

**Higher Education  
Administrative Accountability Report  
Special Provisions, Sec. 5  
Fiscal Year 2024**

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

A Name	B Position	C Funding Source	D Salary (9.1.2023)	E Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2024					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%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	Incentive Compensation (\$139,633). Supplemental retirement annuity (\$188,015).  Merit Increase effective 9/1/2023.
		Designated	\$1,395,412	3%	\$0	\$188,015	\$0	\$0	\$139,633	\$0	\$1,723,060	
		Restricted	\$54,500	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,500	
		<b>Total</b>	<b>\$1,515,857</b>	<b>3%</b>	<b>\$0</b>	<b>\$188,015</b>	<b>\$0</b>	<b>\$0</b>	<b>\$139,633</b>	<b>\$0</b>	<b>\$1,843,505</b>	
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	Incentive Compensation (\$195,228). Deferred compensation (\$179,520). Base salary market adjustment effective 9/1/2023.
		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	
		<b>Total</b>	<b>\$991,153</b>	<b>10%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$374,748</b>	<b>\$0</b>	<b>\$1,365,901</b>	
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 (\$134,439). Base salary market adjustment effective 9/1/2023.
		Designated	\$406,883	12%	\$0	\$0	\$0	\$0	\$280,641	\$0	\$687,524	
		<b>Total</b>	<b>\$750,015</b>	<b>12%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$280,641</b>	<b>\$0</b>	<b>\$1,030,656</b>	
Flowers, Jeffery	Chief Executive Officer, Multispecialty and Research Hospital	Designated	\$485,000	0%	\$0	\$0	\$0	\$0	\$194,315	\$0	\$679,315	Incentive Compensation (\$86,815). Deferred compensation (\$107,500).
		<b>Total</b>	<b>\$485,000</b>	<b>0%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$194,315</b>	<b>\$0</b>	<b>\$679,315</b>	
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). Effective 9/6/2022, Robert Leverence assumed the role of Executive Vice Dean for Clinical Affairs, School of Medicine.
		<b>Total</b>	<b>\$566,700</b>	<b>0%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$59,000</b>	<b>\$0</b>	<b>\$625,700</b>	
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	Incentive Compensation (\$46,482). Deferred compensation (\$90,000).
		Designated	\$45,000	0%	\$0	\$0	\$0	\$0	\$136,482	\$0	\$181,482	
		Restricted	\$217,900	8%	\$0	\$0	\$0	\$0	\$0	\$0	\$217,900	
<b>Total</b>	<b>\$451,000</b>	<b>0%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$136,482</b>	<b>\$0</b>	<b>\$587,482</b>		
Potter, Jennifer Sharpe	Vice President for Research	General Revenue	\$333,085	1%	\$0	\$0	\$0	\$0	\$0	\$0	\$333,085	Incentive Compensation (\$102,392). A portion of the incentive may be associated with faculty effort. Base Salary market adjustment effective 9/1/2023. Also has a 20% faculty appointment.
		Designated	\$10,314	-78%	\$0	\$0	\$0	\$0	\$102,392	\$0	\$112,706	
		Restricted	\$130,001	219%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,001	
		<b>Total</b>	<b>\$473,400</b>	<b>14%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$102,392</b>	<b>\$0</b>	<b>\$575,792</b>	

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Gomez-Leon, Ginny L.	Vice President and Chief Financial Officer	General Revenue	\$482,048	17%	\$0	\$0	\$0	\$0	\$0	\$0	\$482,048	Incentive Compensation (\$89,416). Base Salary market adjustment effective 9/1/2023.
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$89,416	\$0	\$89,416	
		<b>Total</b>	<b>\$482,048</b>	<b>17%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$89,416</b>	<b>\$0</b>	<b>\$571,464</b>	
Loomer, Peter M.	Dean, School of Dentistry	General Revenue	\$376,979	-5%	\$0	\$0	\$0	\$0	\$0	\$0	\$376,979	Incentive Compensation (\$88,255). Base Salary market adjustment effective 9/1/2023.
		Designated	\$46,964	100%	\$0	\$0	\$0	\$0	\$88,255	\$0	\$135,219	
		Restricted	\$45,696	12%	\$0	\$0	\$0	\$0	\$0	\$0	\$45,696	
<b>Total</b>	<b>\$469,639</b>	<b>8%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$88,255</b>	<b>\$0</b>	<b>\$557,894</b>			
Ramachandran, Vasam	Founding Dean, School of Public Health	Designated	\$305,710	-32%	\$0	\$0	\$0	\$0	\$86,063	\$0	\$391,773	Incentive Compensation (\$86,063). Base salary market adjustment effective 9/1/2023.
		Restricted	\$165,570	100%	\$0	\$0	\$0	\$0	\$0	\$0	\$165,570	
		<b>Total</b>	<b>\$471,280</b>	<b>5%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$86,063</b>	<b>\$0</b>	<b>\$557,343</b>	
Tawney, Amy	Vice President and Chief Human Resources Officer	General Revenue	\$448,320	13%	\$0	\$0	\$0	\$0	\$0	\$0	\$448,320	Incentive Compensation (\$85,918). Base salary market adjustment effective 9/1/2023.
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$85,918	\$0	\$85,918	
		<b>Total</b>	<b>\$448,320</b>	<b>13%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$85,918</b>	<b>\$0</b>	<b>\$534,238</b>	
Collier, Yeman	Vice President and Chief Information Officer	General Revenue	\$445,970	13%	\$0	\$0	\$0	\$0	\$0	\$0	\$445,970	Incentive Compensation (\$85,747). Base salary market adjustment effective 9/1/2023.
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$85,747	\$0	\$85,747	
		<b>Total</b>	<b>\$445,970</b>	<b>13%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$85,747</b>	<b>\$0</b>	<b>\$531,717</b>	
Hardin, Sonya	Dean, School of Nursing	General Revenue	\$394,606	8%	\$0	\$0	\$0	\$0	\$0	\$0	\$394,606	Incentive Compensation (\$73,390). Base Salary market adjustment effective 9/1/2023.
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$73,390	\$0	\$73,390	
		Restricted	\$48,772	8%	\$0	\$0	\$0	\$0	\$0	\$0	\$48,772	
<b>Total</b>	<b>\$443,378</b>	<b>8%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$73,390</b>	<b>\$0</b>	<b>\$516,768</b>			
Kaminski, Patrick M.	Vice President and Chief Strategy Officer	General Revenue	\$402,129	27%	\$0	\$0	\$0	\$0	\$0	\$0	\$402,129	Incentive Compensation (\$73,130). Retention Incentive (\$33,623). Base salary market adjustment effective 9/1/2023.
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$106,753	\$0	\$106,753	
		<b>Total</b>	<b>\$402,129</b>	<b>27%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$106,753</b>	<b>\$0</b>	<b>\$508,882</b>	
Bhat, Manzoor	Vice Dean for Research, Medical School	General Revenue	\$146,740	-49%	\$0	\$0	\$0	\$0	\$0	\$0	\$146,740	Incentive Compensation (\$30,004). Effective 8/1/2023, Manzoor Bhat assumed the role of Vice Dean for Research, Medical School.
		Designated	\$170,000	0%	\$0	\$0	\$0	\$0	\$30,004	\$0	\$200,004	
		Restricted	\$143,260	100%	\$0	\$0	\$0	\$0	\$0	\$0	\$143,260	
<b>Total</b>	<b>\$460,000</b>	<b>0%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$30,004</b>	<b>\$0</b>	<b>\$490,004</b>			
Adkins, Heather	Vice President and Chief Marketing and Communications Officer	General Revenue	\$403,224	12%	\$0	\$0	\$0	\$0	\$0	\$0	\$403,224	Incentive Compensation (\$78,074). Base salary market adjustment effective 9/1/2023.
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$78,074	\$0	\$78,074	
		<b>Total</b>	<b>\$403,224</b>	<b>12%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$78,074</b>	<b>\$0</b>	<b>\$481,298</b>	
Repetti, Anamaria	Vice President for Institutional Advancement and Chief Development Officer	General Revenue	\$388,600	8%	\$0	\$0	\$0	\$0	\$0	\$0	\$388,600	Incentive Compensation (\$61,650). Deferred compensation (\$20,000).
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$81,650	\$0	\$81,650	

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		Total	\$388,600	8%	\$0	\$0	\$0	\$0	\$81,650	\$0	\$470,250	Base salary market adjustment effective 9/1/2023.
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	
		Total	\$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).
		Total	\$376,930	15%	\$0	\$0	\$0	\$0	\$71,270	\$0	\$448,200	Base salary market adjustment effective 9/1/2023.
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.
		Total	\$383,200	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	\$0	0%	\$0	\$0	\$0	\$0	\$68,186	\$0	\$68,186	Incentive Compensation (\$68,186).
		Total	\$345,856	13%	\$0	\$0	\$0	\$0	\$68,186	\$0	\$414,042	Base salary market adjustment effective 9/1/2023.
Collins, Chiquita	Vice President	Designated	\$311,278	0%	\$0	\$25,000	\$0	\$0	\$67,425	\$0	\$403,703	Incentive Compensation (\$67,425). Supplemental retirement annuity (\$25,000).
		Restricted	\$5,287	100%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,287	
		Total	\$316,565	2%	\$0	\$25,000	\$0	\$0	\$67,425	\$0	\$408,990	Base salary market adjustment effective 9/1/2023.
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).
		Total	\$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 Military Health	General Revenue	\$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	
		Total	\$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).
		Total	\$360,591	8%	\$0	\$0	\$0	\$0	\$30,139	\$0	\$390,730	Base salary market adjustment effective 9/1/2023.
Conway, Deborah L.	Vice Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$315,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$315,000	
		Designated	\$35,000	0%	\$0	\$0	\$0	\$0	\$35,613	\$0	\$70,613	Incentive Compensation (\$35,613). A portion of the incentive may be associated with faculty effort.
		Total	\$350,000	0%	\$0	\$0	\$0	\$0	\$35,613	\$0	\$385,613	Also has a 10% faculty appointment.
Charlton, Michael A.	Vice President for Facilities and Capital Planning	General Revenue	\$320,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$320,000	

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					G Cash Bonuses	H Practice Plan Benefits	I Housing Allowance	J Car Allowance	O Other			
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$51,035	\$0	\$51,035	Incentive Compensation (\$38,535). Retention Incentive (\$12,500)
		Total	\$320,000	0%	\$0	\$0	\$0	\$0	\$51,035	\$0	\$371,035	Effective 6/3/2023, Michael Charlton assumed the role of Vice President for Facilities and Capital Planning.
Williams, Janet F.	Vice Dean for Faculty, School of Medicine	Designated	\$322,000	0%	\$0	\$0	\$0	\$0	\$34,360	\$0	\$356,360	Incentive Compensation (\$34,360). A portion of the incentive may be associated with faculty effort.
		Total	\$322,000	0%	\$0	\$0	\$0	\$0	\$34,360	\$0	\$356,360	Also has a 10% faculty appointment.
Viles, Jeremy A.	Chief Operating Officer, Hospital	Designated	\$302,300	2%	\$0	\$0	\$0	\$0	\$26,767	\$0	\$329,067	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 retention incentive of \$25,000 in January 2025.
		Total	\$302,300	2%	\$0	\$0	\$0	\$0	\$26,767	\$0	\$329,067	Effective 1/3/2023, Jeremy Viles assumed the role of Chief Operating Officer, Hospital.
Zhao, Shan	Vice Dean for Finance and Administration, School of Dentistry	General Revenue	\$300,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$300,000	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$45,108	\$0	\$45,108	Incentive Compensation (\$45,108).
		Total	\$300,000	0%	\$0	\$0	\$0	\$0	\$45,108	\$0	\$345,108	Effective 3/1/2023, Shan Zhao assumed the role of Vice Dean 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	\$181,198	-42%	\$0	\$0	\$0	\$0	\$33,742	\$0	\$214,940	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 2024 with payment occurring in FY 2025.
		Total	\$310,270	0%	\$0	\$0	\$0	\$0	\$33,742	\$0	\$344,012	Effective 3/15/2023, Hailey Mignon Martin Mullican assumed the role of Vice President for Legal Affairs and Chief Legal Officer.
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).
		Total	\$275,000	0%	\$0	\$0	\$0	\$0	\$50,000	\$0	\$325,000	Effective 10/2/2023, Claudia Delgado assumed the role of 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	\$51,000	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.
		Total	\$291,000	9%	\$0	\$0	\$0	\$0	\$30,920	\$0	\$321,920	Also has a 20% faculty appointment.
Esterl, Robert	Associate Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$314,874	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$314,874	
		Total	\$314,874	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.

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
		Total	\$283,250	0%	\$0	\$0	\$0	\$0	\$28,325	\$0	\$311,575	
Doolittle, Nancy	Chief Nursing Officer, Hospital	Designated	\$281,875	0%	\$0	\$0	\$0	\$0	\$28,333	\$0	\$310,208	Incentive Compensation (\$18,333). The incentive was prorated based on start date. Retention Incentive (\$10,000). Effective 1/23/2023, Nancy Doolittle assumed the role of Chief Nursing Officer, Hospital.
		Total	\$281,875	0%	\$0	\$0	\$0	\$0	\$28,333	\$0	\$310,208	
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).
		Total	\$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%	\$0	\$0	\$0	\$0	\$0	\$0	\$249,606	
		Designated	\$20,794	4%	\$0	\$0	\$0	\$0	\$26,000	\$0	\$46,794	Incentive Compensation (\$26,000). Merit Increase effective 9/1/2023.
		Total	\$270,400	4%	\$0	\$0	\$0	\$0	\$26,000	\$0	\$296,400	
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). Merit Increase effective 9/1/2023.
		Total	\$266,000	5%	\$0	\$0	\$0	\$0	\$25,330	\$0	\$291,330	
Segura, Adriana	Senior Associate Dean for Academic, Faculty and Student Affairs, School of Dentistry	General Revenue	\$243,515	-17%	\$0	\$0	\$0	\$0	\$0	\$0	\$243,515	Incentive Compensation (\$38,526). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$38,526	\$0	\$38,526	Also has a 10% faculty appointment. 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 Affairs, which resulted in a net decrease in compensation with no change in faculty percent effort.
		Total	\$243,515	-17%	\$0	\$0	\$0	\$0	\$38,526	\$0	\$282,041	
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). Merit Increase effective 9/1/2023.
		Total	\$248,370	2%	\$0	\$0	\$0	\$0	\$24,350	\$0	\$272,720	
Summers, Kimberly Kay	Assistant Vice President for Research Operations	General Revenue	\$53,900	92%	\$0	\$0	\$0	\$0	\$0	\$0	\$53,900	
		Designated	\$191,100	2%	\$0	\$0	\$0	\$0	\$24,500	\$0	\$215,600	Incentive Compensation (\$24,500). Effective 7/1/2023, Kimberly Summers assumed the role of Assistant Vice President for Research Operations.
		Total	\$245,000	13%	\$0	\$0	\$0	\$0	\$24,500	\$0	\$269,500	
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). Effective 10/3/2023, Julie Wingate assumed the role of Assistant Vice President for Clinical Systems
		Total	\$255,000	0%	\$0	\$0	\$0	\$0	\$12,000	\$0	\$267,000	
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). Merit Increase effective 9/1/2023.
		Total	\$242,454	2%	\$0	\$0	\$0	\$0	\$23,770	\$0	\$266,224	





**Higher Education  
Administrative Accountability Report  
Special Provisions, Sec. 5  
Fiscal Year 2024**

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

A	B	C	D	E	F I J K L					M		
Name	Position	Funding Source	Salary (9.1.2023)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2024					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Pineda, Juanita Lozano	Associate Dean for External Affairs, School of Dentistry	General Revenue	\$124,620	-14%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,620	Incentive Compensation (\$41,200). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment.
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$41,200	\$0	\$41,200	
		Restricted	\$71,152	41%	\$0	\$0	\$0	\$0	\$0	\$0	\$71,152	
		<b>Total</b>	<b>\$195,772</b>	<b>0%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$41,200</b>	<b>\$0</b>	<b>\$236,972</b>	
Green, Christopher G.	Assistant Vice President for Sponsored Programs	General Revenue	\$215,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$215,000	Incentive Compensation (\$21,500).
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$21,500	\$0	\$21,500	
		<b>Total</b>	<b>\$215,000</b>	<b>0%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$21,500</b>	<b>\$0</b>	<b>\$236,500</b>	
Cavazos, Jose E.	Assistant Dean for MD/PhD Program, Graduate School of Biomedical Sciences and Associate Dean for Resident and Fellow Research Programs, School of Medicine	General Revenue	\$69,750	-50%	\$0	\$0	\$0	\$0	\$0	\$0	\$69,750	Incentive Compensation (\$2,207) is based on FY23 actuals. A portion of the incentive may be associated with faculty effort. Also has a 35% faculty appointment.
		Designated	\$162,288	76%	\$0	\$0	\$0	\$0	\$2,207	\$0	\$164,495	
		<b>Total</b>	<b>\$232,038</b>	<b>0%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$2,207</b>	<b>\$0</b>	<b>\$234,245</b>	
		Designated	\$230,000	0%	\$0	\$0	\$0	\$0	\$2,314	\$0	\$232,314	
<b>Total</b>	<b>\$230,000</b>	<b>0%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$2,314</b>	<b>\$0</b>	<b>\$232,314</b>	Incentive Compensation (\$2,314) is based on FY23 actuals. A portion of the incentive may be associated with faculty effort. Also has a 50% 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	Incentive Compensation (\$16,812).
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$16,812	\$0	\$16,812	
		<b>Total</b>	<b>\$210,166</b>	<b>0%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$16,812</b>	<b>\$0</b>	<b>\$226,978</b>	
Tate, Gwendolyn S.	Chief Nursing Officer, Mays Cancer Center	Designated	\$206,550	2%	\$0	\$0	\$0	\$0	\$20,250	\$0	\$226,800	Incentive Compensation (\$20,250). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment. Merit Increase effective 9/1/2023
		<b>Total</b>	<b>\$206,550</b>	<b>2%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$20,250</b>	<b>\$0</b>	<b>\$226,800</b>	
		Designated	\$163,000	0%	\$0	\$0	\$0	\$0	\$60,734	\$0	\$223,734	
<b>Total</b>	<b>\$163,000</b>	<b>0%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$60,734</b>	<b>\$0</b>	<b>\$223,734</b>	Incentive Compensation (\$60,734). A portion of the incentive 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 Medicine and Science.		
Nolan, Jr., Robert J.	Associate Dean for Graduate Medical Education, School of Medicine	General Revenue	\$219,573	13%	\$0	\$0	\$0	\$0	\$0	\$0	\$219,573	Also has a 10% faculty appointment.
		<b>Total</b>	<b>\$219,573</b>	<b>13%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$219,573</b>	
Sickora, Cindy	Vice Dean for Practice and Engagement, School of Nursing	Designated	\$188,626	0%	\$0	\$0	\$0	\$0	\$10,779	\$0	\$199,405	Incentive Compensation (\$10,779). A portion of the incentive may be associated with faculty effort. Also has a 25% faculty appointment.
		Auxiliary	\$13,473	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$13,473	
		<b>Total</b>	<b>\$202,099</b>	<b>0%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$10,779</b>	<b>\$0</b>	<b>\$212,878</b>	
Song, Lixin	Vice Dean of Research and Scholarship, School of Nursing	General Revenue	\$145,374	-23%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,374	



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A	B	C	D	E	F					G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2023)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2024						Total Compensation	Explanation / Comments				
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation						
		Designated	\$42,609	100%	\$0	\$0	\$0	\$0	\$10,026	\$0	\$52,635	Incentive Compensation (\$10,026). A portion of the incentive may be associated with faculty effort. Also has a 25% faculty appointment.				
		Total	\$187,983	0%	\$0	\$0	\$0	\$0	\$10,026	\$0	\$198,009					
Kurian, Deepu	Associate Dean of Finance, School of Public Health	Designated	\$182,875	0%	\$0	\$0	\$0	\$0	\$10,850	\$0	\$193,725	Incentive Compensation (\$10,850). The incentive was prorated based on start date. Effective 1/3/2023, Deepu Kurian assumed the role of Associate Dean of Finance.				
		Total	\$182,875	0%	\$0	\$0	\$0	\$0	\$10,850	\$0	\$193,725					
Martinez, Natalina	Associate Dean of Finance, Graduate School	General Revenue	\$181,472	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$181,472	Incentive Compensation (\$9,255). Effective 10/1/2023, Natalina Martinez assumed the role of Associate Dean of Finance, Graduate School.				
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$9,255	\$0	\$9,255					
		Total	\$181,472	0%	\$0	\$0	\$0	\$0	\$9,255	\$0	\$190,727					
Gonzalez, Angel	Associate Dean	Designated	\$170,692	0%	\$0	\$0	\$0	\$0	\$17,851	\$0	\$188,543	Incentive Compensation (\$17,851). A portion of the incentive may be associated with faculty effort. Also has a 20% faculty appointment. Effective 1/23/2023, Angel Gonzalez assumed the role of Associate Dean, Chief Diversity Officer, School of Medicine.				
		Total	\$170,692	0%	\$0	\$0	\$0	\$0	\$17,851	\$0	\$188,543					
Raabe, Timothy D.	Associate Dean for Academic Affairs, Graduate School of Biomedical Sciences	General Revenue	\$0	-100%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Also has a 20% faculty appointment. Merit Increase effective 9/1/2023				
		Designated	\$182,460	100%	\$0	\$0	\$0	\$0	\$0	\$0	\$182,460					
		Total	\$182,460	6%	\$0	\$0	\$0	\$0	\$0	\$0	\$182,460					
Bell, Carlotta	Chief Director Finance and Administration, Vice President for Research	General Revenue	\$180,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,000					
		Total	\$180,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,000					





