Fiscal Year 2024

The University of Texas Health Science Center at San Antonio

Α	В	С	D	E E	F	, 43 G	н	1	J	K	L	M
				Percentage		-	Nonsal	lary Benefits FY 20	024			
				Salary Increase		Practice		I	l			
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2023)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Henrich, William	President	General Revenue	\$65,945	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	
		Designated	4		4	4		4.4	4	4.0	4	Incentive Compensation (\$139,633). Supplemental
			\$1,395,412	3%	\$0 \$0	\$188,015 \$0	\$0 \$0	\$0 \$0	\$139,633	\$0 \$0	\$1,723,060	retirement annuity (\$188,015).
		Restricted Total	\$54,500 al \$1,515,857	 3%	\$0	\$188,015	\$0 \$0	\$0 \$0	\$0 \$139,633	\$0 \$0	\$54,500 \$1,843,505	Merit Increase effective 9/1/2023.
		100	31,313,637	370		7100,013	 	, , , , , , , , , , , , , , , , , , , 	\$135,033	ÇÜ	\$1,643,303	=
Hromas, Robert Alan	Dean, School of Medicine and Vice President of Medical Affairs	General Revenue	\$265,728	85%	\$0	\$0	\$0	\$0	\$0	\$0	\$265,728	
		Designated	\$638,996	-6%	\$0	\$0	\$0	\$0	\$374,748	\$0	\$1,013,744	
		Restricted	\$86,429	20%	\$0	\$0	\$0	\$0	\$0	\$0	\$86,429	Incentive Compensation (\$195,228). Deferred compensation (\$179,520).
		Tota		10%	\$0	\$0 \$0	\$0 \$0	\$0 \$0	\$374,748	\$0 \$0	\$1,365,901	Base salary market adjustment effective 9/1/2023.
		100	ai	10%		JU.	3 0	ŞÜ	3374,746	Ş0	\$1,303,501	=
			¢242.422	120/	ćo	ćo	ćo	\$0	ćo	ćo	6242 422	
Marks, Andrea	Senior Executive Vice President and Chief Operating Officer	General Revenue	\$343,132	12%	\$0	\$0	\$0	\$0	\$0	\$0	\$343,132	Incentive Compensation (\$146,202). Deferred compensation
		Designated	\$406,883	12%	\$0	\$0	\$0	\$0	\$280,641	\$0	\$687,524	(\$134,439).
		Tota		12%	\$0	\$0	\$0	\$0	\$280,641	\$0	\$1,030,656	Base salary market adjustment effective 9/1/2023.
			u. <u> </u>	12/3		 	Ψ.	 	Ψ200/011	Ψ.	\$1,000,000	= ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' '
Flances Jaffan	Chief Counting Office Marking winks and December Hearing	Designated										Incentive Compensation (\$86,815). Deferred compensation
Flowers, Jeffery	Chief Executive Officer, Multispecialty and Research Hospital	Designated	\$485,000	0%	\$0	\$0	\$0	\$0	\$194,315	\$0	\$679,315	(\$107,500).
		Tota		0%	\$0	\$0	\$0	\$0	\$194,315	\$0	\$679,315	
						**		**	7-0-70-0	***	75.5/525	=
Leverence, Robert	Executive Vice Dean for Clinical Affairs, School of Medicine	Designated	\$566,700	0%	\$0	\$0	\$0	\$0	\$59,000	\$0	\$625,700	Incentive Compensation (\$59,000).
Leverence, Robert		Designated	- +500,700			Ţ,	Ψ.	ŢŪ.	\$33,000	- + + + + + + + + + + + + + + + + + + +	ψ023,700	Effective 9/6/2022, Robert Leverence assumed the role of
		Tota	al \$566,700	0%	\$0	\$0	\$0	\$0	\$59,000	\$0	\$625,700	Executive Vice Dean for Clinical Affairs, School of Medicine.
Seshadri, Sudha	Director, Glenn Biggs Institute for Alzheimer's and Neurodegenerative Diseases	General Revenue	\$188,100	-8%	\$0	\$0	\$0	\$0	\$0	\$0	\$188,100	
		Designated			_		_					Incentive Compensation (\$46,482). Deferred compensation
			\$45,000	0%	\$0	\$0	\$0	\$0	\$136,482	\$0	\$181,482	(\$90,000).
		Restricted	\$217,900	8%	\$0	\$0	\$0	\$0	\$0	\$0	\$217,900	_
		Tota	al \$451,000	0%	\$0	\$0	\$0	\$0	\$136,482	\$0	\$587,482	=
			4								****	
Potter, Jennifer Sharpe	Vice President for Research	General Revenue	\$333,085	1%	\$0	\$0	\$0	\$0	\$0	\$0	\$333,085	Inconting Componentian (\$103,303) A partial of the
		Designated	640.24*	700/	ćo	ćo	ćo	ćo	6402.202	ćo	6112 706	Incentive Compensation (\$102,392). A portion of the
		B	\$10,314	-78%	\$0 60	\$0 \$0	\$0 60	\$0 60	\$102,392	\$0 60	\$112,706	incentive may be associated with faculty effort.
		Restricted	\$130,001 al \$473,400	219% 14%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$102,392	\$0 \$0	\$130,001 \$575,792	Base Salary market adjustment effective 9/1/2023. Also has a 20% faculty appointment.
		Tota	aı \$473,400	14%	\$U	ŞU	ŞU	ŞU	\$102,392	ŞU	\$5/5,/92	=

Fiscal Year 2024

The University of Texas Health Science Center at San Antonio

A	В	С	D	E	F	G	н	<u>I</u>	J	K	L	M
				Percentage	I		Nonsal	ary Benefits FY 20	124			
			1	Salary Increase	Cash	Practice Plan	Housing	Car		Non-Cash		
Name	Position	Funding Source	Salary (9.1.2023)	Over Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Total Compensation	Explanation / Comments
Gomez-Leon, Ginny L.	Vice President and Chief Financial Officer	General Revenue	\$482,048	17%	\$0	\$0	\$0	\$0	\$0	\$0	\$482,048	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$89,416	\$0	\$89,416	Incentive Compensation (\$89,416).
		Tota	\$482,048	17%	\$0	\$0	\$0	\$0	\$89,416	\$0	\$571,464	Base Salary market adjustment effective 9/1/2023.
Loomer, Peter M.	Dean, School of Dentistry	General Revenue	\$376,979	-5%	\$0	\$0	\$0	\$0	\$0	\$0	\$376,979	
		Designated	\$46,964	100%	\$0	\$0	\$0	\$0	\$88,255	\$0	\$135,219	Incentive Compensation (\$88,255).
		Restricted	\$45,696	12%	\$0	\$0	\$0	\$0	\$0	\$0	\$45,696	Base Salary market adjustment effective 9/1/2023.
		Tota	s469,639	8%	\$0	\$0	\$0	\$0	\$88,255	\$0	\$557,894	=
Ramachandran, Vasan	Founding Dean, School of Public Health	Designated	\$305,710	-32%	\$0	\$0	\$0	\$0	\$86,063	\$0	\$391,773	
		Restricted	\$165,570	100%	\$0	\$0	\$0	\$0	\$0	\$0	\$165,570	Incentive Compensation (\$86,063).
		Tota	471,280	5%	\$0	\$0	\$0	\$0	\$86,063	\$0	\$557,343	Base salary market adjustment effective 9/1/2023.
Tawney, Amy	Vice President and Chief Human Resources Officer	General Revenue	\$448,320	13%	\$0	\$0	\$0	\$0	\$0	\$0	\$448,320	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$85,918	\$0	\$85,918	Incentive Compensation (\$85,918).
		Tota	\$448,320	13%	\$0	\$0	\$0	\$0	\$85,918	\$0	\$534,238	Base salary market adjustment effective 9/1/2023.
Collier, Yeman	Vice President and Chief Information Officer	General Revenue	\$445,970	13%	\$0	\$0	\$0	\$0	\$0	\$0	\$445,970	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$85,747	\$0	\$85,747	Incentive Compensation (\$85,747).
		Tota	\$445,970	13%	\$0	\$0	\$0	\$0	\$85,747	\$0	\$531,717	Base salary market adjustment effective 9/1/2023.
Hardin, Sonya	Dean, School of Nursing	General Revenue	\$394,606	8%	\$0	\$0	\$0	\$0	\$0	\$0	\$394,606	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$73,390	\$0	\$73,390	Incentive Compensation (\$73,390).
		Restricted	\$48,772	8%	\$0	\$0	\$0	\$0	\$0	\$0	\$48,772	Base Salary market adjustment effective 9/1/2023.
		Tota	\$443,378	8%	\$0	\$0	\$0	\$0	\$73,390	\$0	\$516,768	=
Kaminski, Patrick M.	Vice President and Chief Strategy Officer	General Revenue	\$402,129	27%	\$0	\$0	\$0	\$0	\$0	\$0	\$402,129	
		Designated	40	00/	40	40	40	40	4406 750	40	4406 750	Incentive Compensation (\$73,130). Retention Incentive
		Tota	\$0 al \$402,129	0% 27%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$106,753 \$106,753	\$0 \$0	\$106,753 \$508,882	_ (\$33,623) Base salary market adjustment effective 9/1/2023.
		1000	7402,123	2770	=	70	70		Ţ100,733	, , , , , , , , , , , , , , , , , , ,	7500,002	=
Bhat, Manzoor	Vice Dean for Research, Medical School	General Revenue	\$146,740	-49%	\$0	\$0	\$0	\$0	\$0	\$0	\$146,740	
		Designated	\$170,000 \$143,260	0% 100%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$30,004 \$0	\$0 \$0	\$200,004 \$143,260	Incentive Compensation (\$30,004).
		Restricted	3143,200	100%	, JU	ŞU	30	3 0	30	ŞÜ	\$143,200	Effective 8/1/2023, Manzoor Bhat assumed the role of Vice
		Tota	sl \$460,000	0%	\$0	\$0	\$0	\$0	\$30,004	\$0	\$490,004	Dean for Research, Medical School.
Adkins, Heather	Vice President and Chief Marketing and Communications Officer	General Revenue	\$403,224	12%	\$0	\$0	\$0	\$0	\$0	\$0	\$403,224	
Adkins, frederici	vice i resident did einer manteting and communications officer	Designated	\$0	0%	\$0	\$0	\$0	\$0	\$78,074	\$0	\$78,074	Incentive Compensation (\$78,074).
		Tota	\$403,224	12%	\$0	\$0	\$0	\$0	\$78,074	\$0	\$481,298	Base salary market adjustment effective 9/1/2023.
Repetti, Anamaria	Vice President for Institutional Advancement and Chief Development Officer	General Revenue	\$388,600	8%	\$0	\$0	\$0	\$0	\$0	\$0	\$388,600	
repeta, mamana	Development Officer	Designated	+=30,000	5,0	70	70	70	70		70	+==0,000	Incentive Compensation (\$61,650). Deferred compensation
		-	\$0	0%	\$0	\$0	\$0	\$0	\$81,650	\$0	\$81,650	(\$20,000).

Fiscal Year 2024

The University of Texas Health Science Center at San Antonio

A	В	С	D	E	F	G	н	1	J	К	L	М
				Percentage			Nonsa	lary Benefits FY 2	:024			
				Salary Increase	Cash	Practice Plan	Housing	Car		Non-Cash		
Name	Position	Funding Source	Salary (9.1.2023)	Over Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Total Compensation	Explanation / Comments
Name	Fosition	Tota		8%	\$0	\$0	\$0	\$0	\$81,650	\$0	\$470,250	Base salary market adjustment effective 9/1/2023.
		1010	7500,000	570		70	ŢŪ.	70	301,030	,,	Ş470,230	=
Weiss, David S.	Dean, Graduate School of Biomedical Sciences	General Revenue	\$342,123	-1%	\$0	\$0	\$0	\$0	\$0	\$0	\$342,123	
		Designated	\$30,186	56%	\$0	\$0	\$0	\$0	\$73,916	\$0	\$104,102	Incentive Compensation (\$73,916).
		Restricted	\$23,951	3%	\$0	\$0	\$0	\$0	\$0	\$0	\$23,951	Base salary market adjustment effective 0/1/2022
		Tota	\$396,260	2%	\$0	\$0	\$0	\$0	\$73,916	\$0	\$470,176	Base salary market adjustment effective 9/1/2023.
Shelledy, David	Dean, School of Health Professions	General Revenue	\$370,522	15%	\$0	\$0	\$0	\$0	\$0	\$0	\$370,522	
,	,	Designated	\$6,408	15%	\$0	\$0	\$0	\$0	\$71,270	\$0	\$77,678	Incentive Compensation (\$71,270).
		Tota	\$376,930	15%	\$0	\$0	\$0	\$0	\$71,270	\$0	\$448,200	Base salary market adjustment effective 9/1/2023.
												_
												languine Communication (COO 7CO). A granting of the innertion
Sankary, Edward C.	Chief Healthcare Informatics Officer and Value Officer	Designated	\$383,200	0%	\$0	\$0	\$0	\$0	\$38,760	\$0	\$421,960	Incentive Compensation (\$38,760). A portion of the incentive may be associated with faculty effort.
		Tota		0%	\$0	\$0	\$0	\$0 \$0	\$38,760	\$0	\$421,960	Also has a 10% faculty appointment.
							·	· · · · · · · · · · · · · · · · · · ·		·		=
Mok, Jacqueline L.	Vice President for Academic, Faculty and Student Affairs	General Revenue	\$345,856	13%	\$0	\$0	\$0	\$0	\$0	\$0	\$345,856	
		Designated Tota	\$0 sl \$345,856	0% 13%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$68,186 \$68,186	\$0 \$0	\$68,186 \$414,042	Incentive Compensation (\$68,186). Base salary market adjustment effective 9/1/2023.
		1014	3343,830	15%	=	ŞU	ŞU	ŞU	\$68,160	ŞU	3414,042	=
Collins, Chiquita	Vice President	Designated										Incentive Compensation (\$67,425). Supplemental retirement
			\$311,278	0%	\$0	\$25,000	\$0	\$0	\$67,425	\$0	\$403,703	annuity (\$25,000).
		Restricted	\$5,287	100%	\$0 \$0	\$0	\$0	\$0 \$0	\$0	\$0	\$5,287	Base salary market adjustment effective 9/1/2023.
		Tota	\$316,565	2%	\$0	\$25,000	\$0	\$0	\$67,425	\$0	\$408,990	= base salary market adjustment effective 9/1/2025.
Loredo, Gilbert	Vice President for Governmental Relations	General Revenue	\$338,730	8%	\$0	\$0	\$0	\$0	\$0	\$0	\$338,730	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$63,788	\$0	\$63,788	Incentive Compensation (\$63,788).
		Tota	\$338,730	8%	\$0	\$0	\$0	\$0	\$63,788	\$0	\$402,518	Base salary market adjustment effective 9/1/2023.
Hepburn, Byron C.	Associate Vice President for the Military Health Institute and Assistant Dean for	General Revenue										
riepsum, syron e.	Military Health	General Nevenae	\$286,859	12%	\$0	\$0	\$0	\$0	\$0	\$0	\$286,859	
	,	Designated	\$0	0%	\$0	\$0	\$0	\$0	\$67,476	\$0	\$67,476	Incentive Compensation (\$67,476).
		Restricted	\$38,784	-29%	\$0	\$0	\$0	\$0	\$0	\$0	\$38,784	
		Tota	\$325,643	5%	\$0	\$0	\$0	\$0	\$67,476	\$0	\$393,119	Base salary market adjustment effective 9/1/2023.
Nuttall, Richard M.	Vice Dean for Finance and Administration, School of Medicine	General Revenue	\$0	-100%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	, , , , , , , , , , , , , , , , , , , ,	Designated	\$360,591	115%	\$0	\$0	\$0	\$0	\$30,139	\$0	\$390,730	Incentive Compensation (\$30,139).
		Tota	\$360,591	8%	\$0	\$0	\$0	\$0	\$30,139	\$0	\$390,730	Base salary market adjustment effective 9/1/2023.
			-					-				
Canusy Daharah I	Vice Deep for Undergraduate Medical Education Calculat Madicina	Conoral D	¢21F 000	00/	\$0	ćo	\$0	\$0	\$0	\$0	¢21F 000	
Conway, Deborah L.	Vice Dean for Undergraduate Medical Education, School of Medicine	General Revenue Designated	\$315,000	0%	ŞU	\$0	ŞU	ŞU	ŞU	ŞU	\$315,000	Incentive Compensation (\$35,613). A portion of the incentive
		Sesignated	\$35,000	0%	\$0	\$0	\$0	\$0	\$35,613	\$0	\$70,613	may be associated with faculty effort.
		Tota		0%	\$0	\$0	\$0	\$0	\$35,613	\$0	\$385,613	Also has a 10% faculty appointment.
												_
		0 10	¢222 222	624	40	ćo	40	40	ćo	ć 0	6222.000	
Charlton, Michael A.	Vice President for Facilities and Capital Planning	General Revenue	\$320,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$320,000	

Fiscal Year 2024

The University of Texas Health Science Center at San Antonio

Α	В	С	D	E	F	G	н	1	J	К	L	M
				Percentage			Nonsal	ary Benefits FY 20)24			
				Salary Increase		Practice					1	
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2023)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
		Designated										Incentive Compensation (\$38,535). Retention Incentive
			\$0	0%	\$0	\$0	\$0	\$0	\$51,035	\$0	\$51,035	_ (\$12,500)
												Effective 6/3/2023, Michael Charlton assumed the role of
		Total	\$320,000	0%	\$0	\$0	\$0	\$0	\$51,035	\$0	\$371,035	Vice President for Facilities and Capital Planning.
Williams James E	Vice Describe Cabal of Madicia	Destructed										Incentive Compensation (\$34,360). A portion of the incentive
Williams, Janet F.	Vice Dean for Faculty, School of Medicine	Designated	\$322,000	0%	\$0	\$0	\$0	\$0	\$34,360	\$0	\$356,360	may be associated with faculty effort.
		Tota		0%	\$0	\$0	\$0	\$0	\$34,360	\$0	\$356,360	Also has a 10% faculty appointment.
								•	,		, ,	=
Viles, Jeremy A.	Chief Operating Officer, Hospital	Designated										Incentive Compensation (\$26,767). Per the terms of
												his agreement, Mr. Viles received a \$25,000 retention
												incentive in January 2023 and is scheduled to receive another
			\$302,300	2%	\$0	\$0	\$0	\$0	\$26,767	\$0	\$329,067	retention incentive of \$25,000 in January 2025.
					4							Effective 1/3/2023, Jeremy Viles assumed the role of Chief Operating Officer, Hospital.
		Tota	sal \$302,300	2%	\$0	\$0	\$0	\$0	\$26,767	\$0	\$329,067	= Operating Officer, Hospital.
7haa Chan	Vice Dean for Finance and Administration, School of Dentistry	Canaral Bayanya	\$300,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$300,000	
Zhao, Shan	vice Deali for Finance and Administration, School of Dentistry	General Revenue Designated	\$300,000	0%	\$0 \$0	\$0 \$0	\$0	\$0 \$0	\$45,108	\$0 \$0	\$45,108	Incentive Compensation (\$45,108).
		Designated		070		 	70	70	Ç43,100	Ψ.	Ç43,100	Effective 3/1/2023, Shan Zhao assumed the role of Vice Dean
		Tota	al \$300,000	0%	\$0	\$0	\$0	\$0	\$45,108	\$0	\$345,108	for Finance and Administration, School of Dentistry.
							·			-	· · · · · ·	=
Mullican, Hailey Mignon Martin	Vice President for Legal Affairs and Chief Legal Officer	General Revenue	\$129,072	100%	\$0	\$0	\$0	\$0	\$0	\$0	\$129,072	
		Designated										Incentive Compensation (\$33,742). The incentive was
												prorated based on start date. Per the terms of her offer
												letter, she will be eligible for full incentive beginning in FY
			\$181,198	-42%	\$0	\$0	\$0	\$0	\$33,742	\$0	\$214,940	2024 with payment occurring in FY 2025. Effective 3/15/2023, Hailey Mignon Martin Mullican assumed
												the role of Vice President for Legal Affairs and Chief Legal
		Tota	al \$310,270	0%	\$0	\$0	\$0	\$0	\$33,742	\$0	\$344,012	Officer.
		100		070	=		 	70	733,742	Ţ0	7544,012	=
Delgado, Claudia	Associate Vice President for Research Administration	General Revenue	\$55,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$55,000	
		Designated	\$220,000	0%	\$0	\$0	\$0	\$0	\$50,000	\$0	\$270,000	Recruitment Incentive (\$50,000).
												Effective 10/2/2023, Claudia Delgado assumed the role of
		Tota	al \$275,000	0%	\$0	\$0	\$0	\$0	\$50,000	\$0	\$325,000	Associate Vice President for Research.
Jones, Woodson S.	Vice Dean for Graduate Medical Education, School of Medicine	General Revenue	\$240,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$240,000	
		Designated	ĆE4 000	96%	\$0	\$0	\$0	\$0	\$30,920	\$0	\$81,920	Incentive Compensation (\$30,920). A portion of the incentive may be associated with faculty effort.
		Tota	\$51,000 al \$291,000	9%	\$0	\$0 \$0	\$0 \$0	\$0 \$0	\$30,920	\$0 \$0	\$321,920	Also has a 20% faculty appointment.
		100		370	=	γŪ	70	70	730,320	γυ	YJ21,J20	=
Esterl, Robert	Associate Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$314,874	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$314,874	
		Tota		0%	\$0	\$0	\$0	\$0	\$0	\$0	\$314,874	-
			=							-		=
Schmelz, Joseph	Associate Vice President for Research Administration	General Revenue	\$262,035	9%	\$0	\$0	\$0	\$0	\$0	\$0	\$262,035	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$28,325	\$0	\$28,325	Incentive Compensation (\$28,325).
		Restricted	\$21,215	-49%	\$0	\$0	\$0	\$0	\$0	\$0	\$21,215	Planned retirement date 12/31/2023.

Fiscal Year 2024

The University of Texas Health Science Center at San Antonio

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Α	В	c	D	E	F	G	H	l lary Benefits FY 2	J	К	L L	IVI
				Percentage		Practice	Nonsa	lary Benefits FY 2	024	ı	4	
			Salary	Salary Increase Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2023)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
		Tota		0%	\$0	\$0	\$0	\$0	\$28,325	\$0	\$311,575	,
							-	·				=
Doolittle, Nancy	Chief Nursing Officer, Hospital	Designated										Incentive Compensation (\$18,333). The incentive was
												prorated based on start date.
			\$281,875	0%	\$0	\$0	\$0	\$0	\$28,333	\$0	\$310,208	Retention Incentive (\$10,000).
		Tota	l \$281,875	0%	\$0	\$0	\$0	\$0	\$28,333	\$0	\$310,208	Effective 1/23/2023, Nancy Doolittle assumed the role of Chief Nursing Officer, Hospital.
		Tota	7201,073	070	=	 	, JO	20	720,333	90	3310,208	=
Hartman, Brandon L.	Healthcare Chief Administrative Officer, School of Medicine	Designated	\$279,000	0%	\$0	\$0	\$0	\$0	\$27,900	\$0	\$306,900	Incentive Compensation (\$27,900).
		Tota	\$279,000	0%	\$0	\$0	\$0	\$0	\$27,900	\$0	\$306,900	- -
												_
Lazarine, John	Chief Audit Executive for Internal Audit and Consulting Services	General Revenue	\$249,606	4% 4%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$26,000	\$0 \$0	\$249,606	Incentive Compensation (\$26,000).
		Designated Tota	\$20,794 \$270,400	4%	\$0	\$0 \$0	\$0 \$0	\$0 \$0	\$26,000	\$0 \$0	\$46,794 \$296,400	Merit Increase effective 9/1/2023.
		1010	7270,400	470	=	70	 	70	720,000		\$250,400	=
Saldivar, Jessica L.	Chief Compliance Officer	General Revenue	\$143,507	5%	\$0	\$0	\$0	\$0	\$0	\$0	\$143,507	
		Designated	\$122,493	5%	\$0	\$0	\$0	\$0	\$25,330	\$0	\$147,823	Incentive Compensation (\$25,330).
		Tota	\$266,000	5%	<u>\$0</u>	\$0	\$0	\$0	\$25,330	\$0	\$291,330	Merit Increase effective 9/1/2023.
Carrier Adriana	Senior Associate Dean for Academic, Faculty and Student Affairs, School of D	Contists Consul Barrers										Incentive Compensation (\$38,526). A portion of the incentive
Segura, Adriana	Selliof Associate Deali for Academic, Faculty and Student Arians, School of E	Dentistry General Revenue	\$243,515	-17%	\$0	\$0	\$0	\$0	\$0	\$0	\$243,515	may be associated with faculty effort.
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$38,526	\$0	\$38,526	Also has a 10% faculty appointment.
						<u> </u>		•		•		Effective 6/1/2023, Dr. Segura stepped down as Interim Chair
												in Comprehensive Dentistry and accepted a new role as
												Senior Associate Dean for Academic, Faculty and Student
		Tota	l \$243,515	-17%	\$0	\$0	\$0	\$0	\$38,526	\$0	\$282,041	Affairs, which resulted in a net decrease in compensation
		Tota	3243,313	-1/70	= ====	ŞU	\$U	ŞU	\$38,320	\$U	\$202,041	with no change in faculty percent effort.
Schnabel, Michael	Assistant Vice President for Information Security and Operations	General Revenue	\$248,370	2%	\$0	\$0	\$0	\$0	\$0	\$0	\$248,370	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$24,350	\$0	\$24,350	Incentive Compensation (\$24,350).
		Tota	\$248,370	2%	\$0	\$0	\$0	\$0	\$24,350	\$0	\$272,720	Merit Increase effective 9/1/2023.
			\$53,900	92%	\$0	\$0	\$0	\$0	\$0	\$0	\$53,900	
Summers, Kimberly Kay	Assistant Vice President for Research Operations	General Revenue	\$53,900 \$191,100	92% 2%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$24,500	\$0 \$0	\$215,600	Incentive Compensation (\$24,500).
		Designated	<u> </u>	270		70	ÇÜ	70	Ş24,300	ÇÜ	ŲZ13,000	Effective 7/1/2023, Kimberly Summers assumed the role of
		Tota	\$245,000	13%	\$0	\$0	\$0	\$0	\$24,500	\$0	\$269,500	Assistant Vice President for Research Operations.
			-									=
Wingate, Julie	Assistant Vice President for Clinical Systems	Designated	\$255,000	0%	\$0	\$0	\$0	\$0	\$12,000	\$0	\$267,000	Incentive Compensation (\$12,000).
		+ ·	. 6355.000	00/	\$0	ćo	\$0	\$0	612.000	\$0	6267.000	Effective 10/3/2023, Julie Wingate assumed the role of Assistant Vice President for Clinical Systems
		Tota	\$255,000	0%	\$0	\$0	ŞU	ŞU	\$12,000	ŞU	\$267,000	= Assistant vice rresident for chilled systems
Cartee, Brian D.	Assistant Vice President for Information Technology Services	General Revenue	\$242,454	2%	\$0	\$0	\$0	\$0	\$0	\$0	\$242,454	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$23,770	\$0	\$23,770	Incentive Compensation (\$23,770).
		Tota	\$242,454	2%	\$0	\$0	\$0	\$0	\$23,770	\$0	\$266,224	Merit Increase effective 9/1/2023.

Fiscal Year 2024

The University of Texas Health Science Center at San Antonio

A	В	С	D	E	F	G	н	1	J	K	L	M
				Percentage			Nonsal	ary Benefits FY 2	024			
				Salary Increase		Practice					1	
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2023)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Keeton, Kathryn E.	Vice President and Chief Of Staff	General Revenue Designated	\$245,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$245,000	One-time recruitment incentive (\$20,000). One-time
		Designated										recruitment incentive with incentive eligibility beginning in FY
			\$0	0%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$20,000	_2025.
		Total	\$245,000	0%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$265,000	Effective 7/24/2023, Kathryn Keeton assumed the role of Vice President and Chief Of Staff.
			-									=
Kellaway, Judianne	Associate Dean for Admissions, School of Medicine	General Revenue	\$263,610	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$263,610	
		Total	\$263,610	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$263,610	Also has a 10% faculty appointment.

Fiscal Year 2024

The University of Texas Health Science Center at San Antonio

Α	В	С	D	E	F	45 G	н	1	J	К	L	М
		1	T	Percentage				lary Benefits FY 2	024		I	
				Salary Increase		Practice	I	Ī			1	
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2023)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Common Allegarte C	Assistant Visa Paraidant for County Chair Management	Canada Daviano	\$245,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	¢245.000	
Guerra, Alberto G.	Assistant Vice President for Supply Chain Management	General Revenue Designated	\$245,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$245,000	Incentive Compensation (\$6,125). The incentive was prorated
		Designated										based on start date. Recruitment
			\$0	0%	\$0	\$0	\$0	\$0	\$16,125	\$0	\$16,125	Incentive (\$10,000)
												Effective 6/5/2023, Alberto Guerra assumed the role of
		Tota	\$245,000	0%	\$0	\$0	\$0	\$0	\$16,125	\$0	\$261,125	Assistant Vice President for Supply Chain Management.
Vasquez, Sonia G.	Assistant Vice President for Operations, Pipeline, and Advanced Core Services	General Revenue	\$236,385	2%	\$0	\$0	\$0	\$0	\$0	\$0	\$236,385	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$21,785	\$0	\$21,785	Incentive Compensation (\$21,785).
		Tota	\$236,385	2%	\$0	\$0	\$0	\$0	\$21,785	\$0	\$258,170	Merit Increase effective 9/1/2023.
Patterson, Jan E.	Associate Dean for Quality and Lifelong Learning, School of Medicine	Designated										Incentive Compensation (\$1,794). A portion of the incentive
. atte. 50.1, 5a.1. 2.		Designated	\$255,984	0%	\$0	\$0	\$0	\$0	\$1,794	\$0	\$257,778	may be associated with faculty effort.
		Tota	\$255,984	0%	\$0	\$0	\$0	\$0	\$1,794	\$0	\$257,778	Also has a 28% faculty appointment.
Parks, Michael J.	Chief of Police	General Revenue	\$127,062	6%	\$0	\$0	\$0	\$0	\$0	\$0	\$127,062	
raiks, Michael J.	Ciliei di Folice	Designated	\$0	0%	\$0	\$0	\$0 \$0	\$0	\$22,200	\$0 \$0	\$22,200	Incentive Compensation (\$22,200).
		Auxiliary	\$108,238	6%	\$0	\$0	\$0	\$0	\$0	\$0	\$108,238	(, , ,
		Tota	\$235,300	6%	\$0	\$0	\$0	\$0	\$22,200	\$0	\$257,500	Merit Increase effective 9/1/2023.
												_
Van Cialul Chambania	Assistant Visa Paraidant for Hairranita Davidson and	Canada Daviano	\$236,385	2%	\$0	\$0	\$0	\$0	\$0	\$0	\$236,385	
Van Sickel, Stephanie	Assistant Vice President for University Development	General Revenue Designated	\$230,383 \$0	0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$20,394	\$0 \$0	\$20,394	Incentive Compensation (\$20,394).
		Tota		2%	\$0	\$0	\$0	\$0	\$20,394	\$0	\$256,779	Merit Increase effective 9/1/2023.
												=
					4.0					4.		
Gibbs, Micaela B.	Chief Dental Officer, School of Dentistry	General Revenue Designated	\$236,900 \$0	0% 0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$11,845	\$0 \$0	\$236,900 \$11,845	Incentive Compensation (\$11,845).
		Tota		0%	\$0	\$0	\$0	\$0	\$11,845	\$0	\$248,745	— (\$11,643).
									. /		, .	=
Sharp, Amber Anna	Assistant Vice President for Financial Planning Services	General Revenue	\$74,993	0% 0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$22,500	\$0 \$0	\$74,993	Incentive Compensation (\$22,500).
		Designated	\$150,007	0%	\$0	\$0	\$0	\$0	\$22,500	\$0	\$172,507	Effective 3/1/2023, Amber Anna Sharp assumed the role of
		Tota	\$225,000	0%	\$0	\$0	\$0	\$0	\$22,500	\$0	\$247,500	Assistant Vice President for Financial Planning Services.
												=
Challa, Suman N.	Associate Dean for Advanced Education Programs and Strategic Initiatives, School	of Designated	\$0	0%	\$0	\$0	\$0	\$0	\$40,655	\$0	\$40,655	
	Dentistry	Restricted	ŞU	0%	\$ 0	ŞU	ŞU	\$ 0	\$40,655	ŞU	\$40,055	Incentive Compensation (\$40,655). A portion of the incentive
		Restricted	\$205,920	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$205,920	may be associated with faculty effort.
		Tota	\$205,920	0%	\$0	\$0	\$0	\$0	\$40,655	\$0	\$246,575	Also has a 7% faculty appointment.
Hanson Joshua	Associate Dean for Student Affairs and Associate Dean for Faculty Education and	Gonoral Payerys										
Hanson, Joshua	Development, School of Medicine	General Revenue	\$0	-100%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated	\$242,022	203%	\$0 \$0	\$0	\$0 \$0	\$0	\$0	\$0	\$242,022	
		Tota		0%	\$0	\$0	\$0	\$0	\$0	\$0	\$242,022	_ =
												_

Fiscal Year 2024

The University of Texas Health Science Center at San Antonio

Institution Agency Code: 745

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A	В	С	D	E	F	G	Н	ı	J	К	L	M
				Percentage		I Donation	Nonsa	lary Benefits FY 2	024			
			Salary	Salary Increase Over	Cash	Practice Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2023)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Pineda, Juanita Lozano	Associate Dean for External Affairs, School of Dentistry	General Revenue	\$124,620	-14%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,620	
· meda, saamta zozano		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$41,200	\$0	\$41,200	
		Restricted										Incentive Compensation (\$41,200). A portion of the incentive
		T-4-	\$71,152	41% 0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0	\$0	\$71,152	may be associated with faculty effort. Also has a 10% faculty appointment.
		Tota	\$195,772	0%	=	ŞU	\$0	\$0	\$41,200	\$0	\$236,972	=
Green, Christopher G.	Assistant Vice President for Sponsored Programs	General Revenue	\$215,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$215,000	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$21,500	\$0	\$21,500	_ Incentive Compensation (\$21,500).
		Tota	\$215,000	0%	\$0	\$0	\$0	\$0	\$21,500	\$0	\$236,500	=
Cavazos, Jose E.	Assistant Dean for MD/PhD Program, Graduate School of Biomedical Sciences and	General Revenue										
	Associate Dean for Resident and Fellow Research Programs, School of Medicine		\$69,750	-50%	\$0	\$0	\$0	\$0	\$0	\$0	\$69,750	
		Designated						_				Incentive Compensation (\$2,207) is based on FY23 actuals. A
		Tota	\$162,288 sl \$232,038	76% 0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$2,207 \$2,207	\$0 \$0	\$164,495 \$234,245	portion of the incentive may be associated with faculty effort. Also has a 35% faculty appointment.
		1000	3232,036	070	=	, JO	, , , , , , , , , , , , , , , , , , , 	70	32,207	 	7234,243	=
Goldberg, Mark P.	Assistant Vice President for Strategic Research Initiatives	Designated										Incentive Compensation (\$2,314) is based on FY23 actuals. A
		T-4-	\$230,000	0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0	\$2,314	\$0	\$232,314	portion of the incentive may be associated with faculty effort. Also has a 50% faculty appointment.
		Tota	\$230,000	0%	\$0	\$0	\$0	\$0	\$2,314	\$0	\$232,314	= Also has a 30% faculty appointment.
Reistetter, Timothy Andrew	Associate Dean for Research, School of Health Professions	General Revenue	\$210,166	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$210,166	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$16,812	\$0	\$16,812	_ Incentive Compensation (\$16,812).
		Tota	\$210,166	0%	\$0	\$0	\$0	\$0	\$16,812	\$0	\$226,978	=
Tate, Gwendolyn S.	Chief Nursing Officer, Mays Cancer Center	Designated										Incentive Compensation (\$20,250). A portion of the incentive
		ū	\$206,550	2%	\$0	\$0	\$0	\$0	\$20,250	\$0	\$226,800	may be associated with faculty effort.
		.		20/	40	40	40	40	620.250	40	\$225.000	Also has a 10% faculty appointment. Merit Increase effective 9/1/2023
		Tota	\$206,550	2%	\$0	\$0	\$0	\$0	\$20,250	\$0	\$226,800	=
Clark, Robert A.	Assistant Vice President of Translational Science	Designated										Incentive Compensation (\$60,734). A portion of the incentive
			\$163,000	0%	\$0	\$0	\$0	\$0	\$60,734	\$0	\$223,734	may be associated with faculty effort.
												Also has a 33% faculty appointment and 29% A&P appointment as Director of the Institute for Integration of
		Tota	ıl \$163,000	0%	\$0	\$0	\$0	\$0	\$60,734	\$0	\$223,734	Medicine and Science.
									1			=
Nolan, Jr., Robert J.	Associate Dean for Graduate Medical Education, School of Medicine	General Revenue Tota	\$219,573 \$219,573	13% 13%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$219,573 \$219,573	Also has a 10% faculty appointment.
		1016	3219,573	13%	=	ŞU	ŞU	ŞU	ŞU	ŞU	\$219,575	=
Sickora, Cindy	Vice Dean for Practice and Engagement, School of Nursing	Designated										Incentive Compensation (\$10,779). A portion of the incentive
			\$188,626	0%	\$0	\$0	\$0 \$0	\$0	\$10,779	\$0 \$0	\$199,405	may be associated with faculty effort.
		Auxiliary Tota	\$13,473 \$202,099	0% 0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$10,779	\$0 \$0	\$13,473 \$212,878	Also has a 25% faculty appointment.
		100	7202,033	070		υ	υ	νo	¥10,773	γυ	7212,010	=
Song, Lixin	Vice Dean of Research and Scholarship, School of Nursing	General Revenue	\$145,374	-23%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,374	

Fiscal Year 2024

The University of Texas Health Science Center at San Antonio

Α	В	С	D	E	F	G	н	ı	J	К	L	M
				Percentage			Nonsal	ary Benefits FY 20	024			
Name	Position	Funding Source	Salary (9.1.2023)	Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
		Designated	-	-							-	Incentive Compensation (\$10,026). A portion of the incentive
			\$42,609	100%	\$0	\$0	\$0	\$0	\$10,026	\$0	\$52,635	may be associated with faculty effort.
		Tota	\$187,983	0%	\$0	\$0	\$0	\$0	\$10,026	\$0	\$198,009	Also has a 25% faculty appointment.
Kurian, Deepu	Associate Dean of Finance. School of Public Health	Designated										Incentive Compensation (\$10,850). The incentive was
, 200pu			\$182,875	0%	\$0	\$0	\$0	\$0	\$10,850	\$0	\$193,725	prorated based on start date.
									_		_	Effective 1/3/2023, Deepu Kurian assumed the role of
		Tota	\$182,875	0%	\$0	\$0	\$0	\$0	\$10,850	\$0	\$193,725	Associate Dean of Finance.
Martinez, Natalina	Associate Dean of Finance, Graduate School	General Revenue	\$181,472	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$181,472	
martinez, natama	Associate Sean S. F. Maniec, Graduate School	Designated	\$0	0%	\$0	\$0	\$0	\$0	\$9,255	\$0	\$9,255	Incentive Compensation (\$9,255).
		Tota	\$181,472	0%	\$0	\$0	\$0	\$0	\$9,255	\$0	\$190,727	Effective 10/1/2023, Natalina Martinez assumed the role of Associate Dean of Finance, Graduate School.
												=
Gonzalez, Angel	Associate Dean	Designated										
												Incentive Compensation (\$17,851). A portion of the incentive may be associated with faculty effort.
			\$170,692	0%	\$0	\$0	\$0	\$0	\$17,851	\$0	\$188,543	Also has a 20% faculty appointment.
						4	4.		4		*	Effective 1/23/2023, Angel Gonzalez assumed the role of
		Tota	\$170,692	0%	\$0	\$0	\$0	\$0	\$17,851	\$0	\$188,543	Associate Dean, Chief Diversity Officer, School of Medicine.
Raabe, Timothy D.	Associate Dean for Academic Affairs. Graduate School of Biomedical Sciences	General Revenue	\$0	-100%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
nadoc, filliothy b.	Associate Sear for Adademic Artains, Graduate School of Biomedical Sciences	Designated	\$182,460	100%	\$0	\$0	\$0	\$0	\$0	\$0	\$182,460	Also has a 20% faculty appointment.
		Tota	\$182,460	6%	\$0	\$0	\$0	\$0	\$0	\$0	\$182,460	Merit Increase effective 9/1/2023 =
Bell, Carlotta	Chief Director Finance and Administration. Vice President for Research	General Revenue	\$180,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,000	
Dell, CallOtta	Chief Director Finance and Administration, vice President for Research	General Revenue Tota		0%	\$0	\$0 \$0	\$0 \$0	\$0	\$0	\$0 \$0	\$180,000	_
		1013						70	70		+=30,000	

The University of Texas Health Science Center at San Antonio

Α	В	С	D	Institution Ag	gency Code: 7	′45 G	н			К		M
			т –	Percentage	_ 			arv Benefits FY 20	024	, K	<u> </u>	
				Salary Increase		Practice	1	1	<u> </u>	I	†	
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2023)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Kaulfus, John	Assistant Vice President for Education and Student Success	General Revenue	\$152,250	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$152,250	
		Auxiliary	\$22,750	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$22,750	
		Total	¢17F 000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$175,000	Effective 9/1/2023, John Kaulfus assumed the role of Assistant Vice President for Education and Student Success.
		TOTAL	\$175,000	U%	- 30	ŞU	ŞU	ŞU	ŞU	ŞU	\$175,000	=
Courand, Jon Alan	Assistant Dean for Wellbeing, School of Medicine	General Revenue	\$173,880	8%	\$0	\$0	\$0	\$0	\$0	\$0	\$173,880	
	,	Total	\$173,880	8%	\$0	\$0	\$0	\$0	\$0	\$0	\$173,880	Also has a 30% faculty appointment.
					· -							=
Johnstone, Jennifer	Associate Dean of Finance, School of Nursing	General Revenue	\$170,000	9%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,000	_
		Total	\$170,000	9%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,000	=
Leos, Lydia	Associate Dean for Administration, School of Dentistry	General Revenue	\$168,333	13%	\$0	\$0	\$0	\$0	\$0	\$0	\$168,333	
Leos, Lydia	Associate Deal for Administration, school of Dentistry	General Nevenue	7100,555	1370		70	- 00	70	70	ÇÜ	7100,555	Effective 3/1/2023, Lydia Leos was promoted from Assistant
		Total	\$168,333	13%	\$0	\$0	\$0	\$0	\$0	\$0	\$168,333	Dean to Associate Dean.
					· -							=
McCormick, Sekinat K.	Assistant Dean	Designated	\$146,250	0%	\$0	\$0	\$0	\$0	\$5,000	\$0	\$151,250	Incentive Compensation (\$5,000).
		Total	\$146,250	0%	\$0	\$0	\$0	\$0	\$5,000	\$0	\$151,250	Effective 9/1/2023, Sekinat McCormick assumed the role of Assistant Dean. Also has a 75% faculty appointment.
		TOTAL	\$140,230	U%		ŞU	\$U	ŞU	\$5,000	\$U	\$151,250	=
Henzi, David L.	Associate Dean for Academic and Student Affairs, School of Health Professions	General Revenue	\$140,800	-10%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,800	
,	, , , , , , , , , , , , , , , , , , ,	Designated										Incentive Compensation (\$9,910). A portion of the incentive
			\$0	0%	\$0	\$0	\$0	\$0	\$9,910	\$0	\$9,910	may be associated with faculty effort.
												Effective 9/1/2023, David Henzi increased his faculty
		Total	\$140,800	-10%	\$0	\$0	\$0	\$0	\$9,910	\$0	\$150,710	percentage effort from 0% to 20%.
Gill, Sara L.	Associate Dean for Graduate Studies, School of Nursing	General Revenue	\$147,044	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$147,044	
Giii, Sara L.	Associate Sear for Graduite Statics, School of Harsing	Total		0%	\$0	\$0	\$0	\$0	\$0	\$0	\$147,044	Also has a 25% faculty appointment.
								· · · · · · · · · · · · · · · · · · ·	•		· ,	=
Seitz, Stefanie D.	Assistant Dean for Students, School of Dentistry	General Revenue	\$122,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,000	
		Designated										Incentive Compensation (\$21,404). A portion of the incentive
			\$0	0%	\$0	\$0	\$0	\$0	\$21,404	\$0	\$21,404	may be associated with faculty effort.
		Total	\$122,000	0%	\$0	\$0	\$0	\$0	\$21,404	\$0	\$143,404	Also has a 20% faculty appointment.
O'Neal, Cynthia	Associate Dean for Undergraduate Studies, School of Nursing	General Revenue	\$142.890	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$142,890	
O recai, Cyrinia	Associate beam for oriuer graduate studies, school or reasing	Total		0%	\$0	\$0	\$0	\$0	\$0	\$0	\$142,890	Also has a 25% faculty appointment.
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The University of Texas Health Science Center at San Antonio

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				Percentage			Nonsal	ary Benefits FY 2	024			
				Salary Increase		Practice		_			1	
		Formalism a Consumer	Salary	Over	Cash	Plan	Housing	Car	Out	Non-Cash	Total	1
Name	Position	Funding Source	(9.1.2023)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Taylor, Barbara	Assistant Dean for MD/MPH Program, School of Medicine	General Revenue	\$112,120	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$112,120	
Taylor, Barbara	Assistant Dean for MD/MPH Program, School of Medicine	Designated	\$112,120	076	30	ŞÜ	3 0	3 0	30	ŞU	\$112,120	Incentive Compensation (\$23,064). A portion of the incentive
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$23,064	\$0	\$23,064	may be associated with faculty effort.
		Tota	\$112,120	0%	\$0	\$0	\$0	\$0	\$23,064	\$0	\$135,184	Also has a 50% faculty appointment.
Mailler Margarth D	Assistant Dans for Australian Comings Colored of Number	Canada Daviano	\$27,000	-59%	\$0	\$0	ćo	\$0	\$0	ćo	\$27,000	
Miller, Kenneth P.	Assistant Dean for Ambulatory Services, School of Nursing	General Revenue Designated	\$27,000	-59% 76%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$27,000 \$108,000	Also has a 25% faculty appointment.
		Tota		6%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	Funding change effective 8/1/2023
											·	=
Dudley, Nicholas D.	Associate Dean for Administrative Affairs and Finance	General Revenue			4							Incentive Compensation (\$7,840). The incentive was prorated
			\$124,800	0%	\$0	\$0	\$0	\$0	\$7,840	\$0	\$132,640	based on start date. Effective 1/16/2023, Nicholas Dudley assumed the role of
		Tota	l \$124,800	0%	\$0	\$0	\$0	\$0	\$7,840	\$0	\$132,640	Associate Dean for Administrative Affairs and Finance.
											,	=
Carpenter, Andrea J.	Assistant Dean for Office of Graduate Medical Education, School of Medicine	General Revenue	\$129,750	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$129,750	
												Effective 9/1/2023, Andrea Carpenter assumed the role of Assistant Dean for Office of Graduate Medical Education,
		Tota	l \$129,750	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$129,750	School of Medicine.
		1010	· <u> </u>		=		, , , , , , , , , , , , , , , , , , ,	, , , , , , , , , , , , , , , , , , , 	Ψ-	ŢŪ.	V123,730	=
Peel, Jennifer	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue	\$128,717	8%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,717	_ Also has a 5% faculty appointment.
		Tota	\$128,717	8%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,717	=
Trammell Velasquez, Sadie	Associate Dean Of Undergraduate Medical Education, School of Medicine	General Revenue	\$0	-100%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	,,	Designated										Effective 9/1/2023, Sadie Trammell Velasquez assumed the
												role of Associate Dean Of Undergraduate Medical Education,
		-	\$125,000	733%		40		40		40	\$125,000	School of Medicine.
		Tota	\$125,000	4%	\$0	\$0	\$0	\$0	\$0	\$0	\$125,000	=
Botros-Brey, Sylvia	Assistant Dean for Faculty, School of Medicine	Designated										Incentive Compensation (\$8,636). A portion of the incentive
		-	\$114,000	0%	\$0	\$0	\$0	\$0	\$8,636	\$0	\$122,636	may be associated with faculty effort.
		Tota	\$114,000	0%	\$0	\$0	\$0	\$0	\$8,636	\$0	\$122,636	Also has a 60% faculty appointment.
Meling, Vanessa B.	Associate Dean for Student Engagement & Success, School of Nursing	General Revenue	\$117,000	20%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,000	
eg, variessa b.	Associate Sear. for Student Engagement & Success, School of Mulsing	Tota		20%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,000	Also has a 25% faculty appointment.

Fiscal Year 2024

The University of Texas Health Science Center at San Antonio

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				Percentage			Nonsal	ary Benefits FY 20	024			
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2023)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Lathrop, Kate	Assistant Dean for Research, School of Medicine	General Revenue Designated	\$91,065	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$91,065	Incentive Compensation (\$17,052). A portion of the incentive
		· ·	\$0	0%	\$0	\$0	\$0	\$0	\$17,052	\$0	\$17,052	may be associated with faculty effort.
		Tota	\$91,065	0%	\$0	\$0	\$0	\$0	\$17,052	\$0	\$108,117	Also has a 70% faculty appointment.
						4.				4-	****	=
English, Dana Kiefer	Assistant Dean for Educational and Faculty Development, School of Dentistry	General Revenue	\$103,185	4%	\$0	\$0	\$0	\$0	\$0	\$0	\$103,185	Merit Increase effective 9/1/2023.
		Tota	\$103,185	4%	\$0	\$0	\$0	\$0	\$0	\$0	\$103,185	=
Gius, David	Assistant Dean for Special Programs, School of Medicine	General Revenue Designated Tota	\$56,000 \$0 1 \$56,000	0% 0% 0%	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$30,718 \$30,718	\$0 \$0 \$0	\$56,000 \$30,718 \$86,718	Incentive Compensation (\$30,718). A portion of the incentive may be associated with faculty effort. Also has an 80% faculty appointment.
Ogbeide, Stacy A	Assistant Dean for Faculty, School of Medicine	General Revenue Designated	\$60,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$60,000	Incentive Compensation (\$2,744). A portion of the incentive
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$2,744	\$0	\$2,744	may be associated with faculty effort.
		Tota		0%	\$0	\$0	\$0	\$0	\$2,744	\$0	\$62,744	Also has a 70% faculty appointment.
Singh, Brij B.	Associate Dean for Research, School of Dentistry	Designated Tota	\$24,205 I \$24,205	0% 0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$36,308 \$36,308	\$0 \$0	\$60,513 \$60,513	Incentive Compensation (\$36,308). A portion of the incentive may be associated with faculty effort. Also has a 90% faculty appointment.
MacNeill, Barbara A.	Assistant Dean for Clinics, School of Dentistry	General Revenue	\$14,111	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$14,111	Also has a 10% faculty appointment. Effective 10/26/2023, Barbara MacNeil assumed the role of
		Tota	\$14,111	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$14,111	Assistant Dean for Clinics, School of Dentistry.