

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2020**

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

A Name	B Position	C Funding Source	D Salary (09.01.2019)	E Percentage Salary Increase Over FY 2019	F G H I J K Nonsalary Benefits FY 2020						L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Henrich, William	President	General Revenue Designated	\$65,945	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	Incentive compensation (\$139,633). Deferred Compensation (\$200,000).
			\$612,626	-3.10%	\$0	\$188,015	\$0	\$0	\$339,633	\$0	\$1,140,274	
	Restricted	\$54,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,500		
	<u>\$733,071</u>	<u>5.00%</u>	<u>\$0</u>	<u>\$188,015</u>	<u>\$0</u>	<u>\$0</u>	<u>\$339,633</u>	<u>\$0</u>	<u>\$1,260,719</u>			
Black, Michael Edward	Senior Executive Vice President and Chief Operating Officer	General Revenue Designated	\$345,180	0.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$345,180	Incentive compensation (\$185,625) Final deferred compensation of \$75,000 was paid on 01/01/18 and rolled into base salary effective 01/01/19. Michael Black retired from the institution effective 09/30/19. Andrea Marks assumed the role effective 10/01/19 at an annual rate of \$600,000 with deferred compensation of \$100,000 and incentives estimated at \$135,000.
			\$479,820	18.52%	\$0	\$0	\$0	\$0	\$185,625	\$0	\$665,445	
	<u>\$825,000</u>	<u>10.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$185,625</u>	<u>\$0</u>	<u>\$1,010,625</u>			
Hromas, Robert Alan	Dean, School of Medicine	General Revenue Designated	\$619,496	2.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$619,496	Incentive compensation based on FY20 actual (\$126,225). Deferred Compensation (\$100,000).
			\$0	0.00%	\$0	\$0	\$0	\$0	\$226,225	\$0	\$226,225	
	Restricted	\$75,552	2.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$75,552		
	<u>\$695,048</u>	<u>2.97%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$226,225</u>	<u>\$0</u>	<u>\$921,273</u>			
Rosende, Carlos A.	Executive Vice Dean for Clinical Affairs, School of Medicine	Designated	\$509,500	0.00%	\$0	\$0	\$0	\$0	\$47,612	\$0	\$557,112	Incentive compensation based on FY19 actual (\$47,612). A portion of the incentive may be associated with faculty effort. Also has a 16.25% faculty appointment.
			\$509,500	0.00%	\$0	\$0	\$0	\$0	\$47,612	\$0	\$557,112	
			<u>\$509,500</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$47,612</u>	<u>\$0</u>	<u>\$557,112</u>	
Loomer, Peter M.	Dean, School of Dentistry	General Revenue Designated	\$390,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$390,000	Incentive compensation (\$44,363) prorated for 7 months. Effective 02/01/19 Dr. Loomer was appointed to this position.
			\$0	0.00%	\$0	\$0	\$0	\$0	\$44,363	\$0	\$44,363	
			<u>\$390,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$44,363</u>	<u>\$0</u>	<u>\$434,363</u>	
Breslin, Eileen T.	Dean, School of Nursing	General Revenue Designated	\$328,693	7.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$328,693	Incentive compensation (\$74,120)
			\$0	0.00%	\$0	\$0	\$0	\$0	\$74,120	\$0	\$74,120	
	Restricted	\$35,107	7.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$35,107		
	<u>\$363,800</u>	<u>7.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$74,120</u>	<u>\$0</u>	<u>\$437,920</u>			
Giuffrida, Andrea	Vice President for Research	General Revenue Designated	\$247,053	228.35%	\$0	\$0	\$0	\$0	\$0	\$0	\$247,053	Incentive compensation (\$79,875). A portion of the incentive may be associated with faculty effort. Also has a 20% faculty appointment.
			\$92,947	-62.03%	\$0	\$0	\$0	\$0	\$79,875	\$0	\$172,822	
	Restricted	\$15,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$15,000		
	<u>\$355,000</u>	<u>5.97%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$79,875</u>	<u>\$0</u>	<u>\$434,875</u>			

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Marks, Andrea M.	Vice President and Chief Financial Officer	General Revenue	\$355,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$355,000	Incentive compensation (\$79,875) Effective 10/01/19 Ms. Marks assumed the role of Senior Executive Vice President and Chief Operating Officer at an annual rate of \$600,000 with deferred compensation of \$100,000 and incentives estimated at \$135,000.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$79,875	\$0	\$79,875	
			\$355,000	0.00%	\$0	\$0	\$0	\$0	\$79,875	\$0	\$434,875	
Weiss, David S.	Dean, Graduate School of Biomedical Sciences	General Revenue	\$266,001	4.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$266,001	Incentive compensation (\$54,750)
		Designated	\$95,001	4.11%	\$0	\$0	\$0	\$0	\$54,750	\$0	\$149,751	
		Restricted	\$19,000	4.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$19,000	
			\$380,002	4.11%	\$0	\$0	\$0	\$0	\$54,750	\$0	\$434,752	
Collier, Yemen	Vice President and Chief Information Officer	General Revenue	\$345,050	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$345,050	Incentive compensation (\$75,375)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$75,375	\$0	\$75,375	
			\$345,050	3.00%	\$0	\$0	\$0	\$0	\$75,375	\$0	\$420,425	
Tawney, Amy	Vice President and Chief Human Resources Officer	General Revenue	\$339,250	15.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$339,250	Incentive compensation (\$66,375)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$66,375	\$0	\$66,375	
			\$339,250	15.00%	\$0	\$0	\$0	\$0	\$66,375	\$0	\$405,625	
Morrill, Deborah H.	Vice President for Institutional Advancement	General Revenue	\$282,767	8.34%	\$0	\$0	\$0	\$0	\$0	\$0	\$282,767	Incentive compensation (\$67,500)
		Designated	\$42,253	8.34%	\$0	\$0	\$0	\$0	\$67,500	\$0	\$109,753	
			\$325,020	8.34%	\$0	\$0	\$0	\$0	\$67,500	\$0	\$392,520	
Eddins-Folensbee, Florence	Vice Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$365,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$365,000	
			\$365,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$365,000	
Hepburn, Byron C.	Associate Vice President for the Military Health Institute and Assistant Dean for Military Health	General Revenue	\$265,018	9.29%	\$0	\$0	\$0	\$0	\$0	\$0	\$265,018	Incentive compensation (\$60,475)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$60,475	\$0	\$60,475	
		Restricted	\$38,832	-26.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$38,832	
			\$303,850	3.00%	\$0	\$0	\$0	\$0	\$60,475	\$0	\$364,325	
Kazen, James D.	Executive Vice President for Facility Planning and Operations	General Revenue	\$293,550	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$293,550	Incentive compensation (\$64,125)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$64,125	\$0	\$64,125	
			\$293,550	3.00%	\$0	\$0	\$0	\$0	\$64,125	\$0	\$357,675	

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Diaz, Armando	Vice President for Governmental Relations	General Revenue	\$295,008	5.36%	\$0	\$0	\$0	\$0	\$0	\$0	\$295,008	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$56,000	\$0	\$56,000	Incentive compensation (\$56,000)
			<u>\$295,008</u>	<u>5.36%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$56,000</u>	<u>\$0</u>	<u>\$351,008</u>
Shelledy, David	Dean, School of Health Professions	General Revenue	\$309,646	6.78%	\$0	\$0	\$0	\$0	\$0	\$0	\$309,646	
		Designated	\$5,355	6.78%	\$0	\$0	\$0	\$0	\$33,335	\$0	\$38,690	Incentive compensation (\$33,335)
			<u>\$315,001</u>	<u>6.78%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$33,335</u>	<u>\$0</u>	<u>\$348,336</u>	
Adkins, Heather	Vice President and Chief Marketing and Communications Officer	General Revenue	\$286,000	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$286,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$58,500	\$0	\$58,500	Incentive compensation (\$58,500)
			<u>\$286,000</u>	<u>10.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$58,500</u>	<u>\$0</u>	<u>\$344,500</u>	
Mok, Jacqueline L.	Vice President for Academic, Faculty and Student Affairs	General Revenue	\$285,000	14.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$285,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$56,250	\$0	\$56,250	Incentive compensation (\$56,250)
			<u>\$285,000</u>	<u>14.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$56,250</u>	<u>\$0</u>	<u>\$341,250</u>	
Potter, Jennifer	Vice Dean for Research and Student Programs, School of Medicine	General Revenue	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated										Incentive compensation based on FY19 actual (\$1,449). A portion of the incentive may be associated with faculty effort.
			<u>\$339,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$1,449</u>	<u>\$0</u>	<u>\$340,449</u>	Also has a 20% faculty appointment.
Clark, Robert A.	Assistant Vice President for Clinical Research	General Revenue	\$13,512	-54.91%	\$0	\$0	\$0	\$0	\$0	\$0	\$13,512	
		Designated										Incentive compensation based on FY19 actual (\$1,000). A portion of the incentive may be associated with faculty effort.
		Restricted	\$216,194	17.21%	\$0	\$0	\$0	\$0	\$1,000	\$0	\$217,194	
	<u>\$95,328</u>	<u>-9.91%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$95,328</u>	Also has a 30% faculty appointment.	
	<u>\$325,034</u>	<u>1.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$1,000</u>	<u>\$0</u>	<u>\$326,034</u>			
Esterl, Robert	Associate Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$314,874	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$314,874	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$5,000	\$0	\$5,000	Incentive compensation based on FY19 actual (\$5,000).
			<u>\$314,874</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$5,000</u>	<u>\$0</u>	<u>\$319,874</u>	

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Hernandez, Gabriel	Vice Dean for Finance, School of Medicine	General Revenue	\$319,725	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$319,725	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$319,725</u>	<u>1.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$319,725</u>
Lee, Kenyatta Y.	Chief Quality Officer	Designated	\$286,910	1.37%	\$0	\$0	\$0	\$0	\$31,000	\$0	\$317,910	Incentive compensation based on FY19 actual (\$31,000). A portion of the incentive may be associated with faculty effort.
			\$286,910	1.37%	\$0	\$0	\$0	\$0	\$31,000	\$0	\$317,910	Also has a 20% faculty appointment.
			<u>\$286,910</u>	<u>1.37%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$31,000</u>	<u>\$0</u>	<u>\$317,910</u>	
Collins, Chiquita	Vice Dean for Inclusion and Diversity, School of Medicine	Designated	\$182,000	0.00%	\$0	\$0	\$0	\$0	\$56,200	\$0	\$238,200	Incentive compensation based on FY19 actual (\$31,200).
		Restricted	\$78,000	-70.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$78,000	Retirement annuity payment (\$25,000).
			<u>\$260,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$56,200</u>	<u>\$0</u>	<u>\$316,200</u>	
Conway, Deborah	Associate Dean for Curriculum, School of Medicine	General Revenue	\$275,139	160.86%	\$0	\$0	\$0	\$0	\$0	\$0	\$275,139	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$34,006	\$0	\$34,006	Incentive compensation based on FY19 actual (\$34,006). A portion of the incentive may be associated with faculty effort.
			<u>\$275,139</u>	<u>160.86%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$34,006</u>	<u>\$0</u>	<u>\$309,145</u>	Also has a 10% faculty appointment. Prior year faculty appointment was 60%.
Williams, Janet F.	Vice Dean for Faculty, School of Medicine	General Revenue	\$297,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$297,000	
			<u>\$297,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$297,000</u>	Also has a 10% faculty appointment.
Nuttall, Richard M.	Chief Administrative Officer, Healthcare	Designated	\$279,125	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$279,125	
			<u>\$279,125</u>	<u>1.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$279,125</u>	
Park, Jack C.	Chief Legal Officer	General Revenue	\$190,203	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,203	
		Designated	\$81,515	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$81,515	
			<u>\$271,718</u>	<u>6.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$271,718</u>	
DeLay, Mary G.	Vice President and Chief of Staff	General Revenue	\$225,019	4.66%	\$0	\$0	\$0	\$0	\$46,010	\$0	\$271,029	Incentive compensation (\$46,010)
			<u>\$225,019</u>	<u>4.66%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$46,010</u>	<u>\$0</u>	<u>\$271,029</u>	
Jones, Woodson S.	Vice Dean for Graduate Medical Education, School of Medicine	General Revenue	\$240,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$240,000	
		Designated	\$26,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,000	
			<u>\$266,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$266,000</u>	Also has a 20% faculty appointment.
Kellaway, Judianne	Associate Dean for Admissions, School of Medicine	General Revenue	\$263,610	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$263,610	
			<u>\$263,610</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$263,610</u>	Also has a 10% faculty appointment.

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Gomez-Leon, Ginny L.	Associate Vice President for Budget and Financial Planning	General Revenue	\$246,087	1.50%	\$0	\$0	\$0	\$0	\$16,163	\$0	\$262,250	Incentive compensation (\$16,163)
			\$246,087	1.50%	\$0	\$0	\$0	\$0	\$16,163	\$0	\$262,250	
Gebhard, John R.	Assistant Vice President for Technology Commercialization	General Revenue	\$161,346	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$161,346	Incentive compensation (\$15,953)
		Designated	\$81,535	-65.93%	\$0	\$0	\$0	\$0	\$15,953	\$0	\$97,488	
			\$242,881	1.50%	\$0	\$0	\$0	\$0	\$15,953	\$0	\$258,834	
Kaminski, Patrick M.	Associate Vice President for Office of Strategic Planning and Business Development	General Revenue	\$236,032	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$236,032	Incentive compensation (\$15,503)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,503	\$0	\$15,503	
			\$236,032	1.50%	\$0	\$0	\$0	\$0	\$15,503	\$0	\$251,535	
O'Hara, Patrick A.	Senior Associate Vice President for Development	Designated	\$232,943	1.50%	\$0	\$0	\$0	\$0	\$14,688	\$0	\$247,631	Incentive compensation (\$14,688)
			\$232,943	1.50%	\$0	\$0	\$0	\$0	\$14,688	\$0	\$247,631	
Viles, Jeremy A.	Assistant Dean of Oncology Nursing and Chief Nursing Officer, School of Nursing	Designated	\$228,375	1.50%	\$0	\$0	\$0	\$0	\$17,500	\$0	\$245,875	Incentive compensation based on FY19 actual (\$17,500). Also has a 10% faculty appointment.
			\$228,375	1.50%	\$0	\$0	\$0	\$0	\$17,500	\$0	\$245,875	
Lazarine, John	Chief Audit Executive for Internal Audit and Consulting Services	General Revenue	\$230,000	6.98%	\$0	\$0	\$0	\$0	\$14,333	\$0	\$244,333	Incentive compensation (\$14,333)
			\$230,000	6.98%	\$0	\$0	\$0	\$0	\$14,333	\$0	\$244,333	
Saldivar, Jessica L.	Chief Compliance Officer	General Revenue	\$111,650	1.50%	\$0	\$0	\$0	\$0	\$14,667	\$0	\$126,317	Incentive compensation (\$14,667)
		Designated	\$111,650	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$111,650	
			\$223,300	1.50%	\$0	\$0	\$0	\$0	\$14,667	\$0	\$237,967	
Long, Gerard E.	Assistant Vice President for Business Affairs	General Revenue	\$221,422	1.50%	\$0	\$0	\$0	\$0	\$14,543	\$0	\$235,965	Incentive compensation (\$14,543)
			\$221,422	1.50%	\$0	\$0	\$0	\$0	\$14,543	\$0	\$235,965	
Loredo, Gilbert	Associate Vice President for Governmental Relations	General Revenue	\$233,000	29.88%	\$0	\$0	\$0	\$0	\$0	\$0	\$233,000	
			\$233,000	29.88%	\$0	\$0	\$0	\$0	\$0	\$0	\$233,000	
Cartee, Brian D.	Senior Director for Information Technology Services	General Revenue	\$212,331	0.00%	\$0	\$0	\$0	\$0	\$14,115	\$0	\$226,446	Incentive compensation (\$14,115)
			\$212,331	0.00%	\$0	\$0	\$0	\$0	\$14,115	\$0	\$226,446	

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Charlton, Michael A.	Assistant Vice President for Environmental Health and Safety	General Revenue											
			\$170,142	1.50%	\$0	\$0	\$0	\$0	\$12,443	\$0	\$182,585	Incentive compensation (\$12,443)	
		Designated	\$15,686	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$15,686		
		Service	\$3,619	1.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$3,619		
	<u>\$189,447</u>	<u>1.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$12,443</u>	<u>\$0</u>	<u>\$201,890</u>				
Sickora, Cindy	Vice Dean for Practice and Engagement, School of Nursing	Designated	\$145,368	-16.09%	\$0	\$0	\$0	\$0	\$20,790	\$0	\$166,158	Incentive compensation (\$20,790). A portion of the incentive may be associated with faculty effort. Also has a 25% faculty appointment.	
		Restricted	\$11,724	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$11,724		
		Auxiliary	\$18,757	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$18,757		
			<u>\$175,849</u>	<u>1.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$20,790</u>	<u>\$0</u>	<u>\$196,639</u>		
Nolan, Jr., Robert J.	Associate Dean for Graduate Medical Education, School of Medicine	General Revenue	\$195,176	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$195,176	Also has a 20% faculty appointment.	
			<u>\$195,176</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$195,176</u>		
Pineda, Juanita Lozano	Associate Dean for External Affairs, School of Dentistry	General Revenue	\$139,166	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$139,166	Also has a 10% faculty appointment.	
		Restricted	\$50,606	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$50,606		
			<u>\$189,772</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$189,772</u>		
Patterson, Jan E.	Associate Dean for Quality and Lifelong Learning, School of Medicine	General Revenue	\$180,388	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,388	Incentive compensation (\$2,000). A portion of the incentive may be associated with faculty effort. Also has a 27.5% faculty appointment and a 22.5% appointment as Director of the Center for Patient Safety.	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$2,000	\$0	\$2,000		
			<u>\$180,388</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$2,000</u>	<u>\$0</u>	<u>\$182,388</u>		
Schiebel, Curtis	Chief Director Finance and Administration, Office of the Vice President for Research	General Revenue	\$177,788	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$177,788		
			<u>\$177,788</u>	<u>1.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$177,788</u>		
McGrath, Jacqueline M.	Vice Dean for Faculty Excellence, School of Nursing	General Revenue	\$152,250	1.50%	\$0	\$0	\$0	\$0	\$24,000	\$0	\$176,250	Incentive compensation (\$24,000). A portion of the incentive may be associated with faculty effort. Also has a 25% faculty appointment.	
			<u>\$152,250</u>	<u>1.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$24,000</u>	<u>\$0</u>	<u>\$176,250</u>		
Wang, Jing	Vice Dean for Research, School of Nursing	General Revenue	\$142,100	-5.27%	\$0	\$0	\$0	\$0	\$24,000	\$0	\$166,100	Incentive compensation (\$24,000). A portion of the incentive may be associated with faculty effort. Also has a 25% faculty appointment.	
		Restricted	\$10,150	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,150		
			<u>\$152,250</u>	<u>1.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$24,000</u>	<u>\$0</u>	<u>\$176,250</u>		

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Kaufus, John	Chief Student Affairs Officer and Title IX Director	General Revenue	\$129,845	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$129,845	
		Auxiliary	\$10,225	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,225	
			\$140,070	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,070	
Gill, Sara	Associate Dean for Graduate Programs, School of Nursing	General Revenue	\$122,561	1.50%	\$0	\$0	\$0	\$0	\$16,422	\$0	\$138,983	Incentive compensation (\$16,422). A portion of the incentive may be associated with faculty effort. Also has a 25% faculty appointment.
			\$122,561	1.50%	\$0	\$0	\$0	\$0	\$16,422	\$0	\$138,983	
Johnstone, Jennifer	Associate Dean of Finance and Administration, School of Nursing	General Revenue	\$129,413	1.50%	\$0	\$0	\$0	\$0	\$7,650	\$0	\$137,063	Incentive compensation (\$7,650)
			\$129,413	1.50%	\$0	\$0	\$0	\$0	\$7,650	\$0	\$137,063	
Leos, Lydia	Assistant Dean for Administration, School of Dentistry	General Revenue	\$132,016	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$132,016	
			\$132,016	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$132,016	
Anderson, Matthew	Associate Dean for Finance and Administrative Affairs, School of Health Professions	General Revenue	\$128,330	1.50%	\$0	\$0	\$0	\$0	\$603	\$0	\$128,933	Incentive compensation (\$603). A portion of the incentive may be associated with faculty effort. Also has a 15% faculty appointment.
			\$128,330	1.50%	\$0	\$0	\$0	\$0	\$603	\$0	\$128,933	
O'Neal, Cynthia	Associate Dean for Undergraduate Programs, School of Nursing	General Revenue	\$63,285	-41.81%	\$0	\$0	\$0	\$0	\$14,500	\$0	\$77,785	Incentive compensation (\$14,500). A portion of the incentive may be associated with faculty effort. Also has a 25% faculty appointment.
		Restricted	\$47,096	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$47,096	
			\$110,381	1.50%	\$0	\$0	\$0	\$0	\$14,500	\$0	\$124,881	
Byrd, David	Associate Dean for Admissions and Student Services, School of Nursing	General Revenue	\$70,606	-32.33%	\$0	\$0	\$0	\$0	\$16,695	\$0	\$87,301	Incentive compensation (\$16,695)
		Restricted	\$35,303	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$35,303	
			\$105,909	-23.87%	\$0	\$0	\$0	\$0	\$16,695	\$0	\$122,604	
Peel, Jennifer	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue	\$119,182	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$119,182	Also has a 5% faculty appointment.
			\$119,182	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$119,182	
Taylor, Barbara	Assistant Dean for MD/MPH Program, School of Medicine	General Revenue	\$107,120	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,120	Incentive compensation (\$9,983). A portion of the incentive may be associated with faculty effort. Also has a 50% faculty appointment.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$9,983	\$0	\$9,983	
			\$107,120	0.00%	\$0	\$0	\$0	\$0	\$9,983	\$0	\$117,103	

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Courand, Jon Alan	Assistant Dean for Wellbeing, School of Medicine	General Revenue	\$115,000	66.67%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,000	Appointed Assistant Dean on 04/01/2019. Also has a 50% faculty appointment. Prior year faculty appointment was 70%.
			\$115,000	66.67%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,000	
MacNeill, Barbara A.	Assistant Dean for Clinics, School of Dentistry	General Revenue	\$109,600	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$109,600	Also has a 20% faculty appointment.
			\$109,600	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$109,600	
Meling, Vanessa B.	Assistant Dean for Academic Enhancement, School of Nursing	General Revenue	\$48,771	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$48,771	
		Restricted	\$48,771	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$48,771	
			\$97,542	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$97,542	
Toohey, John	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue	\$78,680	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$78,680	Incentive compensation (\$13,924). A portion of the incentive may be associated with faculty effort. Also has a 50% faculty appointment.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$13,924	\$0	\$13,924	
			\$78,680	0.00%	\$0	\$0	\$0	\$0	\$13,924	\$0	\$92,604	
Seitz, Stefanie D.	Assistant Dean for Students, School of Dentistry	General Revenue	\$70,000	0.00%	\$0	\$0	\$0	\$0	\$20,692	\$0	\$90,692	Incentive compensation (\$20,692). A portion of the incentive may be associated with faculty effort. Also has a 50% faculty appointment.
			\$70,000	0.00%	\$0	\$0	\$0	\$0	\$20,692	\$0	\$90,692	
English, Dana Kiefer	Assistant Dean for Educational and Faculty Development, School of Dentistry	General Revenue	\$90,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,000	Appointed Assistant Dean on 03/01/2019.
			\$90,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,000	
Reeves, Stephanie	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue	\$89,100	8.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$89,100	Also has a 50% faculty appointment.
			\$89,100	8.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$89,100	
Luber, Murray Phil	Associate Dean for Graduate Medical Education, School of Medicine	General Revenue	\$77,250	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,250	Incentive compensation based on FY19 actual (\$8,638). A portion of the incentive may be associated with faculty effort. Also has a 70% faculty appointment.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$8,638	\$0	\$8,638	
			\$77,250	0.00%	\$0	\$0	\$0	\$0	\$8,638	\$0	\$85,888	

