

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

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

A Name	B Position	C Funding Source	D Salary (9.1.2022)	E Percentage Salary Increase Over Prior Year	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			
Henrich, William	President	General Revenue	\$65,945	0%							\$65,945	Incentive compensation (\$139,633).  Merit and market increase effective 9/1/2022.	
		Designated	\$1,350,448	59%		\$188,015			\$139,633		\$1,678,096		
		Restricted	\$54,500	0%							\$54,500		
			<u>\$1,470,893</u>	<u>51.50%</u>	<u>\$0</u>	<u>\$188,015</u>	<u>\$0</u>	<u>\$0</u>	<u>\$139,633</u>	<u>\$0</u>	<u>\$1,798,541</u>		
Hromas, Robert Alan	Dean, School of Medicine and Vice President of Medical Affairs	General Revenue	\$143,616	-14%							\$143,616	Incentive compensation (\$195,228). Deferred compensation (\$179,520).	
		Designated	\$682,176	3%					\$374,748		\$1,056,924		
		Restricted	\$71,808	1%							\$71,808		
			<u>\$897,600</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$374,748</u>	<u>\$0</u>	<u>\$1,272,348</u>		
Marks, Andrea	Senior Executive Vice President and Chief Operating Officer	General Revenue	\$307,529	-11%							\$307,529	Incentive compensation (\$143,682). Deferred compensation (\$134,439).	
		Designated	\$364,666	12%					\$278,121		\$642,787		
		Restricted	\$672,195	0.00%		\$0	\$0	\$0	\$0	\$278,121	\$0		\$950,316
			<u>\$672,195</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$278,121</u>	<u>\$0</u>	<u>\$950,316</u>		
Mesa, Ruben	Executive Director, University of Texas Health Cancer Center	General Revenue	\$118,365	90%							\$118,365	Incentive compensation (\$85,800).	
		Designated	\$266,760	-33%					\$85,800		\$352,560		
		Restricted	\$329,875	29%							\$329,875		
			<u>\$715,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$85,800</u>	<u>\$0</u>	<u>\$800,800</u>		
Ramachandran, Vasam	Founding Dean, School of Public Health	Designated	\$450,000	0%							\$638,750	Incentive compensation based on maximum incentive potential (\$101,250). For FY2023, a portion of the incentive will be prorated based on start date. One-time recruitment incentive (\$50,000). One-time relocation allowance (\$37,500). Effective 9/1/2022, Dr. Ramachandran assumed the role of Founding Dean of the School of Public Health.	
		Restricted	\$450,000	0.00%		\$0	\$0	\$0	\$0	\$188,750	\$0		\$638,750
			<u>\$450,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$188,750</u>	<u>\$0</u>	<u>\$638,750</u>		
			<u>\$450,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$188,750</u>	<u>\$0</u>	<u>\$638,750</u>		
Flowers, Jeffery	Chief Executive Officer, Multispecialty and Research Hospital	Designated	\$485,000	0%						\$140,818	\$625,818	Incentive compensation (\$33,318). For FY2023, a portion of the incentive was prorated based on start date. Deferred compensation (\$107,500). Effective 4/28/2022, Mr. Flowers assumed the role of Chief Executive Officer for the Multispecialty and Research Hospital.	
		Restricted	\$485,000	0.00%		\$0	\$0	\$0	\$0	\$140,818	\$0		\$625,818
			<u>\$485,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$140,818</u>	<u>\$0</u>	<u>\$625,818</u>		
			<u>\$485,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$140,818</u>	<u>\$0</u>	<u>\$625,818</u>		
Leverence, Robert	Executive Vice Dean for Clinical Affairs, School of Medicine	Designated	\$566,700	0%						\$37,818	\$604,518	Incentive compensation (\$37,818). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment. Effective 9/6/2022, Dr. Leverence assumed the role of Executive Vice Dean for Clinical Affairs.	
		Restricted	\$566,700	0.00%		\$0	\$0	\$0	\$0	\$37,818	\$0		\$604,518
			<u>\$566,700</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$37,818</u>	<u>\$0</u>	<u>\$604,518</u>		
			<u>\$566,700</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$37,818</u>	<u>\$0</u>	<u>\$604,518</u>		
Loomer, Peter M.	Dean, School of Dentistry	General Revenue	\$395,075	-9%							\$395,075	Incentive compensation (\$94,792).	
		Designated	\$0	0%						\$94,792	\$94,792		
		Restricted	\$40,750	100%							\$40,750		
			<u>\$435,825</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$94,792</u>	<u>\$0</u>	<u>\$530,617</u>		
Potter, Jennifer Sharpe	Vice President for Research	General Revenue	\$329,868	3%							\$329,868	Incentive compensation (\$95,772).	
		Designated	\$46,364	-19%						\$95,772	\$142,136		
		Restricted	\$40,768	2%							\$40,768		
			<u>\$416,900</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$95,772</u>	<u>\$0</u>	<u>\$416,900</u>		

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			\$417,000	0.00%	\$0	\$0	\$0	\$0	\$95,772	\$0	\$512,772	Also has a 20% faculty appointment. Effective 2/15/2022, Dr. Potter was promoted to the role of Vice President for Research, from her position as Interim Vice President for Research.
Gomez-Leon, Ginny L.	Vice President and Chief Financial Officer	General Revenue Designated	\$411,110	0%							\$411,110	
			\$0	0%					\$89,416		\$89,416	Incentive compensation (\$89,416).
			\$411,110	0.00%	\$0	\$0	\$0	\$0	\$89,416	\$0	\$500,526	
Seshadri, Sudha	Director, Glenn Biggs Institute for Alzheimer's and Neurodegenerative Diseases	General Revenue	\$205,030	145%							\$205,030	
		Designated	\$45,000	-41%					\$47,355		\$92,355	Incentive compensation (\$47,355).
		Restricted	\$200,970	-31%							\$200,970	
			\$451,000	0.00%	\$0	\$0	\$0	\$0	\$47,355	\$0	\$498,355	
Tawney, Amy	Vice President and Chief Human Resources Officer	General Revenue Designated	\$395,024	0%							\$395,024	
			\$0	0%					\$88,880		\$88,880	Incentive compensation (\$88,880).
			\$395,024	0.00%	\$0	\$0	\$0	\$0	\$88,880	\$0	\$483,904	
Collier, Yeman	Vice President and Chief Information Officer	General Revenue Designated	\$394,240	0%							\$394,240	
			\$0	0%					\$88,704		\$88,704	Incentive compensation (\$88,704).
			\$394,240	0.00%	\$0	\$0	\$0	\$0	\$88,704	\$0	\$482,944	
Repetti, Anamaria	Vice President for Development and Chief Development Officer	General Revenue Designated	\$360,000	18%							\$360,000	
			\$0	-100%					\$92,123		\$92,123	Incentive compensation (\$72,123). For FY2023, a portion of the incentive was prorated based on start date. Deferred compensation (\$20,000).
			\$360,000	0.00%	\$0	\$0	\$0	\$0	\$92,123	\$0	\$452,123	Effective 10/11/2021, Ms. Repetti assumed the role of Vice President for Development and Chief Development Officer.
Weiss, David S.	Dean, Graduate School of Biomedical Sciences	General Revenue Designated	\$344,875	0%							\$344,875	
		Restricted	\$19,375	0%					\$63,550		\$82,925	Incentive compensation (\$63,550).
			\$23,250	0%							\$23,250	
			\$387,500	0.00%	\$0	\$0	\$0	\$0	\$63,550	\$0	\$451,050	
Adkins, Heather	Vice President and Chief Marketing and Communications Officer	General Revenue Designated	\$358,960	0%							\$358,960	
			\$0	0%					\$80,766		\$80,766	Incentive compensation (\$80,766).
			\$358,960	0.00%	\$0	\$0	\$0	\$0	\$80,766	\$0	\$439,726	
Giuffrida, Andrea	Vice President for Strategic Industry Ventures	Designated Restricted	\$340,000	0%						\$79,875	\$419,875	Incentive compensation (\$79,875).
			\$15,000	0%							\$15,000	
			\$355,000	0.00%	\$0	\$0	\$0	\$0	\$79,875	\$0	\$434,875	Also has a 20% faculty appointment.
Hardin, Sonya	Dean, School of Nursing	General Revenue Designated	\$364,900	0%							\$364,900	
			\$0	0%					\$21,988		\$21,988	Incentive compensation (\$21,988). For FY2023, a portion of the incentive was prorated based on start date.
		Restricted	\$45,100	0%							\$45,100	
			\$410,000	0.00%	\$0	\$0	\$0	\$0	\$21,988	\$0	\$431,988	Effective 6/6/2022, Sonya Hardin assumed the role of Dean of the School of Nursing.
Sankary, Edward C.	Chief Healthcare Informatics Officer and Value Officer	Designated	\$383,200	0%						\$40,800	\$424,000	Incentive compensation (\$40,800). A portion of the incentive may be associated with faculty effort.
			\$383,200	0.00%	\$0	\$0	\$0	\$0	\$40,800	\$0	\$424,000	Also has a 10% faculty appointment.

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Collins, Chiquita	Vice President for Diversity, Equity, and Inclusion and Chief Diversity Officer	Designated	\$310,000	0%							\$404,750	Incentive compensation (\$69,750). Supplemental retirement annuity (\$25,000). Effective 3/1/2022, Dr. Collins assumed the roles of Vice President for Diversity, Equity, and Inclusion and Chief Diversity Officer.
			\$310,000	0.00%	\$0	\$0	\$0	\$0	\$94,750	\$0	\$404,750	
Shelledy, David	Dean, School of Health Professions	General Revenue Designated	\$322,109	0%							\$322,109	Incentive compensation (\$67,633).
			\$5,571	0%							\$73,204	
			\$327,680	0.00%	\$0	\$0	\$0	\$0	\$67,633	\$0	\$395,313	
Kaminski, Patrick M.	Vice President and Chief Strategy Officer	General Revenue Designated	\$316,834	0%							\$316,834	Incentive compensation (\$65,426).
			\$0	0%							\$65,426	
			\$316,834	0.00%	\$0	\$0	\$0	\$0	\$65,426	\$0	\$382,260	
Hepburn, Byron C.	Associate Vice President for the Military Health Institute and Assistant Dean for Military Health	General Revenue Designated Restricted	\$255,942	0%							\$255,942	Incentive compensation (\$69,802).
			\$0	0%							\$69,802	
			\$54,291	0%							\$54,291	
			\$310,233	0.00%	\$0	\$0	\$0	\$0	\$69,802	\$0	\$380,035	
Loredo, Gilbert	Vice President for Governmental Relations	General Revenue Designated	\$315,000	0%							\$315,000	Incentive compensation (\$59,238). For FY2023, a portion of the incentive was prorated based on start date. Effective 12/1/2021, Mr. Loredo assumed the role of Vice President for Governmental Relations.
			\$0	0%							\$59,238	
			\$315,000	0.00%	\$0	\$0	\$0	\$0	\$59,238	\$0	\$374,238	
Mok, Jacqueline L.	Vice President for Academic, Faculty and Student Affairs	General Revenue Designated	\$304,950	0%							\$304,950	Incentive compensation (\$68,614).
			\$0	0%							\$68,614	
			\$304,950	0.00%	\$0	\$0	\$0	\$0	\$68,614	\$0	\$373,564	
Conway, Deborah	Vice Dean for Undergraduate Medical Education, School of Medicine	General Revenue Designated	\$315,000	0%							\$315,000	Incentive compensation (\$23,100). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment.
			\$35,000	0%							\$23,100	
			\$350,000	0.00%	\$0	\$0	\$0	\$0	\$23,100	\$0	\$373,100	
Nuttall, Richard M.	Vice Dean for Finance and Administration, School of Medicine	General Revenue Designated	\$167,440	100%							\$167,440	Incentive compensation (\$30,461). Base salary increase effective 9/1/2022.
			\$167,440	-48%							\$30,461	
			\$334,880	4.00%	\$0	\$0	\$0	\$0	\$30,461	\$0	\$365,341	
Kazen, James D.	Executive Vice President for Capital Projects	General Revenue Designated	\$293,550	0%							\$293,550	Incentive compensation (\$66,049).
			\$0	0%							\$66,049	
			\$293,550	0.00%	\$0	\$0	\$0	\$0	\$66,049	\$0	\$359,599	
Williams, Janet F.	Vice Dean for Faculty, School of Medicine	General Revenue Designated	\$0	-100%							\$0	Incentive compensation (\$34,360). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment.
			\$322,000	297%							\$34,360	
			\$322,000	0.00%	\$0	\$0	\$0	\$0	\$34,360	\$0	\$356,360	
Segura, Adriana	Associate Dean for Academic, Faculty and Student Affairs, School of Dentistry	General Revenue	\$293,515	2%							\$338,515	Incentive compensation (\$45,000). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment. Base salary market adjustment effective 9/1/2022.
			\$293,515	2.39%							\$45,000	
			\$293,515	2.39%	\$0	\$0	\$0	\$0	\$45,000	\$0	\$338,515	
Viles, Jeremy A.	Assistant Vice President for Hospital Planning	Designated	\$297,413	3%							\$326,288	Incentive compensation (\$28,875).

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			\$297,413	3.00%	\$0	\$0	\$0	\$0	\$28,875	\$0	\$326,288	Base salary increase effective 9/1/2022.
Gebhard, John R.	AVP, Techn Commercial & Exec Dir, Innovation & Industry Ventures	General Revenue Designated	\$177,545	3%					\$28,050		\$205,595	Incentive compensation (\$28,050).
			\$110,444	2%							\$110,444	
			\$287,989	2.67%	\$0	\$0	\$0	\$0	\$28,050	\$0	\$316,039	Base salary increase effective 9/1/2022.
Esterl, Robert	Associate Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$314,874	0%							\$314,874	
			\$314,874	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$314,874	
Schmelz, Joseph	Associate Vice President for Research Administration	General Revenue Designated	\$241,301	6%					\$27,500		\$268,801	Incentive compensation (\$27,500).
		Restricted	\$0	-100%							\$0	
			\$41,949	3%							\$41,949	
			\$283,250	3.00%	\$0	\$0	\$0	\$0	\$27,500	\$0	\$310,750	Base salary increase effective 9/1/2022. Effective 1/1/2022, Dr. Schmelz assumed the position of Associate Vice President for Research Administration.
Charlton, Michael A.	Associate Vice President for Facilities, Safety, and Risk Management and Institutional Facilities Planning Officer	General Revenue	\$281,800	5%					\$26,840		\$308,640	Incentive compensation (\$26,840).
			\$281,800	4.99%	\$0	\$0	\$0	\$0	\$26,840	\$0	\$308,640	Base salary market adjustment effective 9/1/2022.
Hartman, Brandon L.	Healthcare Chief Administrative Officer, School of Medicine	Designated	\$279,000	0%					\$27,900		\$306,900	Incentive compensation (\$27,900).
			\$279,000	0.00%	\$0	\$0	\$0	\$0	\$27,900	\$0	\$306,900	
DeLay, Mary G.	Vice President and Chief of Staff	General Revenue Designated	\$236,320	0%							\$236,320	
			\$0	0%					\$51,400		\$51,400	Incentive compensation (\$51,400).
			\$236,320	0.00%	\$0	\$0	\$0	\$0	\$51,400	\$0	\$287,720	
Lazarine, John	Chief Audit Executive for Internal Audit and Consulting Services	General Revenue Designated	\$240,006	0%					\$26,000		\$266,006	Incentive compensation (\$26,000).
			\$19,994	0%							\$19,994	
			\$260,000	8.33%	\$0	\$0	\$0	\$0	\$26,000	\$0	\$286,000	Base salary market adjustment effective 7/1/2022.
Park, Jack C.	Chief Legal Officer	General Revenue Designated	\$199,563	2%							\$199,563	
			\$85,527	2%							\$85,527	
			\$285,090	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$285,090	Base salary increase effective 9/1/2022.
Jones, Woodson S.	Vice Dean for Graduate Medical Education, School of Medicine	General Revenue Designated	\$240,000	36%							\$240,000	
			\$26,000	-71%					\$18,552		\$44,552	Incentive compensation (\$18,552). A portion of the incentive may be associated with faculty effort.
			\$266,000	0.00%	\$0	\$0	\$0	\$0	\$18,552	\$0	\$284,552	Also has a 20% faculty appointment.
Long, Gerard E.	Associate Vice President for Business Affairs	General Revenue	\$257,250	5%					\$22,785		\$280,035	Incentive compensation (\$22,785).
			\$257,250	5.00%	\$0	\$0	\$0	\$0	\$22,785	\$0	\$280,035	Base salary increase effective 9/1/2022.
Saldivar, Jessica L.	Chief Compliance Officer	General Revenue Designated	\$136,655	17%					\$25,330		\$161,985	Incentive compensation (\$25,330).
			\$116,645	0%							\$116,645	
			\$253,300	8.57%	\$0	\$0	\$0	\$0	\$25,330	\$0	\$278,630	Base salary market adjustment effective 7/1/2022.
Schnabel, Michael	Assistant Vice President for Information Security and Operations	General Revenue	\$243,500	0%					\$24,350		\$267,850	Incentive compensation (\$24,350).
			\$243,500	0.00%	\$0	\$0	\$0	\$0	\$24,350	\$0	\$267,850	
Goldberg, Mark P.	Assistant Vice President for Strategic Research Initiatives	Designated Restricted	\$264,000	24%							\$264,000	
			\$0	-100%							\$0	
			\$264,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$264,000	Also has a 40% faculty appointment.

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Kellaway, Judianne	Associate Dean for Admissions, School of Medicine	General Revenue	\$263,610	0%							\$263,610	Also has a 10% faculty appointment.
			\$263,610	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$263,610	
Patterson, Jan E.	Associate Dean for Quality and Lifelong Learning, School of Medicine	Designated	\$255,984	0%					\$4,478		\$260,462	Incentive compensation (\$5,478). A portion of the incentive may be associated with faculty effort. Also has a 28% faculty appointment.
		Restricted	\$0	0%					\$1,000		\$1,000	
		\$255,984	0.00%	\$0	\$0	\$0	\$0	\$5,478	\$0	\$261,462		
Gibbs, Micaela B.	Chief Dental Officer, School of Dentistry	General Revenue	\$236,900	3%					\$23,000		\$259,900	Incentive compensation (\$23,000). Base salary market adjustment effective 9/1/2022.
			\$236,900	3.00%	\$0	\$0	\$0	\$0	\$23,000	\$0	\$259,900	
Cartee, Brian D.	Assistant Vice President for Information Technology Services	General Revenue	\$237,700	0%					\$22,106		\$259,806	Incentive compensation (\$22,106).
			\$237,700	0.00%	\$0	\$0	\$0	\$0	\$22,106	\$0	\$259,806	
Vasquez, Sonia G.	Assistant Vice President for Operations, Pipeline, and Advanced Core Services	General Revenue	\$231,750	761%					\$22,500		\$254,250	Incentive compensation (\$22,500). Base salary increase effective 9/1/2022.
		Designated	\$0	-100%							\$0	
		\$231,750	11.96%	\$0	\$0	\$0	\$0	\$22,500	\$0	\$254,250		
Parks, Michael J.	Chief of Police	General Revenue	\$119,880	5%					\$22,200		\$142,080	Incentive compensation (\$22,200). Base salary market adjustment effective 7/1/2022.
		Auxiliary	\$102,120	5%							\$102,120	
		\$222,000	5.00%	\$0	\$0	\$0	\$0	\$22,200	\$0	\$244,200		
Van Sickle, Stephanie	Assistant Vice President for University Development	General Revenue	\$0	0%					\$10,662		\$10,662	Incentive compensation (\$10,662). Base salary increase effective 9/1/2022. Effective 1/3/2022, Ms. Van Sickle assumed the role of Assistant Vice President for University Development.
		Designated	\$231,750	3%					\$0		\$231,750	
		\$231,750	3.00%	\$0	\$0	\$0	\$0	\$10,662	\$0	\$242,412		
Hanson, Joshua	Associate Dean for Student Affairs and Associate Dean for Faculty Education and Development, School of Medicine	General Revenue	\$162,086	0%							\$162,086	Effective 9/1/2022, Mr. Hanson assumed the role of Associate Dean for Faculty Education and Development at 10% effort. Mr. Hanson's new role is in addition to his existing 65% role as Associate Dean for Student Affairs.
		Designated	\$79,936	1499%							\$79,936	
		\$242,022	44.85%	\$0	\$0	\$0	\$0	\$0	\$0	\$242,022		
Song, Lixin	Vice Dean of Research and Scholarship, School of Nursing	General Revenue	\$187,983	0%							\$187,983	Incentive compensation based on maximum incentive potential (\$28,874). One-time transition allowance (\$20,887). Also has a 25% faculty appointment. Effective 9/1/2022, Dr. Song assumed the role of Vice Dean of Research and Scholarship.
		Designated	\$0	0%					\$49,761		\$49,761	
		\$187,983	0.00%	\$0	\$0	\$0	\$0	\$49,761	\$0	\$237,744		
Cavazos, Jose E.	Assistant Dean for MD/PhD Program, Graduate School of Biomedical Sciences & Associate Dean for Resident and Fellow Research Programs, School of Medicine	General Revenue	\$139,825	108%							\$139,825	Incentive compensation (\$2,161). A portion of the incentive may be associated with faculty effort.
		Designated	\$92,213	-44%					\$2,161		\$94,374	

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			\$232,038	0.00%	\$0	\$0	\$0	\$0	\$2,161	\$0	\$234,199	Also has a 35% faculty appointment. Effective 4/1/2022 Dr. Cavazos assumed the role of Assistant Dean for the MD/PhD Program. Prior year faculty appointment was 60%.
Green, Christopher	Assistant Vice President of Sponsored Programs	General Revenue	\$215,000	0%					\$15,695		\$230,695	Incentive compensation (\$15,695).
			\$215,000	0.00%	\$0	\$0	\$0	\$0	\$15,695	\$0	\$230,695	Effective 8/1/2022, Mr. Green assumed the role of Assistant Vice President of Sponsored Programs.
Challa, Suman N.	Associate Dean for Advanced Education Programs and Strategic Initiatives, School of Dentistry	General Revenue	\$0	0%						\$39,471	\$39,471	Incentive compensation (\$39,471). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	-100%							\$0	
		Restricted	\$189,196	100%							\$189,196	
			\$189,196	0.00%	\$0	\$0	\$0	\$0	\$39,471	\$0	\$228,667	Also has a 7% faculty appointment.
Sickora, Cindy	Vice Dean for Practice and Engagement, School of Nursing	General Revenue	\$0	-100%							\$0	
		Designated	\$188,626	100%					\$26,408		\$215,034	Incentive compensation (\$26,408). A portion of the incentive may be associated with faculty effort.
		Auxiliary	\$13,473	0%							\$13,473	
			\$202,099	0.00%	\$0	\$0	\$0	\$0	\$26,408	\$0	\$228,507	Also has a 25% faculty appointment.
Pineda, Juanita Lozano	Associate Dean for External Affairs, School of Dentistry	General Revenue	\$145,176	4%						\$30,000	\$175,176	Incentive compensation (\$30,000).
		Designated	\$0	0%							\$0	
		Restricted	\$50,596	0%							\$50,596	
			\$195,773	3.16%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$225,773	Also has a 10% faculty appointment. Base salary increase effective 9/1/2022.
Tate, Gwendolyn	Chief Nursing Officer, Mays Cancer Center	Designated	\$202,500	0%						\$22,500	\$225,000	Incentive compensation (\$22,500) based on maximum incentive potential.
			\$202,500	0.00%	\$0	\$0	\$0	\$0	\$22,500	\$0	\$225,000	Also has a 10% faculty appointment. Effective 3/1/2022, Ms. Tate assumed the role of Chief Nursing Officer.
Summers, Kimberly Kay	Assistant Vice President for Research	General Revenue	\$28,080	-83%						\$6,842	\$34,922	Incentive compensation (\$6,842).
		Designated	\$187,920	248%							\$187,920	
			\$216,000	0.00%	\$0	\$0	\$0	\$0	\$6,842	\$0	\$222,842	Effective 4/1/2022, Dr. Summers assumed the role of Assistant Vice President for Research.
Reistetter, Timothy Andrew	Associate Dean for Research, School of Health Professions	General Revenue	\$210,166	2%							\$210,166	
		Designated	\$0	0%					\$10,415		\$10,415	Incentive compensation (\$10,415) is based on FY22 actuals.
			\$210,166	1.50%	\$0	\$0	\$0	\$0	\$10,415	\$0	\$220,581	Base salary increase effective 9/1/2022.
Guest, Gary	Associate Dean, Dental Clinic and Associate Dean for Patient Care, School of Dentistry	General Revenue	\$180,804	3%						\$28,000	\$208,804	Incentive compensation (\$28,000). A portion of the incentive may be associated with faculty effort.
			\$180,804	3.00%	\$0	\$0	\$0	\$0	\$28,000	\$0	\$208,804	Also has a 10% faculty appointment. Base salary market adjustment effective 9/1/2022.
Nolan, Jr., Robert J.	Associate Dean for Graduate Medical Education, School of Medicine	General Revenue	\$195,176	0%							\$195,176	
			\$195,176	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$195,176	Also has a 20% faculty appointment.
Clark, Robert	Associate Vice President of Translational Science	Designated	\$163,000	0%						\$28,960	\$191,960	Incentive compensation (\$28,960). A portion of the incentive may be associated with faculty effort.

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			\$163,000	0.00%	\$0	\$0	\$0	\$0	\$28,960	\$0	\$191,960	Also has a 33% faculty appointment and 29% A&P appointment as Director of the Institute for Integration of Medicine and Science. Effective 5/1/2022, Dr. Clark assumed the role of Associate Vice President of Translational Science.
McGrath, Jacqueline M.	Vice Dean for Faculty Excellence, School of Nursing	General Revenue Designated	\$165,794 \$0	0% 0%							\$165,794 \$24,316	Incentive compensation (\$24,316). A portion of the incentive may be associated with faculty effort.
			\$165,794	0.00%	\$0	\$0	\$0	\$0	\$24,316	\$0	\$190,110	Also has a 25% faculty appointment.
Martinez, Natalina	Chief Director Finance and Administration, Graduate School of Biomedical Sciences	General Revenue	\$181,472	6%							\$181,472	
			\$181,472	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$181,472	Base salary increase effective 10/1/2022.
Raabe, Timothy D.	Associate Dean for Academic Affairs, Graduate School of Biomedical Sciences	General Revenue	\$172,132	14%							\$172,132	
			\$172,132	14.33%	\$0	\$0	\$0	\$0	\$0	\$0	\$172,132	Also has a 20% faculty appointment. Base salary market adjustment effective 8/1/2022.
Johnstone, Jennifer	Associate Dean of Finance, School of Nursing	General Revenue Designated	\$155,300 \$0	0% 0%					\$13,977		\$155,300 \$13,977	Incentive compensation (\$13,977).
			\$155,300	0.00%	\$0	\$0	\$0	\$0	\$13,977	\$0	\$169,277	Base salary market adjustment effective 10/1/2022.
Henzi, David L.	Associate Dean for Academic and Student Affairs, School of Health Professions	General Revenue Designated	\$156,083 \$0	3% 0%					\$8,045		\$164,128 \$0	Incentive compensation (\$8,045) based on FY2022 actuals.
			\$156,083	2.50%	\$0	\$0	\$0	\$0	\$8,045	\$0	\$164,128	Base salary increase effective 10/1/2022.
Courand, Jon Alan	Assistant Dean for Wellbeing, School of Medicine	General Revenue	\$161,000 \$161,000	40% 40.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$161,000 \$161,000	Also has a 30% faculty appointment. Base salary increase effective 9/1/2022.
Anderson, Matthew	Associate Dean for Finance and Administrative Affairs, School of Health Professions	General Revenue	\$143,565	2%					\$13,784		\$157,349	Incentive compensation (\$13,784).
			\$143,565	1.70%	\$0	\$0	\$0	\$0	\$13,784	\$0	\$157,349	Also has a 15% faculty appointment. Base salary increase effective 9/1/2022.
Gill, Sara L.	Associate Dean for Graduate Studies, School of Nursing	General Revenue Designated	\$147,044 \$0	0% 0%					\$9,411		\$147,044 \$9,411	Incentive compensation (\$9,411). A portion of the incentive may be associated with faculty effort.
			\$147,044	0.00%	\$0	\$0	\$0	\$0	\$9,411	\$0	\$156,455	Also has a 25% faculty appointment.
Bell, Carlotta	Chief Director Finance and Administration, Vice President for Research	General Revenue Designated	\$155,865	596% -100%							\$155,865 \$0	
			\$155,865	3.91%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,865	Base salary increase effective 9/1/2022. Effective 12/1/2021, Ms. Bell assumed the role of Chief Director Finance and Administration.
Kaufus, John	Chief Student Affairs Officer and Title IX Director	General Revenue Auxiliary	\$129,780 \$24,720	3% 3%							\$129,780 \$24,720	
			\$154,500	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$154,500	Base salary increase effective 9/1/2022.
O'Neal, Cynthia	Associate Dean for Undergraduate Studies, School of Nursing	General Revenue	\$142,890	86%							\$142,890	

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		Designated	\$0	-100%						\$11,096	\$11,096	Incentive compensation (\$11,096). A portion of the incentive may be associated with faculty effort.
			\$142,890	16.76%	\$0	\$0	\$0	\$0	\$11,096	\$0	\$153,986	
Leos, Lydia	Assistant Dean for Administration, School of Dentistry	General Revenue	\$148,333	6%							\$148,333	Base salary increase effective 9/1/2022.
			\$148,333	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$148,333	
Miller, Kenneth P.	Assistant Dean for Ambulatory Services, School of Nursing	General Revenue	\$66,300	0%							\$66,300	Incentive compensation (\$20,400). A portion of the incentive may be associated with faculty effort.
		Designated	\$61,200	0%					\$20,400		\$81,600	
			\$127,500	0.00%	\$0	\$0	\$0	\$0	\$20,400	\$0	\$147,900	
Seitz, Stefanie D.	Assistant Dean for Students, Diversity, Equity, and Inclusion, School of Dentistry	General Revenue	\$122,000	9%						\$19,904	\$141,904	Incentive compensation (\$19,904). A portion of the incentive may be associated with faculty effort.
			\$122,000	8.93%	\$0	\$0	\$0	\$0	\$19,904	\$0	\$141,904	
Taylor, Barbara	Assistant Dean for MD/MPH Program, School of Medicine	General Revenue	\$112,120	5%							\$112,120	Incentive compensation (\$25,978). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	0%					\$18,978		\$18,978	
		Restricted	\$0	0%					\$7,000		\$7,000	
			\$112,120	4.67%	\$0	\$0	\$0	\$0	\$25,978	\$0	\$138,098	
Carpenter, Andrea	Assistant Dean for Health Systems Science, School of Medicine	Designated	\$129,750	0%							\$129,750	Effective 3/14/2022, Dr. Carpenter assumed the role of Assistant Dean for Health Systems Science.
			\$129,750	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$129,750	
Botros-Brey, Sylvia	Assistant Dean for Faculty, School of Medicine	Designated	\$114,000	0%						\$7,788	\$121,788	Incentive compensation (\$7,788). A portion of the incentive may be associated with faculty effort.
			\$114,000	0.00%	\$0	\$0	\$0	\$0	\$7,788	\$0	\$121,788	
Trammell Velasquez, Sadie	Assistant Dean for Preclinical Curriculum	General Revenue	\$105,000	0%							\$105,000	Effective 9/1/2022, Dr. Trammell Velasquez assumed the role of Assistant Dean for Preclinical Curriculum.
		Designated	\$15,000	0%							\$15,000	
			\$120,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,000	
Peel, Jennifer	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue	\$119,182	0%							\$119,182	
			\$119,182	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$119,182	
Meling, Vanessa B.	Associate Dean for Student Engagement & Success, School of Nursing	General Revenue	\$97,500	15%							\$97,500	Incentive compensation (\$13,520). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	-100%					\$13,520		\$13,520	
			\$97,500	0.00%	\$0	\$0	\$0	\$0	\$13,520	\$0	\$111,020	
Lathrop, Kate	Assistant Dean for Research, School of Medicine	General Revenue	\$91,065	100%							\$91,065	Incentive compensation (\$15,724). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	-100%					\$15,724		\$15,724	
			\$91,065	0.00%	\$0	\$0	\$0	\$0	\$15,724	\$0	\$106,789	



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English, Dana Kiefer	Assistant Dean for Educational and Faculty Development, School of Dentistry	General Revenue	\$99,216	6%							\$99,216	
			\$99,216	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$99,216	
Gius, David	Assistant Dean for Research, School of Medicine	General Revenue	\$56,000	0%							\$56,000	Incentive compensation (\$28,000). A portion of the incentive may be associated with faculty effort. Also has an 80% faculty appointment.
		Designated	\$0	0%					\$28,000	\$28,000		
			\$56,000	0.00%	\$0	\$0	\$0	\$0	\$28,000	\$0	\$84,000	
Sung, Patrick	Associate Dean for Research, School of Medicine	General Revenue	\$23,948	5%							\$23,948	Incentive compensation (\$32,200). A portion of the incentive may be associated with faculty effort. Also has an 80% faculty appointment.
		Designated	\$29,866	5%					\$32,200	\$62,066		
		Restricted	\$41,536	5%					\$32,200	\$0	\$41,536	
			\$95,350	5.13%	\$0	\$0	\$0	\$0	\$32,200	\$0	\$127,550	
Singh, Brij B.	Associate Dean for Research, School of Dentistry	General Revenue	\$0	0%							\$47,000	Incentive compensation (\$47,000). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment. Base salary market adjustment effective 9/1/2022.
		Designated	\$24,205	3%						\$24,205		
			\$24,205	3.00%	\$0	\$0	\$0	\$0	\$47,000	\$0	\$71,205	
Ogbeide, Stacy	Assistant Dean for Faculty, School of Medicine	General Revenue	\$60,000	0%							\$60,000	Incentive compensation (\$710). A portion of the incentive may be associated with faculty effort. Also has a 70% faculty appointment. Effective 9/1/2022, Dr. Ogbeide assumed the role of Assistant Dean for Faculty.
		Designated	\$0	0%					\$710	\$710		
			\$60,000	0.00%	\$0	\$0	\$0	\$0	\$710	\$0	\$60,710	
MacNeill, Barbara A.	Assistant Dean for Clinics, School of Dentistry	General Revenue	\$14,111	3%							\$2,622	Incentive compensation (\$2,622). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment. Base salary market adjustment effective 9/1/2022.
			\$14,111	3.00%	\$0	\$0	\$0	\$0	\$2,622	\$0	\$16,733	