

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

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

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		
Hromas, Robert Alan	Acting President	General Revenue	\$65,945	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	Base salary market adjustment effective 9/1/2024. Effective 2/19/2024, Robert Hromas assumed the role of Acting President.
		Designated	\$1,481,757	-2%	\$0	\$0	\$0	\$0	\$0	\$0	\$1,481,757	
		Restricted	\$54,500	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,500	
		Total	\$1,602,202	2%	\$0	\$0	\$0	\$0	\$0	\$0	\$1,602,202	
Marks, Andrea M.	Senior Executive Vice President and Chief Operating Officer	General Revenue	\$343,132	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$343,132	Incentive Compensation (\$151,878). Deferred compensation (\$134,439).
		Designated	\$406,883	0%	\$0	\$0	\$0	\$0	\$286,317	\$0	\$693,200	
		Total	\$750,015	0%	\$0	\$0	\$0	\$0	\$286,317	\$0	\$1,036,332	
Zheng, Lei	Executive Director, Mays Cancer Center and Vice President, Oncology	Designated	\$170,140	N/A	\$0	\$0	\$0	\$0	\$180,833	\$0	\$350,973	Recruitment Incentive Compensation (\$125,000). Relocation Allowance (\$55,833). Effective 09/01/2024, Lei Zheng assumed the role of Executive Director and Vice President for Oncology.
		Restricted	\$499,860	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$499,860	
		Total	\$670,000	N/A	\$0	\$0	\$0	\$0	\$180,833	\$0	\$850,833	
Flowers, Jeffery L.	Vice President and Chief Executive Officer, Multispecialty and Research Hospital	Designated	\$485,000	0%	\$0	\$0	\$0	\$0	\$216,625	\$0	\$701,625	Incentive Compensation (\$109,125). Deferred Compensation (\$107,000).
		Total	\$485,000	0%	\$0	\$0	\$0	\$0	\$216,625	\$0	\$701,625	
Potter, Jennifer Sharpe	Senior Vice President for Research	General Revenue	\$336,351	1%	\$0	\$0	\$0	\$0	\$0	\$0	\$336,351	Incentive Compensation (\$116,865). Deferred Compensation (\$75,000). A portion of the incentive may be associated with faculty effort. Also has a 20% faculty appointment.
		Designated	\$0	-100%	\$0	\$0	\$0	\$0	\$191,865	\$0	\$191,865	
		Restricted	\$137,049	5%	\$0	\$0	\$0	\$0	\$0	\$0	\$137,049	
Total	\$473,400	0%	\$0	\$0	\$0	\$0	\$0	\$191,865	\$0	\$665,265		
Leverence, Robert	Executive Vice Dean and Senior Vice President for Clinical Affairs	Designated	\$624,570	10%	\$0	\$0	\$0	\$0	\$25,075	\$0	\$649,645	Incentive Compensation (\$25,075). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment.
		Total	\$624,570	10%	\$0	\$0	\$0	\$0	\$25,075	\$0	\$649,645	
Gomez-Leon, Ginny L.	Senior Vice President and Chief Financial Officer	General Revenue	\$482,048	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$482,048	Incentive Compensation (\$108,461).
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$108,461	\$0	\$108,461	
		Total	\$482,048	0%	\$0	\$0	\$0	\$0	\$108,461	\$0	\$590,509	

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Cigarroa, Francisco G.	Acting Dean for the Long School of Medicine, Director, Transplant Services, Carlos and Malú Alvarez Distinguished University Chair, Ashbel Smith Professorshio in Surgerv	General Revenue	\$0	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated	\$500,000	0%	\$0	\$0	\$0	\$0	\$86,161	\$0	\$586,161	Incentive Compensation (\$86,161).
		Total	\$500,000	0%	\$0	\$0	\$0	\$0	\$86,161	\$0	\$586,161	Effective 05/01/2024, Francisco Cigarroa assumed the role of Acting Dean 50% effort. Dr. Cigarroa also is dedicated to 50% effort in his role as Director, Transplant Services at an annual rate of \$807,679.
Ramachandran, Vasana	Dean, School of Public Health	Designated	\$241,357	-21%	\$0	\$0	\$0	\$0	\$106,038	\$0	\$347,395	Incentive Compensation (\$106,038).
		Restricted	\$229,923	39%	\$0	\$0	\$0	\$0	\$0	\$0	\$229,923	
		Total	\$471,280	0%	\$0	\$0	\$0	\$0	\$106,038	\$0	\$577,318	
Loomer, Peter M.	Dean, School of Dentistry	General Revenue	\$376,979	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$376,979	
		Designated	\$46,964	0%	\$0	\$0	\$0	\$0	\$105,669	\$0	\$152,633	Incentive Compensation (\$105,669).
		Restricted	\$45,696	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$45,696	
		Total	\$469,639	0%	\$0	\$0	\$0	\$0	\$105,669	\$0	\$575,308	
Seshadri, Sudha	Director, Glenn Biggs Institute for Alzheimer's and Neurodegenerative Diseases	General Revenue	\$247,376	32%	\$0	\$0	\$0	\$0	\$0	\$0	\$247,376	
		Designated	\$59,315	0%	\$0	\$0	\$0	\$0	\$98,841	\$0	\$158,156	Incentive Compensation (\$8,841). Deferred compensation (\$90,000).
		Restricted	\$158,624	-27%	\$0	\$0	\$0	\$0	\$0	\$0	\$158,624	
		Total	\$465,315	0%	\$0	\$0	\$0	\$0	\$98,841	\$0	\$564,156	
Tawney, Amy	Senior Vice President and Chief Human Resources Officer	General Revenue	\$448,320	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$448,320	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$100,872	\$0	\$100,872	Incentive Compensation (\$100,872).
		Total	\$448,320	0%	\$0	\$0	\$0	\$0	\$100,872	\$0	\$549,192	
Fink, Walter Allen	Associate Vice President and Chief Medical Officer	Designated	\$497,250	16%	\$0	\$0	\$0	\$0	\$26,163	\$0	\$523,413	Incentive Compensation (\$26,163). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment.
		Total	\$497,250	16%	\$0	\$0	\$0	\$0	\$26,163	\$0	\$523,413	
Hardin, Sonya	Dean, School of Nursing	General Revenue	\$372,438	-6%	\$0	\$0	\$0	\$0	\$0	\$0	\$372,438	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$65,620	\$0	\$65,620	Incentive Compensation (\$65,620).
		Restricted	\$70,940	45%	\$0	\$0	\$0	\$0	\$0	\$0	\$70,940	
		Total	\$443,378	0%	\$0	\$0	\$0	\$0	\$65,620	\$0	\$508,998	
Adkins, Heather	Senior Vice President and Chief Marketing and Communications Officer	General Revenue	\$403,224	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$403,224	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$90,725	\$0	\$90,725	Incentive Compensation (\$90,725).
		Total	\$403,224	0%	\$0	\$0	\$0	\$0	\$90,725	\$0	\$493,949	

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Repetti, Anamaria	Vice President for Institutional Advancement and Chief Development Officer	General Revenue	\$388,600	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$388,600	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$95,388	\$0	\$95,388	Incentive Compensation (\$75,388). Deferred Compensation (\$20,000).
		Total	\$388,600	0%	\$0	\$0	\$0	\$0	\$0	\$95,388	\$0	\$483,988
Kaminski, Patrick M.	Vice President and Chief Strategy Officer	General Revenue	\$402,129	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$402,129	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$81,130	\$0	\$81,130	Incentive Compensation (\$81,130).
		Total	\$402,129	0%	\$0	\$0	\$0	\$0	\$0	\$81,130	\$0	\$483,259
Bhat, Manzoor	Vice Dean for Research, Medical School	General Revenue	\$192,270	31%	\$0	\$0	\$0	\$0	\$0	\$0	\$192,270	
		Designated	\$170,000	0%	\$0	\$0	\$0	\$0	\$23,000	\$0	\$193,000	Incentive Compensation (\$23,000).
		Restricted	\$97,730	-32%	\$0	\$0	\$0	\$0	\$0	\$0	\$97,730	
Total	\$460,000	0%	\$0	\$0	\$0	\$0	\$0	\$23,000	\$0	\$483,000		
Schnabel, Michael S.	Vice President and Chief Information Officer	General Revenue	\$450,000	45%	\$0	\$0	\$0	\$0	\$0	\$0	\$450,000	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$32,340	\$0	\$32,340	Incentive Compensation (\$32,340).
		Total	\$450,000	45%	\$0	\$0	\$0	\$0	\$0	\$32,340	\$0	\$482,340
Weiss, David S.	Dean, Graduate School of Biomedical Sciences	General Revenue	\$342,123	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$342,123	
		Designated	\$30,186	0%	\$0	\$0	\$0	\$0	\$71,129	\$0	\$101,315	Incentive Compensation (\$71,129).
		Restricted	\$23,951	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$23,951	
Total	\$396,260	0%	\$0	\$0	\$0	\$0	\$0	\$71,129	\$0	\$467,389		
Mok, Jacqueline L.	Vice President for Academic, Faculty and Student Affairs	General Revenue	\$345,856	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$345,856	
		Designated	\$30,000	0%	\$0	\$0	\$0	\$0	\$88,927	\$0	\$118,927	Incentive Compensation (\$73,927). Retention Incentive (\$15,000).
		Total	\$375,856	9%	\$0	\$0	\$0	\$0	\$0	\$88,927	\$0	\$464,783
Nuttall, Richard M.	Vice President for Finance and Administration, Long School of Medicine	General Revenue	\$396,650	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$396,650	
		Designated	\$40,000	-89%	\$0	\$0	\$0	\$0	\$14,424	\$0	\$54,424	Incentive Compensation (\$14,424).
		Total	\$436,650	21%	\$0	\$0	\$0	\$0	\$0	\$14,424	\$0	\$451,074
Sankary, Edward C.	Vice President and Chief Healthcare Informatics Officer and Value Officer	Designated	\$428,400	5%	\$0	\$0	\$0	\$0	\$20,400	\$0	\$448,800	Incentive Compensation (\$20,400).
		Total	\$428,400	5%	\$0	\$0	\$0	\$0	\$20,400	\$0	\$448,800	Effective 09/01/2024, Edward Sankary assumed the role of Vice President and Chief Health Information and Value Officer.

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Shelley, David C.	Dean, School of Health Professions	General Revenue	\$370,522	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$370,522	Incentive Compensation (\$56,163). Base market adjustment effective 09/01/2023.
		Designated	\$6,408	0%	\$0	\$0	\$0	\$0	\$56,163	\$0	\$62,571	
		Total	\$376,930	0%	\$0	\$0	\$0	\$0	\$56,163	\$0	\$433,093	
Miller, Robert	Associate Vice President and Executive Director of the Military Health Institute	Designated	\$350,000	N/A	\$0	\$0	\$0	\$0	\$79,167	\$0	\$429,167	Recruitment Incentive (\$50,000). Relocation allowance (\$29,167). Effective 10/15/2024, Robert Miller will assume the role of Associate Vice President and Executive Director for the Military Health Institute.
		Total	\$350,000	N/A	\$0	\$0	\$0	\$0	\$79,167	\$0	\$429,167	
Loredo, Gilbert R.	Vice President, Governmental Relations	General Revenue	\$338,730	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$338,730	Incentive Compensation (\$76,214).
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$76,214	\$0	\$76,214	
		Total	\$338,730	0%	\$0	\$0	\$0	\$0	\$76,214	\$0	\$414,944	
Francis, Anthony Robert	Associate Vice President For Innovation & Development	Designated	\$330,000	0%	\$0	\$0	\$0	\$0	\$65,980	\$0	\$395,980	Incentive Compensation (\$18,480). One time transition allowance (\$27,500). One-time recruitment incentive (\$20,000). Effective 01/02/2024, Anthony Francis assumed the role as Associate Vice President for Innovation & Development.
		Total	\$330,000	0%	\$0	\$0	\$0	\$0	\$65,980	\$0	\$395,980	
Charlton, Michael A.	Senior Vice President, Facilities and Capital Planning	General Revenue	\$320,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$320,000	Incentive Compensation (\$72,000).
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$72,000	\$0	\$72,000	
		Total	\$320,000	0%	\$0	\$0	\$0	\$0	\$72,000	\$0	\$392,000	
Holling, Todd	Deputy Chief Information Officer	General Revenue	\$173,384	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$173,384	Incentive Compensation (\$34,830).
		Designated	\$174,916	0%	\$0	\$0	\$0	\$0	\$34,830	\$0	\$209,746	
		Total	\$348,300	0%	\$0	\$0	\$0	\$0	\$34,830	\$0	\$383,130	
Mullican, Hailey Mignon Martin	Vice President, Legal Affairs and Chief Legal Officer	General Revenue	\$129,072	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$129,072	Incentive Compensation (\$69,811).
		Designated	\$181,198	0%	\$0	\$0	\$0	\$0	\$69,811	\$0	\$251,009	
		Total	\$310,270	0%	\$0	\$0	\$0	\$0	\$69,811	\$0	\$380,081	
Horton, Jennifer D.	Associate Vice President of Marketing & Communication	General Revenue	\$295,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$295,000	Incentive Compensation (\$27,041). Recruitment Incentive (\$20,000). One-Time Transition allowance (\$24,583). Effective 08/12/2024, Jennifer Horton assumed the role of Associate Vice President.
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$71,624	\$0	\$71,624	
		Total	\$295,000	0%	\$0	\$0	\$0	\$0	\$71,624	\$0	\$366,624	

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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	\$16,363	\$0	\$51,363	Incentive Compensation (\$16,363). A portion of the incentive may be associated with faculty effort.
		Total	\$350,000	0%	\$0	\$0	\$0	\$0	\$16,363	\$0	\$366,363	Also has a 10% faculty appointment.
Collins, Chiquita A.	Vice President, Health Access & Education	Designated	\$311,278	0%	\$0	\$0	\$0	\$0	\$44,636	\$0	\$355,914	Incentive Compensation (\$44,636).
		Restricted	\$5,287	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,287	
		Total	\$316,565	0%	\$0	\$0	\$0	\$0	\$44,636	\$0	\$361,201	
Evans, Timothy	Healthcare Chief Financial Officer	Designated	\$355,000	0%	\$0	\$0	\$0	\$0	\$5,917	\$0	\$360,917	Prorated Incentive Compensation (\$5,917).
		Total	\$355,000	0%	\$0	\$0	\$0	\$0	\$5,917	\$0	\$360,917	Effective 07/22/2024, Timothy Evans assumed the role of Healthcare Chief Financial Officer
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	\$60,000	\$0	\$60,000	Incentive Compensation (\$60,000).
		Total	\$300,000	0%	\$0	\$0	\$0	\$0	\$60,000	\$0	\$360,000	
Viles ,Jeremy A.	Associate Vice President and Chief Operating Officer, Multi-Specialty Research Hospital	Designated	\$302,300	0%	\$0	\$0	\$0	\$0	\$52,207	\$0	\$354,507	Incentive Compensation (\$27,207). Retention incentive (\$25,000).
		Total	\$302,300	0%	\$0	\$0	\$0	\$0	\$52,207	\$0	\$354,507	
Williams, Janet F	Vice Dean for Faculty, School of Medicine	Designated	\$322,000	0%	\$0	\$0	\$0	\$0	\$17,180	\$0	\$339,180	Incentive Compensation (\$17,180). A portion of the incentive may be associated with faculty effort.
		Total	\$322,000	0%	\$0	\$0	\$0	\$0	\$17,180	\$0	\$339,180	Also has a 10% faculty appointment.
Doolittle, Nancy Dawn	Associate Vice President and Chief Nursing Officer, Hospital	Designated	\$281,875	0%	\$0	\$0	\$0	\$0	\$43,188	\$0	\$325,063	Incentive Compensation (\$28,188). Retention incentive (\$15,000).
		Total	\$281,875	0%	\$0	\$0	\$0	\$0	\$43,188	\$0	\$325,063	
Esterl, Robert M.	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	
Hartman, Brandon L.	Associate Vice President and Ambulatory Chief Operating Officer	Designated	\$292,950	5%	\$0	\$0	\$0	\$0	\$13,915	\$0	\$306,865	Incentive Compensation (\$13,915).
		Total	\$292,950	5%	\$0	\$0	\$0	\$0	\$13,915	\$0	\$306,865	Effective 09/01/2024, Brandon Hartman assumed the role of Associate Vice President.

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Delgado, Claudia Y.	Associate Vice President for Research Administration	General Revenue	\$275,000	400%	\$0	\$0	\$0	\$0	\$0	\$0	\$275,000	
		Designated	\$0	-100%	\$0	\$0	\$0	\$0	\$25,208	\$0	\$25,208	Incentive Compensation (\$25,208).
		Total	\$275,000	0%	\$0	\$0	\$0	\$0	\$25,208	\$0	\$300,208	Effective 10/2/2023, Claudia Delgado assumed the role of Associate Vice President for Research.
Keeton, Kathryn E.	Vice President and Chief Of Staff	General Revenue	\$245,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$245,000	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$53,288	\$0	\$53,288	Incentive Compensation (\$53,288).
		Total	\$245,000	0%	\$0	\$0	\$0	\$0	\$53,288	\$0	\$298,288	
Lazarine, John C.	Associate Vice President and Chief Audit Executive for Internal Audit	General Revenue	\$249,606	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$249,606	
		Designated	\$20,794	0%	\$0	\$0	\$0	\$0	\$27,040	\$0	\$47,834	Incentive Compensation (\$27,040).
		Total	\$270,400	0%	\$0	\$0	\$0	\$0	\$27,040	\$0	\$297,440	
Saldivar, Jessica L.	Associate Vice President and Chief Compliance and Privacy Officer	General Revenue	\$143,507	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$143,507	
		Designated	\$122,493	0%	\$0	\$0	\$0	\$0	\$26,600	\$0	\$149,093	Incentive Compensation (\$26,600).
		Total	\$266,000	0%	\$0	\$0	\$0	\$0	\$26,600	\$0	\$292,600	
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	0%	\$0	\$0	\$0	\$0	\$1,000	\$0	\$52,000	Incentive Compensation (\$1,000). A portion of the incentive may be associated with faculty effort. A portion of the incentive may be associated with faculty effort.
		Total	\$291,000	0%	\$0	\$0	\$0	\$0	\$1,000	\$0	\$292,000	Also has a 20% faculty appointment.
Segura, Adriana	Senior Associate Dean for Academic, Faculty and Student Affairs, School of Dentistry	General Revenue	\$243,515	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$243,515	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$38,526	\$0	\$38,526	Incentive Compensation (\$38,526). A portion of the incentive may be associated with faculty effort.
		Total	\$243,515	0%	\$0	\$0	\$0	\$0	\$38,526	\$0	\$282,041	Also has a 10% faculty appointment.
Guerra, Alberto G.	Assistant Vice President for Supply Chain Management	General Revenue	\$223,587	-9%	\$0	\$0	\$0	\$0	\$0	\$0	\$223,587	
		Designated	\$21,413	0%	\$0	\$0	\$0	\$0	\$24,500	\$0	\$45,913	Incentive Compensation (\$24,500).
		Total	\$245,000	0%	\$0	\$0	\$0	\$0	\$24,500	\$0	\$269,500	
Summers, Kimberly Kay	Assistant Vice President for Research Operations	General Revenue	\$222,803	313%	\$0	\$0	\$0	\$0	\$0	\$0	\$222,803	
		Designated	\$0	-100%	\$0	\$0	\$0	\$0	\$23,520	\$0	\$23,520	Incentive Compensation (\$23,520).
		Restricted	\$22,197	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$22,197	
		Total	\$245,000	0%	\$0	\$0	\$0	\$0	\$23,520	\$0	\$268,520	

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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		
Kurian, Deepu	Associate Dean of Finance, School of Public Health	Designated	\$184,625	1%	\$0	\$0	\$0	\$0	\$17,355	\$0	\$201,980	Incentive Compensation (\$17,355).
		Total	\$184,625	1%	\$0	\$0	\$0	\$0	\$17,355	\$0	\$201,980	
Martinez, Natalina M.	Associate Dean of Finance, Graduate School	General Revenue	\$185,101	2%	\$0	\$0	\$0	\$0	\$0	\$0	\$185,101	Incentive Compensation (\$16,289). Effective 10/01/2023, Natalina Martinez assumed the role of Associate Dean of Finance, Graduate school.
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$16,289	\$0	\$16,289	
Song, Lixin	Vice Dean of Research and Scholarship, School of Nursing	Total	\$185,101	2%	\$0	\$0	\$0	\$0	\$16,289	\$0	\$201,390	
		General Revenue	\$91,225	-37%	\$0	\$0	\$0	\$0	\$0	\$0	\$91,225	Base market adjustment effective 01/01/2024. Also has a 25% faculty appointment.
Designated	\$26,064	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,064			
Restricted	\$78,193	84%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$78,193		
Kaufus, John D.	Assistant Vice President for Education and Student Success	Total	\$195,483	4%	\$0	\$0	\$0	\$0	\$0	\$0	\$195,483	
		General Revenue	\$152,250	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$152,250	Incentive Compensation (\$15,925).
Auxiliary	\$22,750	0%	\$0	\$0	\$0	\$0	\$15,925	\$0	\$38,675			
Garner, William	Associate Dean, Academic, Faculty and Student Affairs	Total	\$175,000	0%	\$0	\$0	\$0	\$0	\$15,925	\$0	\$190,925	
		Designated	\$186,000	24%	\$0	\$0	\$0	\$0	\$0	\$0	\$186,000	Effective 11/01/2023, William Garner assumed the role of Associate Dean.
Gonzalez, Angel	Associate Dean, School of Medicine	Total	\$186,000	24%	\$0	\$0	\$0	\$0	\$0	\$0	\$186,000	
		Designated	\$170,692	0%	\$0	\$0	\$0	\$0	\$10,596	\$0	\$181,288	Incentive Compensation (\$10,596). A portion of the incentive may be associated with faculty effort. Also has a 20% faculty appointment.
Nute, Jessica	Assistant Dean, Graduate School	Total	\$170,692	0%	\$0	\$0	\$0	\$0	\$10,596	\$0	\$181,288	
		General Revenue	\$157,500	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,500	Incentive Compensation (\$2,385). A portion of the incentive may be associated with faculty effort. Also has a 25% faculty appointment. Effective 10/01/2023, Jessica Nute assumed the role of Assistant Dean.
Designated	\$15,000	0%	\$0	\$0	\$0	\$0	\$2,385	\$0	\$17,385			
Total	\$172,500	0%	\$0	\$0	\$0	\$0	\$2,385	\$0	\$174,885			
Courand, Jon Alan	Assistant Dean for Wellbeing, School of Medicine	General Revenue	\$173,880	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$173,880	Also has a 30% faculty appointment.
		Total	\$173,880	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$173,880	
Stafford, Scott G.	Associate Dean, School of Dentistry	Designated	\$144,100	0%	\$0	\$0	\$0	\$0	\$28,874	\$0	\$172,974	Incentive Compensation (\$28,874). A portion of the incentive may be associated with faculty effort. Effective 08/01/2024, Scott Stafford assume the role of Associate Dean.
		Total	\$144,100	0%	\$0	\$0	\$0	\$0	\$28,874	\$0	\$172,974	

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

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

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		
Miller, Kenneth P.	Assistant Dean for Ambulatory Services, School of Nursing	General Revenue	\$27,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$27,000	Also has a 25% faculty appointment.
		Designated	\$108,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$108,000	
		Total	\$135,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,000	
Botros-Brey, Sylvia	Assistant Dean for Faculty, School of Medicine	General Revenue	\$124,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,000	Incentive Compensation (\$8,775). A portion of the incentive may be associated with faculty effort. Also has a 60% faculty appointment.
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$8,775	\$0	\$8,775	
		Total	\$124,000	0%	\$0	\$0	\$0	\$0	\$8,775	\$0	\$132,775	
Dudley, Nicholas D.	Associate Dean for Administrative Affairs and Finance	General Revenue	\$124,800	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,800	Incentive Compensation (\$7,098).
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$7,098	\$0	\$7,098	
		Total	\$124,800	0%	\$0	\$0	\$0	\$0	\$7,098	\$0	\$131,898	
Peel, Jennifer L.	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue	\$128,717	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,717	Also has a 5% faculty appointment.
		Total	\$128,717	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,717	
Trammell Velasquez, Sadie	Associate Dean Of Undergraduate Medical Education, School of Medicine	Designated	\$125,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$125,000	Also has a 50% faculty appointment.
		Total	\$125,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$125,000	
English, Dana Kiefer	Assistant Dean for Educational and Faculty Development, School of Dentistry	General Revenue	\$103,185	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$103,185	Incentive Compensation (\$15,478).
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$15,478	\$0	\$15,478	
		Total	\$103,185	0%	\$0	\$0	\$0	\$0	\$15,478	\$0	\$118,663	
Meling, Vanessa B.	Associate Dean for Student Engagement & Success, School of Nursing	General Revenue	\$117,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,000	Also has a 25% faculty appointment.
		Total	\$117,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,000	
Page-Ramsey, Sarah M.	Assistant Dean, School of Medicine	General Revenue	\$100,500	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$100,500	Incentive Compensation (\$5,000). A portion of the incentive may be associated with faculty effort. Also has a 70% faculty appointment. Effective 09/01/2024, Sarah Page-Ramsey assumed the role of Assistant Dean.
		Designated	\$0	N/A	\$0	\$0	\$0	\$0	\$5,000	\$0	\$5,000	
		Total	\$100,500	N/A	\$0	\$0	\$0	\$0	\$5,000	\$0	\$105,500	
Lathrop, Kate	Assistant Dean for Research, School of Medicine	General Revenue	\$30,355	-67%	\$0	\$0	\$0	\$0	\$0	\$0	\$30,355	Incentive Compensation (\$11,783). A portion of the incentive may be associated with faculty effort. Also has a 70% faculty appointment.
		Designated	\$60,710	0%	\$0	\$0	\$0	\$0	\$11,783	\$0	\$72,493	
		Total	\$91,065	0%	\$0	\$0	\$0	\$0	\$11,783	\$0	\$102,848	

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

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

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		
Palm, Michael L.	Assistant Dean, School of Medicine	General Revenue	\$75,600	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$75,600	Incentive Compensation (\$5,563) is based on FY24 actuals. A portion of the incentive may be associated with faculty effort.
		Designated	\$20,000	0%	\$0	\$0	\$0	\$0	\$5,563	\$0	\$25,563	Also has a 70% faculty appointment.
		Total	\$95,600	26%	\$0	\$0	\$0	\$0	\$5,563	\$0	\$101,163	Effective 02/01/2024, Michael Palm assumed the role of Assistant Dean.
Piernik-Yoder, Bridgett	Assistant Dean, School of Health Professions	General Revenue	\$85,500	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$85,500	Incentive Compensation (\$10,860). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$10,860	\$0	\$10,860	Also has a 50% faculty appointment.
		Total	\$85,500	0%	\$0	\$0	\$0	\$0	\$10,860	\$0	\$96,360	Effective 02/01/2024, Bridgett Piernik-Yoder assumed the role of Assistant Dean.
Gius, David	Assistant Dean for Special Programs, School of Medicine	General Revenue	\$56,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$56,000	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$38,398	\$0	\$38,398	Incentive Compensation (\$38,398). A portion of the incentive may be associated with faculty effort.
		Total	\$56,000	0%	\$0	\$0	\$0	\$0	\$38,398	\$0	\$94,398	Also has a 80% faculty appointment.
Guest, Gary F.	Associate Dean, Patient Care Dental School	General Revenue	\$80,357	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$80,357	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$8,036	\$0	\$8,036	Incentive Compensation (\$8,036).
		Total	\$80,357	0%	\$0	\$0	\$0	\$0	\$8,036	\$0	\$88,393	Effective 12/01/2023, Gary Guest assume the role of Associate Dean.
Singh, Brij B.	Associate Dean for Research, School of Dentistry	General Revenue	\$28,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$28,000	
		Designated	\$0	-100%	\$0	\$0	\$0	\$0	\$36,308	\$0	\$36,308	Incentive Compensation (\$36,308). A portion of the incentive may be associated with faculty effort.
		Total	\$28,000	16%	\$0	\$0	\$0	\$0	\$36,308	\$0	\$64,308	Base market adjustment effective 09/01/2024. Also has a 90% faculty appointment.
Ogbeide, Stacy A.	Assistant Dean for Faculty, School of Medicine	General Revenue	\$40,000	-33%	\$0	\$0	\$0	\$0	\$0	\$0	\$40,000	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$3,487	\$0	\$3,487	Incentive Compensation (\$3,487). A portion of the incentive may be associated with faculty effort. Effective 01/01/2024, Assistant Dean percentage change from 30% to 20%.
		Total	\$40,000	-33%	\$0	\$0	\$0	\$0	\$3,487	\$0	\$43,487	Also has a 80% faculty appointment.