Denise	Assistant Vice President, Technology Commercialization	Designated	\$237,543	3.00%					\$23,063	\$760	\$261,366	Incentive Compensation based on FY22 actual (\$23,063); Non-Cash Compensation is parking
Cohen, Brian	Assistant Vice President, Pharmacy Services	Designated	\$222,789	3.00%		\$25,750			\$11,345	\$760	\$260,644	Incentive Compensation based on FY22 actual (\$10,625); Phone (\$720) Non-Cash Compensation is parking
Levy, Jodi	Assistant Vice President, Administrative Systems	Designated	\$234,670	5.00%					\$20,943	\$760	\$256,373	Incentive Compensation based on FY22 actual (\$20,943); Non-Cash Compensation is parking
Farmer, Suzanne	Assistant Vice President, Organizational Development and Training	Designated	\$175,737	-25.06%		\$10,609				\$760	\$187,106	Non-Cash Compensation is parking
		General Revenue	\$65,763	100.00%							\$65,763	Also has faculty appointment
			\$241,500	2.99%	\$0	\$10,609	\$0	\$0	\$0	\$760	\$252,869	
Sundaresan, Renuka	Associate Vice President, Primary Care Services Administration	Designated	\$200,850	3.00%		\$30,900			\$17,804	\$1,535	\$251,089	Incentive Compensation based on FY22 actual (\$17,804); Non-Cash Compensation is parking
Thielemann, Laura	Associate Vice President, Cardiovascular Services	Designated	\$205,499	3.50%		\$31,050			\$11,345	\$1,535	\$249,429	Incentive Compensation based on FY22 actual (\$10,625); Phone (\$720) Non-Cash Compensation is parking
Sendelbach, Dorothy	Assistant Dean, Undergraduate Medical Education	Designated	\$131,901	-38.13%		\$22,000			\$5,330	\$760	\$159,991	Incentive Compensation based on FY22 actual (\$5,330); Non-Cash Compensation is parking
		General Revenue	\$87,699	100.00%							\$87,699	Also has faculty appointment
			\$219,600	3.00%	\$0	\$22,000	\$0	\$0	\$5,330	\$760	\$247,690	
Galindo, Rene	Associate Dean, Medical Student Research	Designated	\$104,685	145.64%		\$30,000				\$760	\$135,445	Non-Cash Compensation is parking
		General Revenue	\$111,415	-5.06%							\$111,415	Also has faculty appointment
		Restricted	\$0	-100.00%							\$0	
		\$216,100	3.00%	\$0	\$30,000	\$0	\$0	\$0	\$760	\$246,860		
Radicioni, Wade	Assistant Vice President, Academic and Business Operations	Designated	\$223,600	4.00%					\$20,415	\$760	\$244,775	Incentive Compensation based on FY22 actual (\$20,415); Non-Cash Compensation is parking
McKeen, Timothy	Assistant Vice President, Network Infrastructure	Designated	\$222,789	3.00%					\$19,950	\$760	\$243,499	Incentive Compensation based on FY22 actual (\$19,950); Non-Cash Compensation is parking
Gill, Travis	Assistant Vice President, Institutional Equity and Accountability	Designated	\$217,696	11.24%		\$25,000				\$760	\$243,456	Non-Cash Compensation is parking

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Negusse, Thomas	Assistant Vice President, Utilities	Designated	\$235,000	0.00%					\$720	\$760	\$236,480	Phone (\$720) Non-Cash Compensation is parking
Nguyen, Christi	Assistant Vice President, Associate Chief Nursing Officer, Nursing Excellence	Designated	\$215,000	0.00%		\$20,000				\$760	\$235,760	Non-Cash Compensation is parking Hired 6-27-22
Zippi, Pamela	Assistant Vice President, Market Development Strategies	Designated	\$231,750	3.00%						\$760	\$232,510	Non-Cash Compensation is parking
Dennis, Vicki	Associate Vice President, O'Donnell Brain Institute	Designated	\$0	0.00%					\$6,000	\$1,535	\$7,535	Incentive Compensation based on FY22 actual (\$6,000); Non-Cash Compensation is parking
		General Revenue	\$222,789	3.00%							\$222,789	
			\$222,789	3.00%	\$0	\$0	\$0	\$0	\$6,000	\$1,535	\$230,324	
Rivera, Jessica	Assistant Vice President, Clinic Lab Services	Designated	\$197,657	4.03%		\$25,750			\$720	\$760	\$224,887	Phone (\$720) Non-Cash Compensation is parking Hired 12-13-21
Bell, Melody	Assistant Vice President, Academic Information Systems	Designated	\$206,000	8.13%					\$17,470	\$760	\$224,230	Incentive Compensation based on FY22 actual (\$17,470); Non-Cash Compensation is parking
Cronjaeger, Archana	Assistant Vice President, Facilities Management	Designated	\$220,000	29.72%					\$720	\$760	\$221,480	Phone (\$720) Non-Cash Compensation is parking
Thurman, Sahara	Assistant Vice President, Enterprise System Services	Designated	\$201,571	3.00%					\$17,860	\$760	\$220,191	Incentive Compensation based on FY22 actual (\$17,860); Non-Cash Compensation is parking
Esquivel, Ruben	Vice President, Community and Corporate Relations	Designated	\$90,861	2.00%		\$14,498			\$720	\$2,965	\$109,044	Phone (\$720) Non-Cash Compensation is parking
		General Revenue	\$111,053	2.00%							\$111,053	80% FTE
			\$201,914	2.00%	\$0	\$14,498	\$0	\$0	\$720	\$2,965	\$220,097	
Weigle, David	Assistant Dean	Designated	\$197,100	100.00%		\$21,000				\$760	\$218,860	Non-Cash Compensation is parking
		General Revenue	\$0	-100.00%							\$0	Also has faculty appointment
			\$197,100	0.00%	\$0	\$21,000	\$0	\$0	\$0	\$760	\$218,860	
Bennett, Scott	Associate Vice President, Solid Organ Transplant	Designated	\$173,124	1.50%		\$30,450			\$13,470	\$1,535	\$218,579	Incentive Compensation based on FY22 actual (\$12,750); Phone (\$720) Non-Cash Compensation is parking
Vanderhill, Thea	Assistant Vice President, Clinic Design Tran Planning	Designated	\$196,560	4.00%					\$21,250	\$760	\$218,570	Incentive Compensation based on FY22 actual (\$21,250); Non-Cash Compensation is parking
Lai Howard, Anne	Assistant Vice President, Medical Risk Management	Designated	\$216,258	3.00%						\$760	\$217,018	Non-Cash Compensation is parking

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Marshall II, Martin	Assistant Vice President, Support Services	Designated	\$190,000	0.00%		\$25,750				\$760	\$216,510	Non-Cash Compensation is parking
Adams-Guess, Shashea	Assistant Vice President, Planning and Advancement Services	Designated	\$200,605	3.00%		\$15,000				\$760	\$216,365	Non-Cash Compensation is parking
Smith, Scott	Associate Dean, Research, School of Health Professions	General Revenue	\$163,698	-7.74%							\$163,698	
		Restricted	\$27,302	242.94%		\$20,000				\$1,535	\$48,837	Non-Cash Compensation is parking
			\$191,000	3.02%	\$0	\$20,000	\$0	\$0	\$0	\$1,535	\$212,535	Also has faculty appointment
Beheshti, Mike	Assistant Vice President, Health System Planning	Designated	\$210,000	0.00%						\$760	\$210,760	Non-Cash Compensation is parking
Ortuzar, Adolfo	Assistant Vice President, Construction Exp Compliance	Designated	\$200,850	3.00%					\$7,223	\$760	\$208,833	Incentive Compensation based on FY22 actual (\$7,223); Non-Cash Compensation is parking
McGhee, Diane	Assistant Vice President, Strategic Communications Outreach	Designated	\$205,831	3.00%						\$760	\$206,591	Non-Cash Compensation is parking
Brown, Bruce	Associate Vice President, Safety and Business Continuity	Designated	\$201,687	3.00%						\$1,535	\$203,222	Non-Cash Compensation is parking
Lewis, Marcus	Chief of Police	Designated Auxiliary	\$201,571	100.00%						\$720	\$202,291	Phone (\$720)
			\$0	-100.00%							\$0	
			\$201,571	3.00%	\$0	\$0	\$0	\$0	\$720	\$0	\$202,291	
Goldin Darrin	Assistant Vice President, Development	Designated	\$185,921	3.00%		\$15,000				\$760	\$201,681	Non-Cash Compensation is parking
Ranjan, Aveen	Assistant Vice President, Digital Eng Marketing Strategic Initiatives	Designated	\$195,700	3.00%						\$760	\$196,460	Non-Cash Compensation is parking
Oilepo, Rhonda	Assistant Vice President, Human Research Administration	Designated	\$48,404	28.75%					\$720	\$760	\$49,884	Phone (\$720)
		General Revenue	\$145,210	-3.44%							\$145,210	Non-Cash Compensation is parking
			\$193,614	3.00%	\$0	\$0	\$0	\$0	\$720	\$760	\$195,094	
Henley, Becca	Associate Dean, Student Affairs Operations, Peter O'Donnell Jr School of Public Health	General Revenue	\$190,000	0.00%							\$190,000	Also has faculty appointment Hired 8-15-22
Lehrman, Mark	Assistant Dean, Academic Facilities and Resource Planning	General Revenue	\$166,000	2.98%		\$20,600				\$760	\$187,360	Non-Cash Compensation is parking Also has faculty appointment

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Drake, James	Assistant Vice President, Academic Planning and Assessment	Designated	\$0	0.00%							\$760	\$760 Non-Cash Compensation is parking	
		General Revenue	\$161,787	3.00%									\$161,787
			\$161,787	3.00%	\$0	\$0	\$0	\$0	\$0	\$760	\$162,547		
Bradley-Guidry, Carolyn	Assistant Dean, Diversity, Inclusion and Equity Affairs, School of Health Professions	Designated	\$33,102	-76.34%			\$10,000				\$760	\$43,862 Non-Cash Compensation is parking	
		General Revenue	\$115,798	2360.12%									\$115,798
			\$148,900	2.97%	\$0	\$10,000	\$0	\$0	\$0	\$760	\$159,660		
Gonzalez, Kelly	Assistant Vice President, Library Services	Designated	\$0	0.00%							\$760	\$760 Non-Cash Compensation is parking	
		General Revenue	\$143,400	3.02%									\$143,400
			\$143,400	3.02%	\$0	\$0	\$0	\$0	\$0	\$760	\$144,160		
Diaz Vazquez, Arnaldo	Assistant Dean	Designated	\$131,300	5.04%							\$760	\$132,060 Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$119,300	2.49%									\$119,300
			\$119,300	2.49%	\$0	\$0	\$0	\$0	\$720	\$760	\$120,780		
Ravnik, Stuart	Associate Dean, Graduate School	Designated	\$0	0.00%							\$720	\$1,480 Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$119,300	2.49%									\$119,300
			\$119,300	2.49%	\$0	\$0	\$0	\$0	\$720	\$760	\$120,780		
Gardner, Lisa	Assistant Dean	Designated	\$0	0.00%							\$760	\$760 Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$108,800	2.54%									\$108,800
			\$108,800	2.54%	\$0	\$0	\$0	\$0	\$0	\$760	\$109,560		
Lundsteen, Natalie	Assistant Dean, Career and Professional Development	Designated	\$86,160	100.00%							\$760	\$86,920 Non-Cash Compensation is parking	
		General Revenue	\$0	-100.00%									\$0
		Restricted	\$21,540	100.00%									\$21,540
	\$107,700	2.47%	\$0	\$0	\$0	\$0	\$0	\$0	\$760	\$108,460			
Brekken, Deirdre	Associate Dean	Designated	\$99,960	100.00%							\$760	\$100,720 Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$0	-100.00%									\$0
			\$99,960	2.52%	\$0	\$0	\$0	\$0	\$0	\$760	\$100,720		
			\$99,960	2.52%	\$0	\$0	\$0	\$0	\$0	\$760	\$100,720	85% FTE	
Michaely, Peter	Assistant Dean, Undergraduate Medical Education, Basic Science	Designated	\$76,400	2.96%			\$23,175					\$99,575 Also has faculty appointment	
		General Revenue	\$0	-100.00%									\$0
			\$76,400	2.96%	\$0	\$0	\$0	\$0	\$0	\$0	\$760		\$77,160
Alexander, Drew Wilson	Assistant Dean	Designated	\$7,209	100.00%							\$760	\$7,969 Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$0	-100.00%									\$0
			\$7,209	2.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$760		\$7,969
			\$7,209	2.99%	\$0	\$0	\$0	\$0	\$0	\$760	\$7,969	9% FTE	