

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 FY2014**

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

A Name	B Position	C Funding Source	D Salary (09.01.2013)	E Percentage Salary Increase Over FY 2013	F Nonsalary Benefits FY 2014						L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H ing Allo wan	I Car Allowance	J Other	K Non-Cash Compensation		
David Callender	President	E&G Designated Restricted Auxiliary	\$67,575 \$604,145			\$182,640			\$201,200		\$67,575 \$987,985 \$0 \$0	(J) Cell phone expenses (\$1,200.00); Deferred Compensation (\$200,000.00)
			<u>\$671,720</u>	<u>0.0%</u>	<u>\$0</u>	<u>\$182,640</u>	<u>\$0</u>	<u>\$0</u>	<u>\$201,200</u>	<u>\$0</u>	<u>\$1,055,560</u>	
Danny Jacobs	EVP & Provost, Dean of Med	E&G Designated Restricted Auxiliary	\$725,000						\$235,260		\$725,000 \$235,260 \$0 \$0	(J) FY13 incentive payout (\$26,260); FY14 maximum incentive opportunity (\$109,000); Deferred Compensation (\$100,000.00) subject to a vesting period
			<u>\$725,000</u>	<u>0.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$235,260</u>	<u>\$0</u>	<u>\$960,260</u>	
Donna Sollenberger	EVP & CEO Health System	E&G Designated Restricted Auxiliary	\$527,350 \$115,760						\$984 \$263,066		\$528,334 \$378,826 \$0 \$0	(J) FY13 incentive payout (\$66,150); FY14 maximum incentive opportunity (\$96,500);and annualized Cell Phone Expenses (\$1,400); Deferred Compensation (\$100,000.00) subject to a vesting period
			<u>\$643,110</u>	<u>2.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$264,050</u>	<u>\$0</u>	<u>\$907,160</u>	
William Elger <i>*Separated from position effective 9/17/13 and position is currently vacant</i>	EVP & Chief Bus / Fin Officer	E&G Designated Restricted Auxiliary	\$581,400						\$300		\$581,700 \$0 \$0 \$0	(J) Annualized Cell Phone Expenses
			<u>\$581,400</u>	<u>2.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$300</u>	<u>\$0</u>	<u>\$581,700</u>	
Benny Raimer	Sr.VP, Hlth Policy & Legis Aff	E&G Designated Restricted Auxiliary	\$435,540						\$1,400 \$102,650		\$436,940 \$102,650 \$0 \$0	(J) FY13 incentive payout (\$48,150); FY14 maximum incentive opportunity (\$54,500);and annualized Cell Phone Expenses (\$1,400)
			<u>\$435,540</u>	<u>2.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$104,050</u>	<u>\$0</u>	<u>\$539,590</u>	

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Deborah McGrew <i>*Hire date 1/22/13 - new position</i>	VP & COO, UTMB Health System	E&G Designated Restricted Auxiliary	\$348,500						\$984		\$349,484	(J) FY13 incentive payout (\$20,747.33); FY14 maximum incentive opportunity (\$42,500);and annualized Cell Phone Expenses (\$1,200)	
			\$76,500						\$63,463		\$139,963		
											\$0		
			<u>\$425,000</u>	<u>0.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$64,447</u>	<u>\$0</u>	<u>\$489,447</u>		
Rex McCallum	VP & Chief Physician Executive	E&G Designated Restricted Auxiliary	\$20,400								\$20,400	(J) FY13 incentive payout (\$19,000); FY14 maximum incentive opportunity (\$41,000); and annualized Cell Phone Expenses (\$1,200)	
			\$383,520						\$61,200		\$444,720		
			\$4,080								\$4,080		
			<u>\$408,000</u>	<u>2.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$61,200</u>	<u>\$0</u>	<u>\$469,200</u>		
Owen Murray	VP, Offender Care Services	E&G Designated Restricted Auxiliary	\$375,440								\$0	(J) FY13 incentive payout (\$21,300); FY14 maximum incentive opportunity (\$36,500);and annualized Cell Phone Expenses (\$1,400)	
									\$59,200		\$434,640		
											\$0		
			<u>\$375,440</u>	<u>6.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$59,200</u>	<u>\$0</u>	<u>\$434,640</u>		
David Connaughton	VP, Finance - Clinical Enterpr	E&G Designated Restricted Auxiliary	\$357,000								\$358,400	(J) FY13 incentive payout (\$20,419); FY14 maximum incentive opportunity (\$36,000);and annualized Cell Phone Expenses (\$1,400)	
									\$1,400		\$359,800		
									\$56,419		\$56,419		
			<u>\$357,000</u>	<u>2.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$57,819</u>	<u>\$0</u>	<u>\$414,819</u>		
Carolee King	Sr. VP & General Counsel	E&G Designated Restricted Auxiliary	\$341,700								\$343,100	(J) FY13 incentive payout (\$26,880); FY14 maximum incentive opportunity (\$43,000);and annualized Cell Phone Expenses (\$1,400); (J) FY14 deferred compensation of \$100,000 is subject to agreement renewal by the President and subsequent vesting requirements.	
									\$1,400		\$344,500		
									\$169,880		\$169,880		
			<u>\$341,700</u>	<u>2.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$171,280</u>	<u>\$0</u>	<u>\$512,980</u>		

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Mark Kirschbaum	Chief Qual Safety&Clin InfoOff	E&G Designated Restricted Auxiliary	\$276,803							\$984	\$277,787	(J) FY13 incentive payout (\$20,130); FY14 maximum incentive opportunity (\$34,000);and annualized Cell Phone Expenses (\$1,200)
			\$60,762						\$54,346	\$115,108		
										\$0	\$0	
			<u>\$337,565</u>	<u>2.3%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$55,330</u>	<u>\$0</u>	<u>\$392,895</u>	
Michael Shriner	VP, Business Ops & Facilities	E&G Designated Restricted Auxiliary	\$326,400							\$1,400	\$327,800	(J) FY13 incentive payout (\$27,520); FY14 maximum incentive opportunity (\$33,000);and annualized Cell Phone Expenses (\$1,400)
									\$60,520	\$60,520		
										\$0	\$0	
			<u>\$326,400</u>	<u>2.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$61,920</u>	<u>\$0</u>	<u>\$388,320</u>	
Steven Lieberman <i>*Promotion effective 7/1/13 from Vice Dean of Academic Affairs</i>	Senior Dean for Administration	E&G Designated Restricted Auxiliary	\$325,000							\$1,200	\$326,200	(J) FY13 incentive payout (\$19,810); FY14 maximum incentive opportunity (\$24,375);and annualized Cell Phone Expenses (\$1,200)
									\$44,185	\$44,185		
										\$0	\$0	
			<u>\$325,000</u>	<u>19.4%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$45,385</u>	<u>\$0</u>	<u>\$370,385</u>	
Pamela Watson	Dean&Prof SON & VP Education	E&G Designated Restricted Auxiliary	\$248,227								\$248,227	(J) FY13 incentive payout (\$35,720); FY14 maximum incentive opportunity (\$48,000);and annualized Cell Phone Expenses (\$1,400)
									\$85,120	\$85,120		
			\$70,013							\$70,013	\$0	
			<u>\$318,240</u>	<u>2.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$85,120</u>	<u>\$0</u>	<u>\$403,360</u>	
Elizabeth Protas	VP&Dean, School of Health Prof	E&G Designated Restricted Auxiliary	\$309,060							\$1,400	\$310,460	(J) FY13 incentive payout (\$32,760); FY14 maximum incentive opportunity (\$46,500);and annualized Cell Phone Expenses (\$1,400)
									\$79,260	\$79,260		
										\$0	\$0	
			<u>\$309,060</u>	<u>2.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$80,660</u>	<u>\$0</u>	<u>\$389,720</u>	

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David Marshall	Chief Nursing&Pat Care Svc Off	E&G Designated Restricted Auxiliary	\$253,380							\$216	\$253,596	(J) FY13 incentive payout (\$21,240.20); FY14 maximum incentive opportunity (\$31,000);and annualized Cell Phone Expenses (\$1,200)
			\$55,620						\$53,224	\$108,844		
										\$0		
			\$309,000	2.0%	\$0	\$0	\$0	\$0	\$53,440	\$0	\$362,440	
Ronald McKinley	VP HR & Employee Services	E&G Designated Restricted Auxiliary	\$306,000							\$1,200	\$307,200	(J) FY13 incentive payout (\$21,000); FY14 maximum incentive opportunity (\$31,000);and annualized Cell Phone Expenses (\$1,200)
									\$52,000	\$52,000		
										\$0		
			\$306,000	2.0%	\$0	\$0	\$0	\$0	\$53,200	\$0	\$359,200	
David Anderson <i>*New hire effective 9/1/13 - new position</i>	Vice Provost	E&G Designated Restricted Auxiliary	\$300,000							\$1,200	\$301,200	(J) FY14 maximum incentive opportunity (\$37,500);and annualized Cell Phone Expenses (\$1,200)
									\$37,500	\$37,500		
										\$0		
			\$300,000	0.0%	\$0	\$0	\$0	\$0	\$38,700	\$0	\$338,700	
Rebecca Korenek <i>*New hire effective 4/15/13 - new position</i>	VP, Clinical Contracting Serv	E&G Designated Restricted Auxiliary	\$300,000								\$300,000	(J) FY14 maximum incentive opportunity (\$30,000)
									\$30,000	\$30,000		
										\$0		
			\$300,000	0.0%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$330,000	
Gregory Etzel <i>*Hired 8/12/13 - new position</i>	VP of Legal Affairs	E&G Designated Restricted Auxiliary	\$300,000							\$1,200	\$301,200	(J) FY14 maximum incentive opportunity (\$30,000);and annualized Cell Phone Expenses (\$1,200)
									\$30,000	\$30,000		
										\$0		
			\$300,000	0.0%	\$0	\$0	\$0	\$0	\$31,200	\$0	\$331,200	
Scott Parazynski	Chief Medical Officer - CPMO	E&G Designated Restricted Auxiliary									\$0	(J) Annualized Cell Phone Expenses (\$1,200)
										\$0		
			\$297,556						\$1,200	\$298,756		
			\$297,556	3.0%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$298,756	

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Lauree Thomas	Assoc Dean Admiss&Stdnt Affrs	E&G Designated Restricted Auxiliary	\$291,148						\$1,400 \$43,244	\$292,548 \$43,244 \$0 \$0	(J) FY13 incentive payout (\$21,408); FY14 maximum incentive opportunity (\$21,836);and annualized Cell Phone Expenses (\$1,400)	
			<u>\$291,148</u>	<u>2.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$44,644</u>	<u>\$0</u>	<u>\$335,792</u>	
Sandra Murdock <i>*Separating effective 6/26/14</i>	VP, Health System Operations	E&G Designated Restricted Auxiliary	\$230,010 \$50,490						\$984 \$216	\$230,994 \$50,706 \$0 \$0	(J) Annualized Cell Phone Expenses (\$1,200)	
			<u>\$280,500</u>	<u>2.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$1,200</u>	<u>\$0</u>	<u>\$281,700</u>	
Anna O'Connell <i>*Hire date 7/15/13 - new position</i>	VP, Ambulatory Operations	E&G Designated Restricted Auxiliary	\$225,500 \$49,500						\$27,500	\$225,500 \$77,000 \$0 \$0	(J) FY14 maximum incentive opportunity (\$27,500)	
			<u>\$275,000</u>	<u>0.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$27,500</u>	<u>\$0</u>	<u>\$302,500</u>	
Michael Ainsworth <i>*Promotion effective 9/1/13 - new position</i>	Vice Dean for Academic Aff	E&G Designated Restricted Auxiliary	\$137,500 \$137,500						\$1,400 \$31,874	\$138,900 \$169,374 \$0 \$0	(J) FY13 incentive payout (\$11,249); FY14 maximum incentive opportunity (\$20,625);and annualized Cell Phone Expenses (\$1,400)	
			<u>\$275,000</u>	<u>10.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$33,274</u>	<u>\$0</u>	<u>\$308,274</u>	
Cameron Slocum	VP & Chief Ops Ofcr - Acad Ent	E&G Designated Restricted Auxiliary	\$266,220	2.0%					\$1,400.00 \$36,606.25	\$267,620 \$36,606 \$0 \$0	(J) FY13 incentive payout (\$9,606); FY14 maximum incentive opportunity (\$27,000);and annualized Cell Phone Expenses (\$1,400)	
			<u>\$266,220</u>	<u>2.0%</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$38,006.25</u>	<u>\$0.00</u>	<u>\$304,226</u>	
Stephen Campbell <i>*Hired 12/1/12 - new position</i>	VP, Marketing & Communications	E&G Designated Restricted Auxiliary	\$256,000						\$1,200.00 \$52,112.00	\$257,200 \$52,112 \$0 \$0	(J) FY13 incentive payout (\$26,112); FY14 maximum incentive opportunity (\$26,000);and annualized Cell Phone Expenses (\$1,200)	
			<u>\$256,000</u>	<u>0.0%</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$53,312.00</u>	<u>\$0.00</u>	<u>\$309,312</u>	

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Betsy Clardy	VP, Chief Development Officer	E&G Designated Restricted Auxiliary	\$191,250	2.0%						\$1,200.00		\$192,450	(J) FY13 incentive payout (\$20,090); FY14 maximum incentive opportunity (\$25,500);and annualized Cell Phone Expenses (\$1,200)	
			\$63,750	2.0%						\$45,590.00		\$109,340		
														\$0
			<u>\$255,000</u>	<u>2.0%</u>			<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$46,790.00</u>	<u>\$0.00</u>		<u>\$301,790</u>
Celia Bailey-Ochoa	VP, Budget & Analysis	E&G Designated Restricted Auxiliary	\$250,000							\$1,200		\$251,200	(J) FY13 incentive payout (\$16,450); FY14 maximum incentive opportunity (\$25,000);and annualized Cell Phone Expenses (\$1,200)	
										\$41,450		\$41,450		
														\$0
			<u>\$250,000</u>	<u>6.4%</u>			<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$42,650</u>	<u>\$0</u>		<u>\$292,650</u>
John States	VP, Financial Acctg and Rptg	E&G Designated Restricted Auxiliary	\$250,000							\$1,200		\$251,200	(J) FY13 incentive payout (\$14,100); FY14 maximum incentive opportunity (\$25,000);and annualized Cell Phone Expenses (\$1,200)	
										\$39,100		\$39,100		
														\$0
			<u>\$250,000</u>	<u>6.4%</u>			<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$40,300</u>	<u>\$0</u>		<u>\$290,300</u>
Matthew Furlong	Assoc VP, Fin Plng & Perf Mgmt	E&G Designated Restricted Auxiliary	\$240,000									\$240,000	(J) FY13 incentive payout (\$14,760); FY14 maximum incentive opportunity (\$18,000)	
										\$32,760		\$32,760		
														\$0
			<u>\$240,000</u>	<u>0.0%</u>			<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$32,760</u>	<u>\$0</u>		<u>\$272,760</u>
Katrina Lambrecht	Vice President&Chief of Staff	E&G Designated Restricted Auxiliary	\$234,600							\$1,200		\$235,800	(J) FY13 incentive payout (\$16,100); FY14 maximum incentive opportunity (\$23,500);and annualized Cell Phone Expenses (\$1,200)	
										\$39,600		\$39,600		
														\$0
			<u>\$234,600</u>	<u>2.0%</u>			<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$40,800</u>	<u>\$0</u>		<u>\$275,400</u>

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Tobin Boenig <i>*Promotion effective 5/1/13 - new position</i>	VP & Chief Compliance Officer	E&G Designated Restricted Auxiliary	\$230,010						\$1,400		\$231,410	(J) FY13 incentive payout (\$19,442); FY14 maximum incentive opportunity (\$23,000);and annualized Cell Phone Expenses (\$1,400)	
									\$42,442		\$42,442		
											\$0		\$0
			<u>\$230,010</u>	<u>12.2%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$43,842</u>	<u>\$0</u>	<u>\$273,852</u>		
Annette Macias-Hoag	Assoc VP, Health System Operat	E&G Designated Restricted Auxiliary	\$187,305								\$187,305	(J) FY13 incentive payout (\$12,255); FY14 maximum incentive opportunity (\$17,132)	
			\$41,116						\$29,387		\$70,502		
											\$0		\$0
			<u>\$228,421</u>	<u>20.2%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$29,387</u>	<u>\$0</u>	<u>\$257,808</u>		
Thomas Riley <i>*Hired 10/1/12 - new position</i>	VP, Chief Health Strategies Officer	E&G Designated Restricted Auxiliary	\$184,500						\$1,200		\$185,700	(J) FY13 incentive payout (\$19,594); FY14 maximum incentive opportunity (\$22,500);and annualized Cell Phone Expenses (\$1,200)	
			\$40,500						\$42,094		\$82,594		
											\$0		\$0
			<u>\$225,000</u>	<u>0.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$43,294</u>	<u>\$0</u>	<u>\$268,294</u>		
Suman Smith <i>*Hired 1/7/13 - new position</i>	VP, Revenue Cycle	E&G Designated Restricted Auxiliary	\$225,000								\$225,000	(J) FY13 incentive payout (\$16,264); FY14 maximum incentive opportunity (\$22,500)	
									\$38,765		\$38,765		
											\$0		\$0
			<u>\$225,000</u>	<u>0.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$38,765</u>	<u>\$0</u>	<u>\$263,765</u>		
Todd Leach	VP and Chief Inform Officer	E&G Designated Restricted Auxiliary	\$224,950						\$700		\$225,650	(J) FY13 incentive payout (\$14,250); FY14 maximum incentive opportunity (\$22,250);and annualized Cell Phone Expenses (\$1,400)	
									\$37,450		\$37,450		
											\$0		\$0
			<u>\$224,950</u>	<u>12.5%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$38,150</u>	<u>\$0</u>	<u>\$263,100</u>		

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Judith Rowen	Assoc Dean Educational Affairs	E&G Designated Restricted Auxiliary	\$211,200							\$1,200	\$212,400	(J) FY13 incentive payout (\$3,300); FY14 maximum incentive opportunity (\$16,500);and annualized Cell Phone Expenses (\$1,200)
			\$8,800						\$19,800	\$19,800		
										\$0	\$8,800	
			<u>\$220,000</u>	<u>0.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$21,000</u>	<u>\$0</u>	<u>\$241,000</u>	
Rebecca Saavedra	VP Strategic Management	E&G Designated Restricted Auxiliary	\$219,300							\$1,200	\$220,500	(J) FY13 incentive payout (\$22,000); FY14 maximum incentive opportunity (\$15,050);and annualized Cell Phone Expenses (\$1,200)
									\$37,050	\$37,050		
										\$0	\$0	
			<u>\$219,300</u>	<u>2.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$38,250</u>	<u>\$0</u>	<u>\$257,550</u>	
Carlos Escobar	Assoc VP, Bus Ops & Facilities	E&G Designated Restricted Auxiliary	\$219,100							\$1,200	\$220,300	(J) FY13 incentive payout (\$15,802); FY14 maximum incentive opportunity (\$16,433);and annualized Cell Phone Expenses (\$1,200)
									\$32,235	\$32,235		
										\$0	\$0	
			<u>\$219,100</u>	<u>1.9%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$33,435</u>	<u>\$0</u>	<u>\$252,535</u>	
Ian Barrett	Assoc VP, HR Expert Services	E&G Designated Restricted Auxiliary	\$210,000							\$1,400	\$211,400	(J) FY13 incentive payout (\$14,022); FY14 maximum incentive opportunity (\$15,750);and annualized Cell Phone Expenses (\$1,400)
									\$29,772	\$29,772		
										\$0	\$0	
			<u>\$210,000</u>	<u>5.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$31,172</u>	<u>\$0</u>	<u>\$241,172</u>	
Laura Smith	Asst VP Legislative Affairs	E&G Designated Restricted Auxiliary	\$201,156							\$1,400	\$202,556	(J) FY13 incentive payout (\$14,022); FY14 maximum incentive opportunity (\$15,087);and annualized Cell Phone Expenses (\$1,400)
									\$29,110	\$29,110		
										\$0	\$0	
			<u>\$201,156</u>	<u>1.1%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$30,510</u>	<u>\$0</u>	<u>\$231,666</u>	



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					F Cash Bonuses	G Practice Plan Benefits	H ing Allo wan	I Car Allowance	J Other	K Non-Cash Compensation			
Kimberly Hagara	Assoc VP Audit Services	E&G	\$200,430							\$0	\$200,430	(J) FY13 incentive payout (\$18,422); FY14 maximum incentive opportunity (\$15,032)	
		Designated	\$0							\$33,454	\$33,454		
		Restricted	\$0							\$0	\$0		
		Auxiliary	\$0							\$0	\$0		
			<u>\$200,430</u>	<u>2.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$33,454</u>	<u>\$0</u>	<u>\$233,884</u>		
Toni D'Agostino <i>*Promotion effective 6/1/13 - new position</i>	Assoc VP Research Admin	E&G	\$182,000							\$23,142	\$205,142	(J) FY13 incentive payout (\$6,742); FY14 maximum incentive opportunity (\$15,000);and annualized Cell Phone Expenses (\$1,400)	
		Designated	\$182,000							\$23,142	\$205,142		
		Restricted	\$18,000							\$0	\$18,000		
		Auxiliary	\$0							\$0	\$0		
			<u>\$200,000</u>	<u>20.1%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$23,142</u>	<u>\$0</u>	<u>\$223,142</u>		
Richard Griffith <i>*Hired 7/31/13 - new position</i>	Assoc VP, Development	E&G	\$200,000							\$1,400	\$201,400	(J) FY14 maximum incentive opportunity (\$15,000);and annualized Cell Phone Expenses (\$1,400)	
		Designated	\$200,000							\$15,000	\$215,000		
		Restricted	\$0							\$0	\$0		
		Auxiliary	\$0							\$0	\$0		
			<u>\$200,000</u>	<u>0.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$16,400</u>	<u>\$0</u>	<u>\$216,400</u>		
Debra Conley	Assoc VP, HR & Emp Relations	E&G	\$195,000							\$1,200	\$196,200	(J) FY13 incentive payout (\$10,176); FY14 maximum incentive opportunity (\$14,625);and annualized Cell Phone Expenses (\$1,200)	
		Designated	\$195,000							\$24,801	\$219,801		
		Restricted	\$0							\$0	\$0		
		Auxiliary	\$0							\$0	\$0		
			<u>\$195,000</u>	<u>5.4%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$26,001</u>	<u>\$0</u>	<u>\$221,001</u>		
Jennifer Dudley	Assoc VP, Development	E&G	\$186,587							\$1,200	\$187,787	(J) FY13 incentive payout (\$12,741); FY14 maximum incentive opportunity (\$13,994);and annualized Cell Phone Expenses (\$1,200)	
		Designated	\$186,587							\$26,735	\$213,322		
		Restricted	\$0							\$0	\$0		
		Auxiliary	\$0							\$0	\$0		
			<u>\$186,587</u>	<u>2.5%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$27,935</u>	<u>\$0</u>	<u>\$214,522</u>		

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Laurence Laughlin	Asst VP, Patient Finance	E&G Designated Restricted Auxiliary	\$185,900						\$1,400 \$26,318	\$187,300 \$26,318 \$0 \$0	(J) FY13 incentive payout (\$12,375);FY14 maximum incentive opportunity (\$13,943);and annualized Cell Phone Expenses (\$1,400)	
			<u>\$185,900</u>	<u>12.7%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$27,718</u>	<u>\$0</u>	<u>\$213,618</u>	
James Martin	Assoc VP University Stdnt Svcs	E&G Designated Restricted Auxiliary	\$185,000						\$1,400 \$24,075	\$1,400 \$24,075 \$185,000 \$0	(J) FY13 incentive payout (\$10,200); FY14 maximum incentive opportunity (\$13,875);and annualized Cell Phone Expenses (\$1,400)	
			<u>\$185,000</u>	<u>15.6%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$25,475</u>	<u>\$0</u>	<u>\$210,475</u>	
Barney Stults	Asst VP HR Serv & Process Impr	E&G Designated Restricted Auxiliary	\$182,500						\$1,200 \$24,844	\$183,700 \$24,844 \$0 \$0	(J) FY13 incentive payout (\$11,156); FY14 maximum incentive opportunity (\$13,688);and annualized Cell Phone Expenses (\$1,200)	
			<u>\$182,500</u>	<u>4.3%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$26,044</u>	<u>\$0</u>	<u>\$208,544</u>	
David Ketchens	AssocVP, Property Services	E&G Designated Restricted Auxiliary	\$178,300						\$1,200 \$26,498	\$179,500 \$26,498 \$0 \$0	(J) FY13 incentive payout (\$13,125); FY14 maximum incentive opportunity (\$13,373);and annualized Cell Phone Expenses (\$1,200)	
			<u>\$178,300</u>	<u>1.9%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$27,698</u>	<u>\$0</u>	<u>\$205,998</u>	
Brad Willbanks	AVP, Institutional Compliance <i>*Promotion effective 6/1/13 - new position</i>	E&G Designated Restricted Auxiliary	\$177,760						\$1,200 \$25,332	\$178,960 \$25,332 \$0 \$0	(J) FY13 incentive payout (\$12,000); FY14 maximum incentive opportunity (\$13,332);and annualized Cell Phone Expenses (\$1,200)	
			<u>\$177,760</u>	<u>11.1%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$26,532</u>	<u>\$0</u>	<u>\$204,292</u>	

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					F Cash Bonuses	G Practice Plan Benefits	H ing Allo wan	I Car Allowance	J Other	K Non-Cash Compensation		
Scott Hermstein	Assoc VP, Clin Bus Developmt	E&G Designated Restricted Auxiliary	\$35,061									(J) FY13 incentive payout (\$9,621); FY14 maximum incentive opportunity (\$13,148);and annualized Cell Phone Expenses (\$1,200)
			\$140,246				\$23,969		\$35,061			
									\$0			
			\$175,307	2.5%	\$0	\$0	\$0	\$0	\$23,969	\$0	\$199,276	
Clifford Houston	Assoc VP Educational Research	E&G Designated Restricted Auxiliary	\$141,466									(J) FY13 incentive payout (\$8,384); FY14 maximum incentive opportunity (\$13,099);and annualized Cell Phone Expenses (\$1,400)
			\$13,972				\$22,883		\$141,466			
			\$19,211						\$36,855			
			\$174,649	1.6%	\$0	\$0	\$0	\$0	\$22,883	\$0	\$197,532	
Casey Peterson	Assoc VP, Clinic Operations	E&G Designated Restricted Auxiliary	\$174,191									(J) FY13 incentive payout (\$11,360); FY14 maximum incentive opportunity (\$13,064);and annualized Cell Phone Expenses (\$1,200)
							\$1,200		\$175,391			
							\$24,425		\$24,425			
			\$174,191	4.0%	\$0	\$0	\$0	\$0	\$25,625	\$0	\$199,815	
Dixie Mullins	Asst VP AlumRel Giving Univ Ev	E&G Designated Restricted Auxiliary	\$153,635									(J) FY13 incentive payout (\$12,444); FY14 maximum incentive opportunity (\$12,947);and annualized Cell Phone Expenses (\$1,400)
			\$18,989				\$1,400		\$155,035			
							\$25,391		\$44,380			
			\$172,624	2.6%	\$0	\$0	\$0	\$0	\$26,791	\$0	\$199,415	
Bonnie Benkula <i>*Separating effective 12/20/13</i>	Assoc VP, Ambulatory Care - VL	E&G Designated Restricted Auxiliary	\$172,508									(J) Annualized Cell Phone Expenses (\$1,400)
							\$1,400		\$173,908			
									\$0			
			\$172,508	3.0%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$173,908	

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					F Cash Bonuses	G Practice Plan Benefits	H ing Allo wan	I Car Allowance	J Other	K Non-Cash Compensation		
Emily Blomberg	Assoc VP, Health System Operat	E&G Designated Restricted Auxiliary	\$139,679							\$984	\$140,663	(J) FY13 incentive payout (\$8,121); FY14 maximum incentive opportunity (\$12,776);and annualized Cell Phone Expenses (\$1,200)
			\$30,661					\$21,113	\$51,774			
									\$0	\$0		
			<u>\$170,340</u>	<u>29.8%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$22,097</u>	<u>\$0</u>	<u>\$192,437</u>	
Stanley Ledbetter	Asst VP, Development Services	E&G Designated Restricted Auxiliary	\$166,692							\$1,200	\$167,892	(J) FY13 incentive payout (\$9,794); FY14 maximum incentive opportunity (\$12,502);and annualized Cell Phone Expenses (\$1,200)
								\$22,296	\$22,296			
									\$0	\$0		
			<u>\$166,692</u>	<u>2.6%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$23,496</u>	<u>\$0</u>	<u>\$190,188</u>	
Anthony Williams	Assoc VP, Inpatient CMC	E&G Designated Restricted Auxiliary	\$166,400							\$25,023	\$191,423	(J) FY13 incentive payout (\$11,143); FY14 maximum incentive opportunity (\$12,480);and annualized Cell Phone Expenses (\$1,400)
									\$0	\$0		
									\$0	\$0		
			<u>\$166,400</u>	<u>12.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$25,023</u>	<u>\$0</u>	<u>\$191,423</u>	
Stephen Smock	Assoc VP, Outpatient CMC	E&G Designated Restricted Auxiliary	\$166,400							\$25,023	\$191,423	(J) FY13 incentive payout (\$11,143); FY14 maximum incentive opportunity (\$12,480);and annualized Cell Phone Expenses (\$1,400)
									\$0	\$0		
									\$0	\$0		
			<u>\$166,400</u>	<u>12.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$25,023</u>	<u>\$0</u>	<u>\$191,423</u>	
Patricia Ciejka <i>*Promotion effective 9/1/13</i>	Assoc VP Library Svc & AcadRes	E&G Designated Restricted Auxiliary	\$164,626							\$1,200	\$165,826	(J) FY13 incentive payout (\$13,205); FY14 maximum incentive opportunity (\$12,347);and annualized Cell Phone Expenses (\$1,200)
								\$25,552	\$25,552			
									\$0	\$0		
			<u>\$164,626</u>	<u>12.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$26,752</u>	<u>\$0</u>	<u>\$191,378</u>	

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					F Cash Bonuses	G Practice Plan Benefits	H ing Allo wan	I Car Allowance	J Other	K Non-Cash Compensation		
Bryan Schneider	Assoc VP, TDCJ Hosp & Clncs	E&G Designated Restricted Auxiliary	\$161,200						\$23,226		\$184,426	(J) FY13 incentive payout (\$9,736.20); FY14 maximum incentive opportunity (\$12,090);and annualized Cell Phone Expenses (\$1,400)
			\$161,200	12.0%	\$0	\$0	\$0	\$0	\$23,226	\$0	\$184,426	
James Victor	Asst VP Facilities Desgn&Const	E&G Designated Restricted Auxiliary	\$163,000						\$1,200 \$23,226		\$164,200 \$23,226	(J) FY13 incentive payout (\$9,600); FY14 maximum incentive opportunity (\$12,225);and annualized Cell Phone Expenses (\$1,200)
			\$163,000	2.0%	\$0	\$0	\$0	\$0	\$24,426	\$0	\$187,426	
Douglas Matthews	Asst VP, Government Relations	E&G Designated Restricted Auxiliary	\$155,000						\$1,400 \$22,200		\$156,400 \$22,200	(J) FY13 incentive payout (\$10,575); FY14 maximum incentive opportunity (\$11,625);and annualized Cell Phone Expenses (\$1,400)
			\$155,000	3.3%	\$0	\$0	\$0	\$0	\$23,600	\$0	\$178,600	
Kim McKay	Asst VP, Facilities Port Mgmt	E&G Designated Restricted Auxiliary	\$153,600						\$1,400 \$22,770		\$155,000 \$22,770	(J) FY13 incentive payout (\$11,250); FY14 maximum incentive opportunity (\$11,520);and annualized Cell Phone Expenses (\$1,400)
			\$153,600	2.4%	\$0	\$0	\$0	\$0	\$24,170	\$0	\$177,770	
Marcel Blanchard	Asst VP, Utility Operations	E&G Designated Restricted Auxiliary	\$30,720 \$122,880						\$21,920		\$30,720 \$144,800	(J) FY13 incentive payout (\$9,000); FY14 maximum incentive opportunity (\$11,520);and annualized Cell Phone Expenses (\$1,400)
			\$153,600	2.4%	\$0	\$0	\$0	\$0	\$21,920	\$0	\$175,520	

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					F Cash Bonuses	G Practice Plan Benefits	H ing Allo wan	I Car Allowance	J Other	K Non-Cash Compensation			
Steven LeBlanc	Asst VP, Facilities Risk Mgmt	E&G Designated Restricted Auxiliary  150000	\$153,600						\$1,400	\$22,770	\$155,000	(J) FY13 incentive payout (\$11,250); FY14 maximum incentive opportunity (\$11,520);and annualized Cell Phone Expenses (\$1,400)	
									\$0	\$0	\$0		\$0
			<u>\$153,600</u>	<u>2.4%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$24,170</u>	<u>\$0</u>	<u>\$177,770</u>		
Beverly Dowling <i>*Separating effective 12/20/13</i>	Asst VP, Community Health Netw	E&G Designated Restricted Auxiliary	\$153,000						\$1,400		\$154,400	(J) Annualized Cell Phone Expenses (\$1,400)	
									\$0	\$0	\$0		
			<u>\$153,000</u>	<u>2.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$1,400</u>	<u>\$0</u>	<u>\$154,400</u>		
Steven Shelton	Asst VP Comm Outreach Prgms	E&G Designated Restricted Auxiliary	\$122,968						\$1,400		\$124,368	(J) Annualized Cell Phone Expenses (\$1,400)	
			\$23,422						\$0	\$23,422	\$0		
			<u>\$146,390</u>	<u>0.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$1,400</u>	<u>\$0</u>	<u>\$147,790</u>		
Craig Kovacevich	Assoc VP,Waiver Operations	E&G Designated Restricted Auxiliary  140000	\$135,660								\$135,660	(J) FY13 incentive payout (\$13,650); FY14 maximum incentive opportunity (\$10,710);and annualized Cell Phone Expenses (\$1,200)	
			\$7,140						\$25,560		\$32,700		\$0
			<u>\$142,800</u>	<u>2.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$25,560</u>	<u>\$0</u>	<u>\$168,360</u>		
John McKee	Assoc VP, Instnl Effectiveness	E&G Designated Restricted Auxiliary	\$133,076								\$133,076	(J) FY13 incentive payout (\$10,200); FY14 maximum incentive opportunity (\$10,506)	
			\$7,004						\$20,706		\$20,706		\$7,004
			<u>\$140,080</u>	<u>3.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$20,706</u>	<u>\$0</u>	<u>\$160,786</u>		
Dorian Coppenhaver	Sr Assoc Dean Student Aff GSBS	E&G Designated Restricted Auxiliary	\$134,828						\$1,400		\$136,228	(J) FY13 incentive payout (\$4,464); FY14 maximum incentive opportunity (\$10,112);and annualized Cell Phone Expenses (\$1,400)	
									\$14,576		\$14,576		\$0
			<u>\$134,828</u>	<u>2.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$15,976</u>	<u>\$0</u>	<u>\$150,804</u>		

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					F Cash Bonuses	G Practice Plan Benefits	H ing Allo wan	I Car Allowance	J Other	K Non-Cash Compensation			
Henry Cavazos	Assoc Dean Academic Affairs	E&G Designated Restricted Auxiliary	\$118,205							\$1,200 \$12,342	\$119,405 \$12,342 \$0 \$0	(J) FY13 incentive payout (\$3,477); FY14 maximum incentive opportunity (\$8,865);and annualized Cell Phone Expenses (\$1,200)	
			<u>\$118,205</u>	<u>2.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$13,542</u>	<u>\$0</u>	<u>\$131,747</u>		
Lawrence Krcma	Assoc VP, University Events	E&G Designated Restricted Auxiliary	\$117,300							\$1,400 \$17,423	\$118,700 \$17,423 \$0 \$0	(J) FY13 incentive payout (\$8,625); FY14 maximum incentive opportunity (\$8,798);and annualized Cell Phone Expenses (\$1,400)	
			<u>\$117,300</u>	<u>2.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$18,823</u>	<u>\$0</u>	<u>\$136,123</u>		
Mary Havard <i>*Salary decreased when VP of Marketing &amp; Communciations was hired eff 12/1/12 due to temporary increase ceasing.</i>	Assoc VP, Public Affairs	E&G Designated Restricted Auxiliary	\$111,999							\$1,200 \$15,181	\$113,199 \$15,181 \$0 \$0	(J) FY13 incentive payout (\$6,781); FY14 maximum incentive opportunity (\$8,400);and annualized Cell Phone Expenses (\$1,200)	
			<u>\$111,999</u>	<u>-7.1%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$16,381</u>	<u>\$0</u>	<u>\$128,380</u>		
Jeffrey Rabek	Asst Dean Stdnt Affrs& Admsns	E&G Designated Restricted Auxiliary	\$102,609 \$3,173							\$1,400 \$15,636	\$104,009 \$18,810 \$0 \$0	(J) FY13 incentive payout (\$7,703); FY14 maximum incentive opportunity (\$7,934);and annualized Cell Phone Expenses (\$1,400)	
			<u>\$105,783</u>	<u>3.0%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$17,036</u>	<u>\$0</u>	<u>\$122,819</u>		