

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 FY2015**

Institution Code: 745

Institution Name: The University of Texas Health Science Center at San Antonio

A Name	B Position	C Funding Source	D Salary (09.01.2014)	E Percentage Salary Increase Over FY 2014	Nonsalary Benefits FY 2015						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			
Clark, Robert A.	Assistant Vice President for Clinical Research	General Revenue	\$138,248	40.97%							\$138,248	Appointed 70% to this position. Faculty rate is \$195,930 @ 30% + \$64,000 Augmentation.	
		Designated	\$67,626	-22.34%							\$67,626		
		Restricted	\$93,734	4.80%							\$93,734		
			<u>\$299,608</u>	<u>9.11%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$299,608</u>		
Hepburn, Byron C.	Associate Vice President for the Military Health Institute and Assistant Dean for Military Health	General Revenue	\$265,500	0.00%							\$265,500	Appointed to this position effective 10/1/2014.	
		Designated	\$29,500	0.00%							\$29,500		
			<u>\$295,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$295,000</u>		
			<u>\$295,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$295,000</u>			
Shelledy, David	Dean, School of Health Professions	General Revenue	\$295,000	0.00%							\$295,000	Appointed to this position effective 7/1/2014.	
			<u>\$295,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$295,000</u>		
			<u>\$295,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$295,000</u>		
			<u>\$295,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$295,000</u>			
Collier, Yemen	Vice President and Chief Information Officer	General Revenue	\$285,000	0.00%							\$285,000		
			<u>\$285,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$285,000</u>		
			<u>\$285,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$285,000</u>		
			<u>\$285,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$285,000</u>			
Diaz, Armando	Vice President for Governmental Relations	General Revenue	\$257,600	12.00%							\$257,600		
		Designated	\$22,400	12.00%							\$22,400		
			<u>\$280,000</u>	<u>12.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$280,000</u>		
			<u>\$280,000</u>	<u>12.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$280,000</u>			
Marshall Jr., William G.	Chief Operating Officer for the South Texas School of Medicine	General Revenue	\$275,000	0.00%							\$275,000	Appointed to this position effective 8/25/2014.	
			<u>\$275,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$275,000</u>		
			<u>\$275,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$275,000</u>		
			<u>\$275,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$275,000</u>			
Hernandez, Gabriel	Senior Associate Dean for Finance, School of Medicine	General Revenue	\$40,545	249.07%							\$40,545		
		Designated	\$229,755	4.11%							\$229,755		
			<u>\$270,300</u>	<u>16.36%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$270,300</u>		
			<u>\$270,300</u>	<u>16.36%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$270,300</u>			
Vela, Leonel	Regional Dean, Regional Academic Health Center	General Revenue	\$270,071	1.50%							\$270,071		
			<u>\$270,071</u>	<u>1.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$270,071</u>		
			<u>\$270,071</u>	<u>1.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$270,071</u>		
			<u>\$270,071</u>	<u>1.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$270,071</u>			
Esterl, Robert	Associate Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$268,358	53.00%							\$268,358	Appointed to this position @ 90%. Prior year appointment to this position was 60%. Faculty rate is \$292,328 at 10%.	
			<u>\$268,358</u>	<u>53.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$268,358</u>		
			<u>\$268,358</u>	<u>53.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$268,358</u>		
			<u>\$268,358</u>	<u>53.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$268,358</u>			
Tesh, J. Michael	Vice President for Human Resources	General Revenue	\$262,000	9.17%							\$262,000		
			<u>\$262,000</u>	<u>9.17%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$262,000</u>		
			<u>\$262,000</u>	<u>9.17%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$262,000</u>		
			<u>\$262,000</u>	<u>9.17%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$262,000</u>			
Kazen, James D.	Executive Vice President for Facility Planning and Operations	General Revenue	\$260,000	6.12%							\$260,000		
			<u>\$260,000</u>	<u>6.12%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$260,000</u>		
			<u>\$260,000</u>	<u>6.12%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$260,000</u>		
			<u>\$260,000</u>	<u>6.12%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$260,000</u>			
Mok, Jacqueline L.	Vice President for Academic, Faculty and Student Affairs	General Revenue	\$250,000	0.00%							\$250,000	Hired on 9/1/2014.	
		Designated	\$0	0.00%					\$10,000		\$10,000		Other reflects a one time SRA in the amount of \$10,000.
			<u>\$250,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$10,000</u>	<u>\$0</u>	<u>\$260,000</u>		
	<u>\$250,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$10,000</u>	<u>\$0</u>	<u>\$260,000</u>				
			<u>\$250,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$10,000</u>	<u>\$0</u>	<u>\$260,000</u>			
Flowers, Dale	Chief Admin Officer, Healthcare, UT Medicine	Designated	\$259,339	3.00%							\$259,339		
			<u>\$259,339</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$259,339</u>		
			<u>\$259,339</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$259,339</u>		
			<u>\$259,339</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$259,339</u>			

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Shireman, Paula K.	Vice Dean for Research, School of Medicine	General Revenue	\$71,718	100.00%							\$71,718	Appointed 31.25% to this position @ \$346,800 + \$77,087 Augmentation. HSC Faculty rate is \$340,000 @ 31.25%; VA Rate is \$287,435 @ 37.5%.
		Designated	\$77,087	-47.70%							\$77,087	
		Restricted	\$36,657	2.00%							\$36,657	
			\$185,462	1.16%	\$0	\$0	\$0	\$0	\$0	\$0	\$185,462	
Long, Gerard E.	Assistant Vice President for Business Affairs	General Revenue	\$185,047	6.00%							\$185,047	
			\$185,047	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$185,047	
D'Anna, Angela	Chief Audit Executive for Internal Audit & Consulting Services	General Revenue	\$180,000	0.00%							\$180,000	Appointed to this position effective 7/1/2014.
			\$180,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,000	
Valdez, Adela S.	Regional Assistant Dean, Medical Education, Regional Academic Health Center	General Revenue	\$178,500	2.00%							\$178,500	
			\$178,500	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$178,500	
Jones, David J.	Sr. Associate Dean for Admissions, School of Medicine and Exec. Director, Health Professions Outreach Programs	General Revenue	\$164,542	2.00%							\$164,542	Appointed 85% to this position. Faculty rate is \$133,668 @ 15%.
		Restricted	\$10,284	2.00%							\$10,284	
			\$174,826	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$174,826	
Nijland, Mark J.	Assistant Vice President for Research	General Revenue	\$50,883	-0.07%							\$50,883	Appointed to this position at 95%. Prior year appointment to this position was 80%. Faculty rate is \$129,000 @ 5%.
		Designated	\$118,727	55.45%							\$118,727	
			\$169,610	33.24%	\$0	\$0	\$0	\$0	\$0	\$0	\$169,610	
Novak, Julie	Vice Dean for Practice and Engagement, School of Nursing	Designated	\$74,369	18.03%							\$74,369	Appointed 75% to this position. Faculty rate is \$223,600 @ 25%.
		Restricted	\$15,831	23.55%							\$15,831	
		Auxiliary	\$77,500	-7.25%							\$77,500	
			\$167,700	5.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$167,700	
McDowelle, Dana	Assistant Dean for Student Diversity and Professionalism, School of Medicine	General Revenue	\$159,908	3.00%							\$159,908	
			\$159,908	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$159,908	
Olsson, Susan Kaye	Assistant Vice President for Academic Assessment and Effectiveness	General Revenue	\$156,045	1.00%							\$156,045	
			\$156,045	1.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$156,045	
Guest, Gary	Associate Dean, Dental Clinic and Associate Dean for Patient Care, School of Dentistry	General Revenue	\$153,871	41.22%							\$153,871	Appointed to this position 90%. Faculty rate is \$111,290 @ 10% + \$10,000 Augmentation. Promoted from Interim to Associate Dean for Patient Care effective 6/1/2014.
			\$153,871	41.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$153,871	
Maatsch, Darrell G.	Assistant Vice President for Strategic Initiatives	General Revenue	\$153,433	2.40%							\$153,433	
			\$153,433	2.40%	\$0	\$0	\$0	\$0	\$0	\$0	\$153,433	
Charlton, Michael A.	Assistant Vice President for Risk Management and Safety	General Revenue	\$139,885	2.00%							\$139,885	
		Designated	\$9,254	2.00%							\$9,254	
		Service	\$3,059	1.99%							\$3,059	
			\$152,198	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$152,198	

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Segura, Adriana	Associate Dean for Student Affairs, School of Dentistry	General Revenue	\$121,680	0.00%							\$121,680	Appointed 90% to this position. Faculty rate is \$133,250 @ 10%.
			\$121,680	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$121,680	
Glass, Birgit Junfin	Associate Dean for Academic Affairs, School of Dentistry	General Revenue	\$120,102	0.00%							\$120,102	Appointed 90% to this position. Faculty rate is \$106,059 @ 10%.
			\$120,102	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,102	
Henzi, David L.	Assistant Dean for Academic and Student Affairs, School of Health Professions	General Revenue	\$117,810	12.20%							\$117,810	Appointed to this position effective 2/10/2014.
			\$117,810	12.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,810	
Braden, Carrie Jo	Associate Dean for Research, School of Nursing	General Revenue	\$74,011	-0.08%							\$74,011	Appointed to this position 75%. Faculty rate is \$155,159 @ 25%.
		Restricted	\$42,358	37.76%							\$42,358	
			\$116,369	11.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$116,369	
Keene, Gladys C.	Regional Dean, Laredo Campus	General Revenue	\$115,932	3.00%							\$115,932	Appointed 70% to the HSC.
			\$115,932	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,932	
Williams, Janet F.	Associate Dean for Faculty, School of Medicine	General Revenue	\$114,750	-36.25%							\$114,750	Appointed 50% to this position. Prior year appointment to this position was 80%. Faculty rate is \$180,000 @ 50% plus \$13,500 augmentation.
			\$114,750	-36.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$114,750	
Sanchez, Melba M.	Regional Assistant Dean, Administration and Finance	General Revenue	\$114,240	2.00%							\$114,240	
			\$114,240	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$114,240	
Jackson, Carlayne	Assistant Dean for Ambulatory Services, School of Medicine	Designated	\$112,275	0.00%							\$112,275	Appointed to this position 45%. Faculty rate is \$200,000 @ 55%.
			\$112,275	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$112,275	
Decker, Ilene	Associate Dean for Academic Affairs, School of Nursing	General Revenue	\$102,326	0.03%							\$102,326	Appointed to this position 75%. Faculty rate is \$149,600 @ 25%.
		Restricted	\$9,874	100.00%							\$9,874	
			\$112,200	9.68%	\$0	\$0	\$0	\$0	\$0	\$0	\$112,200	
Byrd, David	Associate Dean for Admissions & Student Services, School of Nursing	General Revenue	\$110,000	0.00%							\$110,000	Appointed to this position effective 5/1/2014.
			\$110,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$110,000	
Leos, Lydia	Assistant Dean for Administration and Finance, School of Dentistry	General Revenue	\$103,620	5.00%							\$103,620	
			\$103,620	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$103,620	
Peel, Jennifer	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue	\$16,065	100.00%							\$16,065	Appointed 95% to this position. Faculty rate is \$105,000 at 5%.
		Designated	\$85,680	0.00%							\$85,680	
			\$101,745	18.75%	\$0	\$0	\$0	\$0	\$0	\$0	\$101,745	
Hendricson, William D.	Assistant Dean for Educational and Faculty Development, School of Dentistry	General Revenue	\$63,600	100.00%							\$63,600	Appointed to the HSC 90%.
		Designated	\$21,200	100.00%							\$21,200	
		Restricted	\$10,600	-66.67%							\$10,600	
			\$95,400	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$95,400	
Hanson, Joshua	Assistant Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$87,500	0.00%							\$87,500	Appointed 40% to this position effective 5/1/2014. Faculty rate is \$175,000 @ 10%; VA rate is \$212,500 @ 50%.
			\$87,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$87,500	

