

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A Name	B Position	C Funding Source	D Salary (9.1.2024)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2025						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		
Reiser, Jochen	President	E&G	\$65,943	0.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,943	
		Designated	\$1,600,771	27.98%	\$0	\$0	\$0	\$0	\$200,000	\$0	\$1,800,771	Deferred Compensation (\$200,000)
		Restricted	\$33,286	-0.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$33,286	
			\$1,700,000	25.93%	\$0	\$0	\$0	\$0	\$200,000	\$0	\$1,900,000	
Mouton, Charles	Executive Vice President and Provost, Dean of Medicine	E&G	\$1,105,214	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$1,105,214	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$314,605	\$0	\$314,605	Deferred Compensation (\$100,000); Incentive Compensation (\$214,605)
			\$1,105,214	3.00%	\$0	\$0	\$0	\$0	\$314,605	\$0	\$1,419,819	
Korenek, Rebecca	Executive Vice President, Chief Business, Strategy and Experience Officer	E&G	\$906,400	17.84%	\$0	\$0	\$0	\$0	\$0	\$0	\$906,400	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$253,830	\$0	\$253,830	Deferred Compensation (\$100,000); Incentive Compensation (\$153,831)
			\$906,400	17.84%	\$0	\$0	\$0	\$0	\$253,830	\$0	\$1,160,230	
Resto, Vicente	Chief Physician Executive, Faculty Group Practice and Senior Vice President, Health System Ambulatory Operations and Surgical Services	Designated	\$923,984	26.09%	\$0	\$0	\$0	\$0	\$221,562	\$0	\$1,145,546	Deferred Compensation (\$75,000); Incentive Compensation (\$146,563)
			\$923,984	26.09%	\$0	\$0	\$0	\$0	\$221,562	\$0	\$1,145,546	
Sharma, Gulshan	Senior Vice President, Chief Medical Officer & Clinical Innovation	E&G	\$751,500	7.71%	\$0	\$0	\$0	\$0	\$0	\$0	\$751,500	
		Designated	\$83,500	7.71%	\$0	\$0	\$0	\$0	\$155,048	\$0	\$238,548	Incentive Compensation (\$155,048)
			\$835,000	7.71%	\$0	\$0	\$0	\$0	\$155,048	\$0	\$990,048	
Keathley, Wayne	Executive Vice President and Chief Operating Officer Clinical Enterprise	E&G	\$756,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$756,000	
		Designated	\$144,000	0.00%	\$0	\$0	\$0	\$0	\$75,000	\$0	\$219,000	Incentive Compensation (\$75,000)
			\$900,000	0.00%	\$0	\$0	\$0	\$0	\$75,000	\$0	\$975,000	Hired or transferred to this position on 04/01/2024

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A Name	B Position	C Funding Source	D Salary (9.1.2024)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2025						L Total Compensation	M Explanation / Comments
					G Cash Bonuses	H Practice Plan Benefits	I Housing Allowance	J Car Allowance	K Other	L Non-Cash Compensation		
Murray, Owen	Senior Vice President Offender Health Services	Designated	\$754,832	5.00%	\$0	\$0	\$0	\$0	\$218,777	\$0	\$973,609	Deferred Compensation (\$75,000); Incentive Compensation (\$143,778)
			\$754,832	5.00%	\$0	\$0	\$0	\$0	\$218,777	\$0	\$973,609	
Jones, Stephen	Vice President, Regional Hospitals and Health System Strategy	Designated	\$700,400	16.52%	\$0	\$0	\$0	\$0	\$140,164	\$0	\$840,564	Deferred Compensation (\$50,000); Incentive Compensation (\$90,164)
			\$700,400	16.52%	\$0	\$0	\$0	\$0	\$140,164	\$0	\$840,564	
Bailey, Jamie	Executive Vice President and Chief Financial Officer	E&G	\$750,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$750,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$62,500	\$0	\$62,500	Incentive Compensation (\$62,500)
			\$750,000	0.00%	\$0	\$0	\$0	\$0	\$62,500	\$0	\$812,500	Hired or transferred to this position on 04/01/2024
Jones, Deborah	Senior Vice President, Dean School of Nursing and Chief Integration Officer	E&G	\$587,020	24.92%	\$0	\$0	\$0	\$0	\$0	\$0	\$587,020	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$168,984	\$0	\$168,984	Deferred Compensation (\$75,000); Incentive Compensation (\$93,984)
			\$587,020	24.92%	\$0	\$0	\$0	\$0	\$168,984	\$0	\$756,004	
Woodgett, Carolanda	Senior Vice President and Chief Legal Officer	E&G	\$544,340	19.92%	\$0	\$0	\$0	\$0	\$0	\$0	\$544,340	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$171,104	\$0	\$171,104	Deferred Compensation (\$75,000); Incentive Compensation (\$96,104)
			\$544,340	19.92%	\$0	\$0	\$0	\$0	\$171,104	\$0	\$715,444	
Hayek, Salim	Vice President, Chief Transformation Officer	E&G	\$60,994	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$60,994	
		Designated	\$584,844	13.73%	\$0	\$0	\$0	\$0	\$45,750	\$0	\$630,594	Incentive Compensation (\$45,750)
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$645,838	10.00%	\$0	\$0	\$0	\$0	\$45,750	\$0	\$691,588	Hired or transferred to this position on 03/01/2024
Urban, Randall	Vice President and Research Institute Director	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$128,375	\$0	\$128,375	Deferred Compensation (\$50,000); Incentive Compensation (\$78,375)
		Restricted	\$522,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$522,500	
			\$522,500	0.00%	\$0	\$0	\$0	\$0	\$128,375	\$0	\$650,875	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A Name	B Position	C Funding Source	D Salary (9.1.2024)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2025						L Total Compensation	M Explanation / Comments
					G Cash Bonuses	H Practice Plan Benefits	I Housing Allowance	J Car Allowance	K Other	L Non-Cash Compensation		
Sarpalius, Jenny	Vice President and Chief Financial Officer, Health System	E&G	\$515,000	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$515,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$125,000	\$0	\$125,000	Deferred Compensation (\$50,000); Incentive Compensation (\$75,000)
			\$515,000	3.00%	\$0	\$0	\$0	\$0	\$125,000	\$0	\$640,000	
Gaddie, George	Vice President and Chief Information Officer	E&G	\$454,016	3.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$454,016	
		Designated	\$50,446	3.25%	\$0	\$0	\$0	\$0	\$123,287	\$0	\$173,733	Deferred Compensation (\$50,000); Incentive Compensation (\$73,288)
			\$504,462	3.25%	\$0	\$0	\$0	\$0	\$123,287	\$0	\$627,749	
Bianco, Antonio	Vice President and Vice Provost, Research & Chief Research Officer	Designated	\$550,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$550,000	
			\$550,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$550,000	Hired or transferred to this position on 09/01/2024
Brown, David	Senior Vice President and Dean, School Health Professions	E&G	\$289,839	3.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$289,839	
		Designated	\$9,343	0.09%	\$0	\$0	\$0	\$0	\$150,274	\$0	\$159,617	Deferred Compensation (\$75,000); Incentive Compensation (\$75,275)
		Restricted	\$88,485	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$88,485	
			\$387,667	3.00%	\$0	\$0	\$0	\$0	\$150,274	\$0	\$537,941	
Mansfield, Jerry	Vice President and System Chief Nursing Executive	E&G	\$475,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$475,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$41,562	\$0	\$41,562	Incentive Compensation (\$41,563)
			\$475,000	0.00%	\$0	\$0	\$0	\$0	\$41,562	\$0	\$516,562	Hired or transferred to this position on 02/01/2024
Peek, Mary	Senior Vice President and Dean - School of Public and Population Health	E&G	\$344,723	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$344,723	
		Designated	\$14,363	1.50%	\$0	\$0	\$0	\$0	\$145,756	\$0	\$160,119	Deferred Compensation (\$75,000); Incentive Compensation (\$70,756)
			\$359,086	1.50%	\$0	\$0	\$0	\$0	\$145,756	\$0	\$504,843	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A Name	B Position	C Funding Source	D Salary (9.1.2024)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2025						L Total Compensation	M Explanation / Comments
					G Cash Bonuses	H Practice Plan Benefits	I Housing Allowance	J Car Allowance	K Other	Non-Cash Compensation		
McGinley, Lynn	Vice President, Finance - Institutional Support	E&G	\$378,537	3.85%	\$0	\$0	\$0	\$0	\$0	\$0	\$378,537	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$99,705	\$0	\$99,705	Deferred Compensation (\$50,000); Incentive Compensation (\$49,705)
			\$378,537	3.85%	\$0	\$0	\$0	\$0	\$99,705	\$0	\$478,242	
Boenig, Tobin	Vice President and Chief Compliance Officer	E&G	\$369,961	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$369,961	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$103,877	\$0	\$103,877	Deferred Compensation (\$50,000); Incentive Compensation (\$53,878)
			\$369,961	3.00%	\$0	\$0	\$0	\$0	\$103,877	\$0	\$473,838	
Hileman, David	Vice President and Chief Admin Officer - Academic Enterprise	E&G	\$288,400	66.63%	\$0	\$0	\$0	\$0	\$0	\$0	\$288,400	
		Designated	\$123,600	66.63%	\$0	\$0	\$0	\$0	\$54,120	\$0	\$177,720	Incentive Compensation (\$54,121)
			\$412,000	66.63%	\$0	\$0	\$0	\$0	\$54,120	\$0	\$466,120	
Hernandez, Gabe	Vice President, Academic Finance	E&G	\$400,715	28.88%	\$0	\$0	\$0	\$0	\$0	\$0	\$400,715	
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$58,356	\$0	\$58,356	Incentive Compensation (\$58,357)
			\$400,715	3.00%	\$0	\$0	\$0	\$0	\$58,356	\$0	\$459,071	
Blackwell, Thomas	Associate Dean Graduate Medicine Education	E&G	\$415,028	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$415,028	
		Designated	\$5,722	10.00%	\$0	\$0	\$0	\$0	\$38,250	\$0	\$43,972	Incentive Compensation (\$38,250)
			\$420,750	10.00%	\$0	\$0	\$0	\$0	\$38,250	\$0	\$459,000	
Goertz, Emily	Vice President, Revenue Cycle Operations	E&G	\$207,365	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$207,365	
		Designated	\$144,101	4.00%	\$0	\$0	\$0	\$0	\$100,692	\$0	\$244,793	Deferred Compensation (\$50,000); Incentive Compensation (\$50,692)
			\$351,466	4.00%	\$0	\$0	\$0	\$0	\$100,692	\$0	\$452,158	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Chubinskaya, Susanna	Vice President, Executive Vice Provost Faculty Affairs	E&G	\$415,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$415,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$33,092	\$0	\$33,092	Incentive Compensation (\$33,093)
			\$415,000	0.00%	\$0	\$0	\$0	\$0	\$33,092	\$0	\$448,092	Hired or transferred to this position on 02/19/2024
Evans, Philesha	Associate Vice President, Human Resources Operations and Employee Health	E&G	\$415,707	36.04%	\$0	\$0	\$0	\$0	\$0	\$0	\$415,707	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$30,558	\$0	\$30,558	Incentive Compensation (\$30,559)
			\$415,707	36.04%	\$0	\$0	\$0	\$0	\$30,558	\$0	\$446,265	
Pickering, Kent	Vice President Managed Care and Clinical Contracting Strategies	E&G	\$344,793	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$344,793	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$100,212	\$0	\$100,212	Deferred Compensation (\$50,000); Incentive Compensation (\$50,213)
			\$344,793	3.00%	\$0	\$0	\$0	\$0	\$100,212	\$0	\$445,005	
Landay, Alan	Vice President, Team Science	E&G	\$35,996	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$35,996	
		Designated	\$263,102	67.09%	\$0	\$0	\$0	\$0	\$40,500	\$0	\$303,602	Incentive Compensation (\$40,500)
		Restricted	\$96,901	-42.94%	\$0	\$0	\$0	\$0	\$0	\$0	\$96,901	
		\$395,999	10.00%	\$0	\$0	\$0	\$0	\$40,500	\$0	\$436,499	Hired or transferred to this position on 02/01/2024	
Woods, Majka	Vice Dean for Academic Affairs	E&G	\$391,845	13.29%	\$0	\$0	\$0	\$0	\$0	\$0	\$391,845	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$35,182	\$0	\$35,182	Incentive Compensation (\$35,183)
		Restricted	\$6,777	13.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$6,777	
		\$398,622	13.30%	\$0	\$0	\$0	\$0	\$35,182	\$0	\$433,804		
Susman, Jeffrey	Senior Associate Dean Education Performance	E&G	\$393,605	1.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$393,605	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$38,970	\$0	\$38,970	Incentive Compensation (\$38,971)
			\$393,605	1.00%	\$0	\$0	\$0	\$0	\$38,970	\$0	\$432,575	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A Name	B Position	C Funding Source	D Salary (9.1.2024)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2025						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			
Gallo, James	Vice President, Chief Development Officer	Designated	\$420,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$420,000		
			\$420,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$420,000	Hired or transferred to this position on 07/08/2024	
Sheer, Lauren	Vice President, Health Policy and Legislative Affairs	E&G	\$324,549	28.79%	\$0	\$0	\$0	\$0	\$0	\$0	\$324,549		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$87,798	\$0	\$87,798	Deferred Compensation (\$50,000); Incentive Compensation (\$37,798)	
			\$324,549	28.79%	\$0	\$0	\$0	\$0	\$87,798	\$0	\$412,347		
Foy, Desolyn	Vice President and Chief Audit Executive	E&G	\$313,395	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$313,395		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$95,640	\$0	\$95,640	Deferred Compensation (\$50,000); Incentive Compensation (\$45,640)	
			\$0	3.00%	\$0	\$0	\$0	\$0	\$95,640	\$0	\$409,035		
Bush, Ruth	Associate Dean Educational Affairs	E&G	\$282,847	17.14%	\$0	\$0	\$0	\$0	\$0	\$0	\$282,847		
		Designated	\$84,153	-29.01%	\$0	\$0	\$0	\$0	\$36,000	\$0	\$120,153	Incentive Compensation (\$36,000)	
			\$367,000	1.94%	\$0	\$0	\$0	\$0	\$36,000	\$0	\$403,000		
Gupta, Vineet	Vice President, Innovations, Technical Development and Transfer	Designated	\$216,000	-30.96%	\$0	\$0	\$0	\$0	\$40,500	\$0	\$256,500		
		Restricted	\$144,000	205.58%	\$0	\$0	\$0	\$0	\$0	\$0	\$144,000	Incentive Compensation (\$40,500)	
			\$360,000	0.00%	\$0	\$0	\$0	\$0	\$40,500	\$0	\$400,500	Hired or transferred to this position on 12/01/2023	
Hinson, Kirk	Vice President, Decision Support and Chief Data Analytics Officer	E&G	\$400,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$400,000		
			\$400,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$400,000	Hired or transferred to this position on 08/19/2024	
Wade, Christine	Vice President, Surgical and Procedural Services	E&G	\$280,000	13.61%	\$0	\$0	\$0	\$0	\$0	\$0	\$280,000		
			Designated	\$70,000	13.61%	\$0	\$0	\$0	\$0	\$48,028	\$0	\$118,028	Incentive Compensation (\$48,029)
				\$350,000	13.61%	\$0	\$0	\$0	\$0	\$48,028	\$0	\$398,028	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Guzik, Stephanie	Vice President and Chief of Staff, President's Office	E&G	\$360,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$360,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$28,706	\$0	\$28,706	Incentive Compensation (\$28,707)
			\$360,000	0.00%	\$0	\$0	\$0	\$0	\$28,706	\$0	\$388,706	Hired or transferred to this position on 02/19/2024
Williams, Anthony	Vice President Ambulatory Care - Correctional Managed Care	Designated	\$354,134	26.00%	\$0	\$0	\$0	\$0	\$33,727	\$0	\$387,861	Incentive Compensation (\$33,727). Promoted to VP level with increase on 6/1/2024.
			\$354,134	26.00%	\$0	\$0	\$0	\$0	\$33,727	\$0	\$387,861	
Sever, Sanja	Vice President Director Sealy Institution Drug Discovery	Designated	\$360,000	0.00%	\$0	\$0	\$0	\$0	\$27,000	\$0	\$387,000	Incentive Compensation (\$27,000)
			\$360,000	0.00%	\$0	\$0	\$0	\$0	\$27,000	\$0	\$387,000	Hired or transferred to this position on 03/01/2024
McKeith, James	Chief Medical Officer - Center for Polar Medical Operations	Restricted	\$386,472	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$386,472	
			\$386,472	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$386,472	
LeBlanc, Steven	Vice President, Business Operations and Facilities	E&G	\$329,543	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$329,543	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$47,991	\$0	\$47,991	Incentive Compensation (\$47,992)
			\$329,543	3.00%	\$0	\$0	\$0	\$0	\$47,991	\$0	\$377,534	
Cisneros, Marjorie	Vice President, Inpatient, Correctional Managed Care and Administrator Hospital Galveston	Designated	\$338,490	26.00%	\$0	\$0	\$0	\$0	\$32,237	\$0	\$370,727	Incentive Compensation (\$32,237). Promoted to VP level with increase on 6/1/2024.
			\$338,490	26.00%	\$0	\$0	\$0	\$0	\$32,237	\$0	\$370,727	
Coates, Kelly	Vice President, Clinical Support Services - Correctional Managed Care	Designated	\$334,223	26.00%	\$0	\$0	\$0	\$0	\$31,830	\$0	\$366,053	Incentive Compensation (\$31,831)
			\$334,223	26.00%	\$0	\$0	\$0	\$0	\$31,830	\$0	\$366,053	
Tagliatalata, Giulio	Vice President and Research Institute Director	E&G	\$360,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$360,000	
			\$360,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$360,000	Hired or transferred to this position on 09/01/2024

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Thomas, Joseph	Associate Vice President, Total Rewards	E&G	\$283,991	3.54%	\$0	\$0	\$0	\$0	\$0	\$0	\$283,991	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$27,427	\$0	\$27,427	Incentive Compensation (\$27,428)
			\$283,991	3.54%	\$0	\$0	\$0	\$0	\$27,427	\$0	\$311,418	
Garcia, Francisco	Associate Vice President, International Affairs	E&G	\$285,310	9.78%	\$0	\$0	\$0	\$0	\$0	\$0	\$285,310	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,988	\$0	\$25,988	Incentive Compensation (\$25,988)
			\$285,310	9.78%	\$0	\$0	\$0	\$0	\$25,988	\$0	\$311,298	
Branch, Kathrine	Vice President Interprofessional Education and Health Education Center	E&G	\$270,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$270,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$37,800	\$0	\$37,800	Incentive Compensation (\$37,800)
			\$270,000	0.00%	\$0	\$0	\$0	\$0	\$37,800	\$0	\$307,800	Hired or transferred to this position on 09/25/2023
Cherian, Ruby	Associate Vice President, Legal Affairs	E&G	\$280,984	8.12%	\$0	\$0	\$0	\$0	\$0	\$0	\$280,984	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,988	\$0	\$25,988	Incentive Compensation (\$25,989)
			\$280,984	8.12%	\$0	\$0	\$0	\$0	\$25,988	\$0	\$306,972	
Kovacevich, Craig	Associate Vice President, Alternate Care Model Optimization	E&G	\$195,455	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$195,455	
		Designated	\$83,766	3.00%	\$0	\$0	\$0	\$0	\$25,594	\$0	\$109,360	Incentive Compensation (\$25,595)
			\$279,221	3.00%	\$0	\$0	\$0	\$0	\$25,594	\$0	\$304,815	
Brining, Douglas	Assistant Vice President, Animal Programs	Designated	\$276,526	3.00%	\$0	\$0	\$0	\$0	\$26,847	\$0	\$303,373	Incentive Compensation (\$26,847)
			\$276,526	3.00%	\$0	\$0	\$0	\$0	\$26,847	\$0	\$303,373	
Comvalius-Goddard, Sharol	Associate Vice President, Research Regulation and Compliance	Designated	\$274,710	3.00%	\$0	\$0	\$0	\$0	\$26,671	\$0	\$301,381	Incentive Compensation (\$26,671)
			\$274,710	3.00%	\$0	\$0	\$0	\$0	\$26,671	\$0	\$301,381	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Starnes-Ott, Yvonne	Vice Dean, School Of Nursing	E&G	\$265,405	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$265,405	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$24,472	\$0	\$24,472	Incentive Compensation (\$24,472)
		Restricted	\$11,059	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$11,059
			<u>\$276,464</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$24,472</u>	<u>\$0</u>	<u>\$300,936</u>	
Syed, Misha	Assistant Dean Education Affairs	E&G	\$218,400	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$218,400	
		Designated	\$54,600	0.00%	\$0	\$0	\$0	\$0	\$27,300	\$0	\$81,900	Incentive Compensation (\$27,300)
			<u>\$273,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$27,300</u>	<u>\$0</u>	<u>\$300,300</u>	
Zepeda, Stephanie	Associate Vice President, Pharmacy Services	E&G	\$27,378	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$27,378	
		Designated	\$246,400	5.00%	\$0	\$0	\$0	\$0	\$26,074	\$0	\$272,474	Incentive Compensation (\$26,074)
			<u>\$273,778</u>	<u>5.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$26,074</u>	<u>\$0</u>	<u>\$299,852</u>	
Roberts, Melanie	Associate Vice President, Health Informatics and Quality	Designated	\$271,766	5.00%	\$0	\$0	\$0	\$0	\$25,883	\$0	\$297,649	Incentive Compensation (\$25,883)
			<u>\$271,766</u>	<u>5.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$25,883</u>	<u>\$0</u>	<u>\$297,649</u>	
Beamon, Lauren	Associate Vice President, Legal Affairs	E&G	\$272,950	5.87%	\$0	\$0	\$0	\$0	\$0	\$0	\$272,950	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$23,438	\$0	\$23,438	Incentive Compensation (\$23,438)
			<u>\$272,950</u>	<u>5.87%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$23,438</u>	<u>\$0</u>	<u>\$296,388</u>	
Hebbar, Rohan	Associate Vice President, Legal Affairs	E&G	\$267,800	13.87%	\$0	\$0	\$0	\$0	\$0	\$0	\$267,800	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$23,517	\$0	\$23,517	Incentive Compensation (\$23,517)
			<u>\$267,800</u>	<u>13.87%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$23,517</u>	<u>\$0</u>	<u>\$291,317</u>	
Conway, Craig	Associate Vice President, Institutional Compliance	E&G	\$265,122	5.46%	\$0	\$0	\$0	\$0	\$0	\$0	\$265,122	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,139	\$0	\$25,139	Incentive Compensation (\$25,139)
			<u>\$265,122</u>	<u>5.46%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$25,139</u>	<u>\$0</u>	<u>\$290,261</u>	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Levine, Ruth	Associate Dean Admissions and Student Affairs, School of Medicine	E&G	\$233,106	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$233,106	
		Designated	\$19,659	-1.56%	\$0	\$0	\$0	\$0	\$25,901	\$0	\$45,560	Incentive Compensation (\$25,901)
		Restricted	\$6,242	5.24%	\$0	\$0	\$0	\$0	\$0	\$0	\$6,242	
			<u>\$259,007</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$25,901</u>	<u>\$0</u>	<u>\$284,908</u>
Kelley, Stacy	Associate Vice President, Supply Chain Services	E&G	\$258,424	3.21%	\$0	\$0	\$0	\$0	\$0	\$0	\$258,424	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$23,401	\$0	\$23,401	Incentive Compensation (\$23,401)
			<u>\$258,424</u>	<u>3.21%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$23,401</u>	<u>\$0</u>	<u>\$281,825</u>	
Ott, Robert	Associate Vice President and Controller	E&G	\$256,655	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$256,655	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$24,918	\$0	\$24,918	Incentive Compensation (\$24,918)
			<u>\$256,655</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$24,918</u>	<u>\$0</u>	<u>\$281,573</u>	
Baker, Ashlyn	Administrator - Academic Enterprise, Primary Care Services	E&G	\$188,498	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$188,498	
		Designated	\$62,833	3.00%	\$0	\$0	\$0	\$0	\$24,401	\$0	\$87,234	Incentive Compensation (\$24,401)
			<u>\$251,331</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$24,401</u>	<u>\$0</u>	<u>\$275,732</u>	
Patel, Darpan	Vice Dean Resident and Scholarship School Of Nursing	E&G	\$263,093	11.37%	\$0	\$0	\$0	\$0	\$0	\$0	\$263,093	
		Restricted	\$11,908	-69.28%	\$0	\$0	\$0	\$0	\$0	\$0	\$11,908	
			<u>\$275,001</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$275,001</u>	
Blount, Danny	Associate Vice President, Supply Chain Services	E&G	\$246,118	3.21%	\$0	\$0	\$0	\$0	\$0	\$0	\$246,118	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$22,286	\$0	\$22,286	Incentive Compensation (\$22,286)
			<u>\$246,118</u>	<u>3.21%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$22,286</u>	<u>\$0</u>	<u>\$268,404</u>	
Philip, Merry	Associate Chief Nursing Officer	Designated	\$247,200	24.46%	\$0	\$0	\$0	\$0	\$19,861	\$0	\$267,061	Incentive Compensation (\$19,861)
			<u>\$247,200</u>	<u>24.46%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$19,861</u>	<u>\$0</u>	<u>\$267,061</u>	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Rodecap, Russell	Associate Vice President, Property Services	E&G	\$241,407	10.21%	\$0	\$0	\$0	\$0	\$0	\$0	\$241,407	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$21,904	\$0	\$21,904	Incentive Compensation (\$21,904)
			\$241,407	10.21%	\$0	\$0	\$0	\$0	\$21,904	\$0	\$263,311	
Oberholtzer, Alice	Administrator - Academic Enterprise, Ophthalmology, Otolaryngology, Orthopedics	E&G	\$191,713	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$191,713	
		Designated	\$47,928	3.00%	\$0	\$0	\$0	\$0	\$23,266	\$0	\$71,194	Incentive Compensation (\$23,266)
			\$239,641	3.00%	\$0	\$0	\$0	\$0	\$23,266	\$0	\$262,907	
Dowless, Robert	Associate Vice President, Finance Government Reimbursement	E&G	\$239,321	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$239,321	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$23,235	\$0	\$23,235	Incentive Compensation (\$23,235)
			\$239,321	3.00%	\$0	\$0	\$0	\$0	\$23,235	\$0	\$262,556	
Reimschissel, Elizabeth	Administrator and Associate Chief Nursing Officer	E&G	\$189,842	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$189,842	
		Designated	\$47,461	3.00%	\$0	\$0	\$0	\$0	\$23,039	\$0	\$70,500	Incentive Compensation (\$23,039)
			\$237,303	3.00%	\$0	\$0	\$0	\$0	\$23,039	\$0	\$260,342	
Streeter, Frances	Assistant Vice President, Legal Affairs	E&G	\$240,711	24.92%	\$0	\$0	\$0	\$0	\$0	\$0	\$240,711	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$19,269	\$0	\$19,269	Incentive Compensation (\$19,269)
			\$240,711	24.92%	\$0	\$0	\$0	\$0	\$19,269	\$0	\$259,980	
Hermstein, Scott	Associate Vice President, Clinical Business and Value Attainment	Designated	\$235,253	3.00%	\$0	\$0	\$0	\$0	\$22,840	\$0	\$258,093	Incentive Compensation (\$22,840)
			\$235,253	3.00%	\$0	\$0	\$0	\$0	\$22,840	\$0	\$258,093	
Van Weelden, Susanne	Administrator - Academic Enterprise, Dermatology, Surgery, and Anesthesiology	Designated	\$235,149	3.00%	\$0	\$0	\$0	\$0	\$22,830	\$0	\$257,979	Incentive Compensation (\$22,830)
			\$235,149	3.00%	\$0	\$0	\$0	\$0	\$22,830	\$0	\$257,979	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A Name	B Position	C Funding Source	D Salary (9.1.2024)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2025						L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Moreno, Victor	Associate Vice President , Workforce Operations, Academic Enterprise	E&G	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated	\$235,028	87.27%	\$0	\$0	\$0	\$0	\$22,818	\$0	\$257,846	Incentive Compensation (\$22,818)
			\$235,028	3.00%	\$0	\$0	\$0	\$0	\$22,818	\$0	\$257,846	
Vaughn, Leah	Associate Vice President, Financial Reporting	E&G	\$240,000	41.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$240,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,995	\$0	\$16,995	Incentive Compensation (\$16,995)
			\$240,000	41.22%	\$0	\$0	\$0	\$0	\$16,995	\$0	\$256,995	
Szauter, Karen	Associate Dean Education Affairs	E&G	\$232,979	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$232,979	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$23,298	\$0	\$23,298	Incentive Compensation (\$23,298)
			\$232,979	0.00%	\$0	\$0	\$0	\$0	\$23,298	\$0	\$256,277	
Boeh, William	Associate Vice President, Student Services and Registration	E&G	\$232,920	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$232,920	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$21,275	\$0	\$21,275	Incentive Compensation (\$21,275)
			\$232,920	0.00%	\$0	\$0	\$0	\$0	\$21,275	\$0	\$254,195	
Garwood, William	Associate Vice President, Finance Community Hospital	E&G	\$230,325	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$230,325	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$22,362	\$0	\$22,362	Incentive Compensation (\$22,362)
			\$230,325	3.00%	\$0	\$0	\$0	\$0	\$22,362	\$0	\$252,687	
Viner, Rebekah	Administrator - Academic Enterprise, Basic Science	Designated	\$209,067	13.30%	\$0	\$0	\$0	\$0	\$20,394	\$0	\$229,461	Incentive Compensation (\$20,394)
		Restricted	\$21,997	13.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$21,997	
			\$231,064	13.30%	\$0	\$0	\$0	\$0	\$20,394	\$0	\$251,458	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Ciejka, Patricia	Associate Vice President, Library Services and Academic Resources	E&G	\$228,099	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$228,099	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$22,146	\$0	\$22,146	Incentive Compensation (\$22,146)
			\$228,099	3.00%	\$0	\$0	\$0	\$0	\$22,146	\$0	\$250,245	
Solano, Stephanie	Associate Vice President, Budget and Analysis	E&G	\$230,600	28.08%	\$0	\$0	\$0	\$0	\$0	\$0	\$230,600	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$18,005	\$0	\$18,005	Incentive Compensation (\$18,005)
			\$230,600	28.08%	\$0	\$0	\$0	\$0	\$18,005	\$0	\$248,605	
King, Mike	Associate Vice President and Deputy Chief Information Officer	E&G	\$131,133	2.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$131,133	
		Designated	\$94,958	2.81%	\$0	\$0	\$0	\$0	\$21,992	\$0	\$116,950	Incentive Compensation (\$21,992)
			\$226,091	2.81%	\$0	\$0	\$0	\$0	\$21,992	\$0	\$248,083	
Leung, Brian	Deputy Chief Information Officer, Decision Support	E&G	\$224,117	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$224,117	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$21,654	\$0	\$21,654	Incentive Compensation (\$21,654)
			\$224,117	3.50%	\$0	\$0	\$0	\$0	\$21,654	\$0	\$245,771	
Thomas, Tarek	Associate Vice President, Facility Design and Construction	E&G	\$33,532	3.35%	\$0	\$0	\$0	\$0	\$0	\$0	\$33,532	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$21,630	\$0	\$21,630	Incentive Compensation (\$21,630)
		Plant Fund	\$190,014	3.35%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,014	
	\$223,546	3.35%	\$0	\$0	\$0	\$0	\$21,630	\$0	\$245,176			
Huett, Owen	Associate Vice President and Deputy Chief Information Officer	E&G	\$220,337	3.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$220,337	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$21,371	\$0	\$21,371	Incentive Compensation (\$21,371)
			\$220,337	3.10%	\$0	\$0	\$0	\$0	\$21,371	\$0	\$241,708	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Torres, Johnny	Administrator - Academic Enterprise, Internal Medicine	E&G	\$156,337	6.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$156,337	
		Designated	\$67,002	309.43%	\$0	\$0	\$0	\$0	\$16,365	\$0	\$83,367	Incentive Compensation (\$16,365)
			\$223,339	36.48%	\$0	\$0	\$0	\$0	\$16,365	\$0	\$239,704	
Pennel, Cara	Associate Dean for Academic Affairs, School of Public and Population Health	E&G	\$196,282	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$196,282	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,771	\$0	\$20,771	Incentive Compensation (\$20,771)
		Restricted	\$21,809	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$21,809	
		\$218,091	5.00%	\$0	\$0	\$0	\$0	\$20,771	\$0	\$238,862		
Pressley, Diana	Associate Dean Admissions and Student Affairs School Of Nursing	E&G	\$221,563	34.13%	\$0	\$0	\$0	\$0	\$0	\$0	\$221,563	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,519	\$0	\$16,519	Incentive Compensation (\$16,519)
			\$221,563	34.13%	\$0	\$0	\$0	\$0	\$16,519	\$0	\$238,082	
Boyett, Toby	Associate Vice President, Information Technology Services - Correctional Managed Care	Designated	\$220,500	26.03%	\$0	\$0	\$0	\$0	\$17,496	\$0	\$237,996	Promotion with increase to AVP role on 1/1/2024. Legislatively-approved market adjustment 9/1/2024.
			\$220,500	26.03%	\$0	\$0	\$0	\$0	\$17,496	\$0	\$237,996	
McKee, John	Associate Vice President, Institutional Effectiveness	E&G	\$217,898	-5.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$217,898	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$19,870	\$0	\$19,870	Incentive Compensation (\$19,870)
			\$217,898	-5.22%	\$0	\$0	\$0	\$0	\$19,870	\$0	\$237,768	
Laban, Jayson	Associate Vice President and Deputy Chief Information Officer	E&G	\$122,266	3.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,266	
		Designated	\$92,236	3.10%	\$0	\$0	\$0	\$0	\$20,805	\$0	\$113,041	Incentive Compensation (\$20,805)
			\$214,502	3.10%	\$0	\$0	\$0	\$0	\$20,805	\$0	\$235,307	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
McGoff, Erin	Assistant Vice President, Health Education Center and Simulation	E&G	\$213,004	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$213,004	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,680	\$0	\$20,680	Incentive Compensation (\$20,680)
			\$213,004	3.00%	\$0	\$0	\$0	\$0	\$20,680	\$0	\$233,684	
Hartwell, John	Associate Vice President, Business Operations and Facilities	E&G	\$213,004	3.40%	\$0	\$0	\$0	\$0	\$0	\$0	\$213,004	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,600	\$0	\$20,600	Incentive Compensation (\$20,600)
			\$213,004	3.40%	\$0	\$0	\$0	\$0	\$20,600	\$0	\$233,604	
Flores, John	Associate Vice President, Information Security	E&G	\$216,300	11.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$216,300	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,921	\$0	\$16,921	Incentive Compensation (\$16,921)
			\$216,300	11.15%	\$0	\$0	\$0	\$0	\$16,921	\$0	\$233,221	
Birkmeyer, Ejay	Assistant Vice President, Revenue Cycle	E&G	\$124,078	3.75%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,078	
		Designated	\$86,223	3.75%	\$0	\$0	\$0	\$0	\$20,270	\$0	\$106,493	Incentive Compensation (\$20,270)
			\$210,301	3.75%	\$0	\$0	\$0	\$0	\$20,270	\$0	\$230,571	
Hernandez, Vanessa	Administrator, Academic Enterprise, Obstetrics Gynecology and Pediatrics	E&G	\$172,000	23.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$172,000	
		Designated	\$43,000	177.42%	\$0	\$0	\$0	\$0	\$15,500	\$0	\$58,500	Incentive Compensation (\$15,500). Promoted to Administrator on 5/15/2024.
			\$215,000	38.71%	\$0	\$0	\$0	\$0	\$15,500	\$0	\$230,500	
Mastrangelo, Mike	Associate Vice President, Institutional Preparedness	E&G	\$185,949	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$185,949	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,059	\$0	\$20,059	Incentive Compensation (\$20,059)
		Restricted	\$20,661	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$20,661	
			\$206,610	3.00%	\$0	\$0	\$0	\$0	\$20,059	\$0	\$226,669	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Guajardo, Caryn	Associate Vice President, Facilities Portfolio Management	E&G	\$205,449	3.35%	\$0	\$0	\$0	\$0	\$0	\$0	\$205,449	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$19,879	\$0	\$19,879	Incentive Compensation (\$19,879)
			\$205,449	3.35%	\$0	\$0	\$0	\$0	\$19,879	\$0	\$225,328	
Pate, William	Associate Vice President Environmental Health and Safety	E&G	\$204,000	41.95%	\$0	\$0	\$0	\$0	\$0	\$0	\$204,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,789	\$0	\$16,789	Incentive Compensation (\$16,789)
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	\$204,000	13.56%	\$0	\$0	\$0	\$0	\$16,789	\$0	\$220,789			
Hadley, Stephen	Associate Vice President, Marketing and Medical Communications	E&G	\$196,936	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$196,936	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$19,120	\$0	\$19,120	Incentive Compensation (\$19,120)
			\$196,936	3.00%	\$0	\$0	\$0	\$0	\$19,120	\$0	\$216,056	
Elferink, Lisa	Assistant Dean Education Affairs	E&G	\$192,915	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$192,915	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$18,730	\$0	\$18,730	Incentive Compensation (\$18,730)
			\$192,915	3.00%	\$0	\$0	\$0	\$0	\$18,730	\$0	\$211,645	
Mattamana, Sundeep	Executive Director Technology Transfer	E&G	\$191,713	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$191,713	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$18,613	\$0	\$18,613	Incentive Compensation (\$18,613)
			\$191,713	3.00%	\$0	\$0	\$0	\$0	\$18,613	\$0	\$210,326	
Keiser, Philip	Associate Dean for Public Health Practice - School of Public and Population Health	E&G	\$173,768	-6.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$173,768	
		Designated	\$135,508	17.79%	\$0	\$0	\$0	\$0	\$19,800	\$0	\$155,308	Incentive Compensation (\$19,800)
		Restricted	\$53,724	80.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$53,724	
	\$189,232	10.00%	\$0	\$0	\$0	\$0	\$19,800	\$0	\$209,032			

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A Name	B Position	C Funding Source	D Salary (9.1.2024)	E Percentage Salary Increase Over Prior Year	F, G, H, I, J, K Nonsalary Benefits FY 2025						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		
Micks, Frederick	Assistant Vice President, Government Relations	E&G	\$93,840	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$93,840	
		Designated	\$93,840	2.00%	\$0	\$0	\$0	\$0	\$18,400	\$0	\$112,240	Incentive Compensation (\$18,400)
			\$187,680	2.00%	\$0	\$0	\$0	\$0	\$18,400	\$0	\$206,080	
Unbehagen, Rebecca	Executive Director Communication Engagement	E&G	\$187,628	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$187,628	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$18,216	\$0	\$18,216	Incentive Compensation (\$18,216)
			\$187,628	3.00%	\$0	\$0	\$0	\$0	\$18,216	\$0	\$205,844	
Baker, Christine	Associate Dean, Academic Affairs, School of Health Professions	E&G	\$176,300	25.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$176,300	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$17,630	\$0	\$17,630	Incentive Compensation (\$17,630)
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	\$176,300	0.00%	\$0	\$0	\$0	\$0	\$17,630	\$0	\$193,930			
Prochaska, John	Associate Dean for Student Affairs - School of Public and Population Health	E&G	\$140,713	12.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,713	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,752	\$0	\$16,752	Incentive Compensation (\$16,752)
		Restricted	\$35,178	-16.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$35,178	
	\$175,891	5.00%	\$0	\$0	\$0	\$0	\$16,752	\$0	\$192,643			
Krcma, Lawrence	Associate Vice President, University Events	E&G	\$175,049	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$175,049	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,995	\$0	\$16,995	Incentive Compensation (\$16,995)
			\$175,049	3.00%	\$0	\$0	\$0	\$0	\$16,995	\$0	\$192,044	
Buck, Era	Assistant Dean Educational Development	E&G	\$171,006	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$171,006	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,286	\$0	\$16,286	Incentive Compensation (\$16,286)
			\$171,006	5.00%	\$0	\$0	\$0	\$0	\$16,286	\$0	\$187,292	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A Name	B Position	C Funding Source	D Salary (9.1.2024)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2025						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		
Wild, Dana	Associate Dean Student Affairs, School of Health Professions	E&G	\$170,000	23.40%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,000	Incentive Compensation (\$13,777). Promoted to Associate Dean, Student Affairs effective 2/1/24.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$13,777	\$0	\$13,777	
			\$170,000	23.40%	\$0	\$0	\$0	\$0	\$13,777	\$0	\$183,777	
Moore, Melinda	Senior Vice President and Dean Graduate School Biomedical Science	E&G	\$378,550	7.64%	\$0	\$0	\$0	\$0	\$0	\$0	\$378,550	Deferred Compensation (\$75,000); Incentive Compensation (\$78,280)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$153,280	\$0	\$153,280	
		Restricted	\$24,592	-38.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$24,592	
			\$24,592	3.00%	\$0	\$0	\$0	\$0	\$153,280	\$0	\$177,872	
Banks, Pierre	Assistant Dean Admission and Recruitment	E&G	\$150,586	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,586	Incentive Compensation (\$14,620)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$14,620	\$0	\$14,620	
			\$150,586	3.00%	\$0	\$0	\$0	\$0	\$14,620	\$0	\$165,206	
Pérez-Raifaisen, Norma	Assistant Dean Student Affairs, School of Medicine	E&G	\$101,602	20.17%	\$0	\$0	\$0	\$0	\$0	\$0	\$101,602	Incentive Compensation (\$14,092)
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$14,092	\$0	\$14,092	
		Restricted	\$43,544	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$43,544	
			\$145,146	3.00%	\$0	\$0	\$0	\$0	\$14,092	\$0	\$159,238	
De Ore, David	Associate Vice President and Assistant Chief University Police	E&G	\$145,518	9.39%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,518	Incentive Compensation (\$13,302)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$13,302	\$0	\$13,302	
			\$145,518	9.39%	\$0	\$0	\$0	\$0	\$13,302	\$0	\$158,820	
Happ, Stefan	Associate Vice President and Senior Inspector	E&G	\$145,158	8.86%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,158	Incentive Compensation (\$13,334)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$13,335	\$0	\$13,335	
			\$145,158	8.86%	\$0	\$0	\$0	\$0	\$13,335	\$0	\$158,493	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec 5 - Fiscal Year 2025**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Wells, Alison	Assistant Dean Student Affairs, School of Medicine	E&G	\$145,000	16.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$11,910	\$0	\$11,910	Incentive Compensation (\$11,910)
			\$145,000	16.00%	\$0	\$0	\$0	\$0	\$11,910	\$0	\$156,910	Hired or transferred to this position on 09/18/2023
Clark, Tilly	Director Presidential Affairs	E&G	\$143,244	12.04%	\$0	\$0	\$0	\$0	\$0	\$0	\$143,244	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$11,937	\$0	\$11,937	Incentive Compensation (\$11,937)
			\$143,244	12.04%	\$0	\$0	\$0	\$0	\$11,937	\$0	\$155,181	
Wiltz-Beckham, Dana	Assistant Dean for Professional Programs, School of Public and Population Health	E&G	\$140,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,000	
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$140,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,000	