The University of Texas Health Science Center at San Antonio

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A	В			E	F	G	H	Benefits FY 20	J	ĸ	L	M
				Percentage			Nonsalary	benefits FT 20.	22	1		
			Salary	Salary Increase Over	Cash	Practice Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2021)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Henrich, William	President	General Revenue	\$65,945	0.00%							\$65,945	
		Designated	\$850,448	38.82%		\$188,015			\$139,633		\$1,178,096	Incentive compensation (\$139,633).
		Restricted	\$54,500	0.00%							\$54,500	Deferred Compensation (\$200,000) vested on 08/31/21 and was
			\$970,893	32.44%	\$0	\$188,015	\$0	\$0	\$139,633	\$0	\$1,298,541	rolled into base salary.
Hromas, Robert Alan	Dean, School of Medicine and Vice President	General Revenue										
,	of Medical Affairs		\$166,954	0.00%							\$166,954	
		Designated										Incentive compensation based on FY21 actual (\$173,320). Deferre Compensation (\$100,000) vested on 03/01/21 and was rolled into
			\$659,826	6.67%					\$173,320		\$833,146	base salary.
		Restricted	\$70,820 \$897.600	-7.37% 29.14%	\$0	\$0	\$0	\$0	\$173.320	\$0	\$70,820 \$1 070 920	Base salary market adjustment effective 09/01/21.
			<i>4037,000</i>	23121770		φu	ΨŪ	ψũ	<i><i></i></i>	φü	\$1,67,67526	
Marks, Andrea	Senior Executive Vice President and Chief Operating Officer	General Revenue	\$345,172	1830.49%							\$345,172	
	Operating Officer	Designated	\$345,172	1830.45%							\$545,172	Incentive compensation based on FY21 actual (\$135,000). Deferre
			\$327,023	-43.82%		60	ćo	<u> </u>	\$235,000	<u>^</u>		Compensation (\$100,000).
			\$672,195	12.03%	\$0	\$0	\$0	\$0	\$235,000	\$0	\$907,195	Base salary market adjustment effective 09/01/21.
Rosende, Carlos A.	Executive Vice Dean for Clinical Affairs, Schoo	General Revenue										Incentive compensation (\$51,705). A portion of the incentive may
	of Medicine	Designated	\$0 \$539,500	0.00% 5.89%					\$51,705		\$51,705 \$539,500	be associated with faculty effort.
		Designated										Also has a 16.25% faculty appointment. Base salary increase
			\$539,500	5.89%	\$0	\$0	\$0	\$0	\$51,705	\$0	\$591,205	effective 09/01/21.
Loomer, Peter M.	Dean, School of Dentistry	General Revenue	\$435,825	11.75%							\$435,825	
		Designated	\$0	0.00%		40	40	40	\$87,750	40		Incentive compensation based on FY21 actual (\$87,750).
			\$435,825	11.75%	\$0	\$0	\$0	\$0	\$87,750	\$0	\$523,575	Base salary market adjustment effective 09/01/21.
Repetti, Anamaria	Vice President for Development and Chief	General Revenue										
	Development Officer	Designated	\$306,000	0.00%							\$306,000	
		Designated										Incentive compensation based on maximum incentive potential
			¢5 4 000	0.00%					¢156.000		¢210.000	(\$81,000). Deferred Compensation (\$20,000). Retirement annuit
			\$54,000	0.00%	·				\$156,000		\$210,000	payment (\$25,000). One-time transition allowance (\$30,000). Effective 10/11/21 Ms. Repetti assumed the role of Vice President
			\$360,000	0.00%	\$0	\$0	\$0	\$0	\$156,000	\$0	\$516,000	and Chief Officer.
Gomez-Leon, Ginny L.	Vice President and Chief Financial Officer	General Revenue										
, - ,	······································		\$411,110	15.81%							\$411,110	
		Designated	\$0 \$411,110	0.00% 15.81%	\$0	\$0	\$0	\$0	\$79,875 \$79,875	\$0		Incentive compensation based on FY21 actual (\$79,875). Base salary market adjustment effective 09/01/21.
						r -	·-		,		+	
Collier, Yemen	Vice President and Chief Information Officer	General Revenue	\$394,240	14.26%							\$394,240	
		Designated	\$0	0.00%					\$77,636		\$77,636	Incentive compensation based on FY21 actual (\$77,636).
			\$394,240	14.26%	\$0	\$0	\$0	\$0	\$77,636	\$0	\$471,876	Base salary market adjustment effective 09/01/21.

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Α	В	с	D	E	F	G	н		J	К	L	М
				Percentage		1	Nonsalary	/ Benefits FY 20	22	1		
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2021)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
T 4		Concert Devenue										
Tawney, Amy	Vice President and Chief Human Resources Officer	General Revenue	\$395,024	16.44%							\$395,024	
	onicer	Designated	\$0	0.00%					\$76,331		\$76,331	Incentive compensation based on FY21 actual (\$76,331).
			\$395,024	16.44%	\$0	\$0	\$0	\$0	\$76,331	\$0	\$471,355	Base salary market adjustment effective 09/01/21.
Weiss, David S.	Dean, Graduate School of Biomedical Science	cas General Revenue										
Weiss, David S.	Dean, Graduate School of Biomedical Science	Ces General Nevenue	\$344,875	29.65%							\$344,875	
		Designated	\$19,375	-79.61%					\$68,400			Incentive compensation based on FY21 actual (\$68,400).
		Restricted	\$23,250 \$387,500	22.37% 1.97%	\$0	\$0	\$0	\$0	\$68.400	\$0	\$23,250	Base salary market adjustment effective 09/01/21.
			\$387,500	1.97%		ŞU	ŞU	Ş0	Ş08,400	ŞU	\$455,900	
Breslin, Eileen T.	Dean, School of Nursing	General Revenue	\$328,694	0.00%							\$328,694	
		Designated	\$0	0.00%					\$67,667			Incentive compensation based on FY21 actual (\$67,667).
		Restricted	\$43,806 \$372,500	24.78% 2.39%	\$0	\$0	\$0	\$0	\$67,667	\$0	\$43,806 \$440,167	Base salary market adjustment effective 09/01/21.
			<i>\$372,300</i>	21007/0		φu	ψū	φu	<i>\$07,007</i>	ΨŪ	¢110/207	,
Giuffrida, Andrea	Vice President for Strategic Industry Ventur	es General Revenue										
		Designated	\$0	-100.00%							\$0	
		Designated										Incentive compensation based on FY21 actual (\$79,875). A portion
			\$340,000	0.00%					\$79,875		\$419,875	of the incentive may be associated with faculty effort.
		Restricted	\$15,000	0.00%							\$15,000	
												Also has a 20% faculty appointment. Effective 06/21/21 Dr. Giuffrida
			\$355,000	0.00%	\$0	\$0	\$0	\$0	\$79,875	\$0	\$434,875	assumed the role of Vice President for Strategic Industry Ventures.
Adkins, Heather	Vice President and Chief Marketing and	General Revenue										
	Communications Officer		\$358,960	13.07%					674 420		\$358,960	
		Designated	\$0 \$358,960	0.00% 13.07%	\$0	\$0	\$0	\$0	\$71,429 \$71,429	\$0		Incentive compensation based on FY21 actual (\$71,429). Base salary market adjustment effective 09/01/21.
			<i>\$556,566</i>	2010770		ψŪ	φu	γu	<i>ψ, 1</i>) 125		\$ 100,000	,,,,,,,,,,,-
Sankary, Edward C.	Chief Healthcare Informatics Officer and Va	lue Designated										Incentive compensation (\$34,000). A portion of the incentive may
	Officer	U	\$383,200	19.01%					\$34,000		\$417,200	be associated with faculty effort.
												Also has a 10% taculty appointment. Effective 09/01/21 Dr. Sankary's title was updated from Chief Healthcare Informatics
												Officer to Chief Healthcare Informatics Officer and Value Officer with
			\$383,200	19.01%	\$0	\$0	\$0	\$0	\$34,000	\$0	\$417,200	a corresponding salary increase.
												-
Potter, Jennifer	Interim Vice President for Research	General Revenue										Other: Incentive compensation (\$35,634). A portion of the
		Designated	\$360,000 \$15,000	1.35% -24.24%					\$33,263 \$2,371		\$393,263 \$17,371	incentive may be associated with faculty effort.
		Designated	\$12,000	-24.24%					Ş∠,3/1		\$17,371	Also has a 20% faculty appointment. Effective 06/21/21 Dr. Potter
			\$375,000	0.00%	\$0	\$0	\$0	\$0	\$35,634	\$0	\$410,634	assumed the role of Interim Vice President.
Shelledy, David	Dean, School of Health Professions	General Revenue	\$322,109 \$5,571	4.02% 4.03%					\$63,945		\$322,109	Incentive compensation based on FY21 actual (\$63,945).
		Designated	\$327,680	4.03%	\$0	\$0	\$0	\$0	\$63,945	\$0		Base salary market adjustment effective 09/01/21.
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				Percentage			Nonsalary	Benefits FY 202	22			
				Salary Increase		Practice						
Name	Position	Funding Source	Salary (9.1.2021)	Over Prior Year	Cash Bonuses	Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Name	Position	Funding Source	(9.1.2021)	Prior fear	Donuses	Denents	Allowance	Allowalice	Other	compensation	compensation	Explanation / Comments
Conway, Deborah Asso	ociate Dean for Curriculum and Vice Dean	General Revenue										
•	Jndergraduate Medical Education, School	General nevenue										Incentive compensation (\$34,650). A portion of the incentive may
of M	ledicine	Desimated	\$315,000 \$35,000	14.49% 10.20%					\$34,650		\$349,650 \$35,000	be associated with faculty effort.
		Designated	\$35,000	10.20%								Also has a 10% faculty appointment. Effective 06/01/21 Dr. Conway
			\$350,000	14.04%	\$0	\$0	\$0	\$0	\$34,650	\$0	\$384,650	was appointed Vice Dean.
	President and Chief Strategy Officer for ce of Strategic Planning and Business	General Revenue										
	elopment		\$316,834	11.96%							\$316,834	
		Designated	\$0 \$316,834	0.00% 11.96%	\$0	\$0	\$0	\$0	\$63,675 \$63,675	\$0		Incentive compensation based on FY21 actual (\$63,675). Base salary market adjustment effective 09/01/21.
			<i>\$</i> 510,034	11.50%		ψŪ	ŲŪ	çõ	<i>203,015</i>	çõ	\$300,303	
Hepburn, Byron C. Asso	ociate Vice President for the Military	General Revenue										
	Ith Institute and Assistant Dean for		6255 0.42	2.40%							6255.042	
Milit	tarv Health	Designated	\$255,942 \$0	2.10% 0.00%					\$68,366		\$255,942 \$68,366	Incentive compensation based on FY21 actual (\$68,366).
		Restricted	\$54,291	2.10%							\$54,291	
			\$310,233	2.10%	\$0	\$0	\$0	\$0	\$68,366	\$0	\$378,599	Base salary market adjustment effective 09/01/21.
Leverence, Robert Chie	f Medical Officer, School of Medicine	Designated										Incentive compensation (\$37,191). A portion of the incentive may
		Besignated	\$332,900	0.00%					\$37,191		\$370,091	be associated with faculty effort.
			\$332,900	0.00%	\$0	\$0	\$0	\$0	\$37,191	\$0	\$370,091	Also has a 20% faculty appointment.
Mok, Jacqueline L. Vice	President for Academic, Faculty and	General Revenue										
	lent Affairs		\$304,950	7.00%							\$304,950	
		Designated	\$0 \$304,950	0.00%	\$0	\$0	\$0	\$0	\$64,125 \$64,125	\$0		Incentive compensation based on FY21 actual (\$64,125). Base salary market adjustment effective 09/01/21.
			+++++++++++++++++++++++++++++++++++++++			<i></i>	<i></i>		<i>+••</i> ,		++++++	
Kazen, James D. Exec	cutive Vice President for Capital Projects	General Revenue	6202 FF0	0.00%							6202 FF0	
		Designated	\$293,550	0.00%							\$293,550	
		-	40						400 705			Incentive compensation based on FY21 actual (\$60,765). Effective
			\$0 \$293,550	0.00%	\$0	\$0	\$0	\$0	\$60,765 \$60,765	\$0	\$60,765 \$354,315	06/01/21 Mr. Kazen assumed the role of Executive Vice President.
			+			7-		1-	<i></i>		+++++++++++++++++++++++++++++++++++++++	-
Williams, Janet F. Vice	Dean for Faculty, School of Medicine	General Revenue	¢2.40.000	0.00%					ć21.000			Incentive compensation (\$31,660). A portion of the incentive may
		Designated	\$240,900 \$81,100	0.00% -72.69%					\$31,660		\$272,560 \$81,100	be associated with faculty effort.
		0										Also has a 10% faculty appointment. Base salary market adjustment
			\$322,000	8.42%	\$0	\$0	\$0	\$0	\$31,660	\$0	\$353,660	effective 09/01/21.
Nuttall, Richard M. Vice	Dean for Finance and Administration,	General Revenue										
Scho	ool of Medicine	Designated	\$0 \$322,000	-100.00% 657.20%					\$29,302		\$29,302 \$322,000	Incentive compensation (\$29,302).
		Designated	<i>३</i> 3∠2,000	037.20%							\$322,000	-
			\$322,000	2.22%	\$0	\$0	\$0	\$0	\$29,302	\$0	\$351,302	Effective 06/01/21 Mr. Nuttall assumed the role of Vice Dean.

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2	5	,				<u> </u>		Benefits FY 202	22	ĸ	E	
Name	Position	Funding Source	Salary (9.1.2021)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Collins, Chiquita	Associate Vice President for Inclusive Excellence and Health Equity and Vice Dean for Inclusion and Diversity, School of Medicine	General Revenue										
	for inclusion and Diversity, school of Medicine	Designated Restricted	\$143,000 \$142,000 \$0	0.00% -31.40% -100.00%					\$21,840 \$25,000		\$167,000 \$0	
			\$285,000	0.00%	\$0	\$0	\$0	\$0	\$46,840	\$0		Effective 10/01/20 Dr. Collins assumed the role of Associate Vice President.
Segura, Adriana	Associate Dean for Academic, Faculty and Student Affairs, School of Dentistry and Interim Chair of Comprehensive Dentistry	General Revenue										Incentive compensation(\$44,000). A portion of the incentive may
	Interim Chair of Comprehensive Dentistry		\$286,675 \$286,675	0.00%	\$0	\$0	\$0	\$0	\$44,000 \$44,000	\$0	\$330,675	be associated with faculty effort. Also has a 10% faculty appointment.
Viles, Jeremy A.	Assistant Vice President for Hospital Planning	General Revenue Designated	\$0	-100.00%					i			Incentive compensation based on maximum incentive potential
		Designated	\$288,750	0.00%					\$28,875		\$317,625	
			\$288,750	0.00%	\$0	\$0	\$0	\$0	\$28,875	\$0	\$317,625	
Esterl, Robert	Associate Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$314,874 \$314,874	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$314,874 \$314,874	
Gebhard, John R.	Assistant Vice President for Technology Commercialization	General Revenue Designated	\$171,694 \$108,806 \$280,500	20.25% -17.71% 2.00%	<u> </u>	\$0	\$0	\$0	\$27,500	\$0	\$108,806	Incentive compensation based on FY21 actual (\$27,500). Base salary increase effective 09/01/21.
Hartman, Brandon L.	Healthcare Chief Administrative Officer, Schoo of Medicine	l Designated	\$279,000	0.00%		<u> </u>	<u> </u>	<u> </u>	\$23,100		<u> </u>	Incentive compensation (\$23,100).
			\$279,000	0.00%	\$0	\$0	\$0	\$0	\$23,100	\$0		Effective 09/01/21 Mr. Hartman assumed the role of Healthcare Chief Administrative Officer.
Diaz, Armando	Vice President for Governmental Relations	General Revenue	\$300,944	2.01%							\$300,944	Dass colory market adjustment offective 00/01/21. Effective
			\$300,944	2.01%	\$0	\$0	\$0	\$0	\$0	\$0		Base salary market adjustment effective 09/01/21. Effective 12/31/21 Mr. Diaz will retire from the institution.
Goldberg, Mark P.	Assistant Vice President for Translational Research, Institute for the Integration of Medicine and Science	Designated Restricted	\$213,000 \$51,000	0.00% 0.00%					\$35,000		\$248,000 \$51,000	
			\$264,000	0.00%	\$0	\$0	\$0	\$0	\$35,000	\$0		Also has a 40% faculty appointment. Effective 02/15/21 Dr. Goldberg assumed the role of Assistant Vice President.

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				Percentage		1	Nonsalary	Benefits FY 20	22	1		
				Salary Increase	Cash	Practice	University	Con		New Ceah		
Name	Position	Funding Source	Salary (9.1.2021)	Over Prior Year	Cash Bonuses	Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Name	FOSICION	Tunung Source	(9.1.2021)	Phot feat	Donuses	Denents	Anowance	Anowance	Other	compensation	compensation	Explanation / Comments
Gibbs, Micaela B.	Chief Dental Officer, School of Dentistry	General Revenue	\$230,000	0.00%							\$230,000	
		Designated										Incentive compensation based on maximum incentive potential
			\$0	0.00%					\$65,167		\$65,167	(\$46,000). One-time relocation allowance (\$19,167).
			¢220.000	0.00%	ćo	ćo.	ćo	ćo.	665.467	ćo.		Effective 09/01/21 Dr. Gibbs assumed the role of Chief Dental
			\$230,000	0.00%	\$0	\$0	\$0	\$0	\$65,167	\$0	\$295,167	Unicer.
Charlton, Michael A.	Associate Vice President for Facilities, Safety,	General Revenue										
	and Risk Management and Institutional		\$268,400	8.60%					\$21,892		\$200,202	Incentive compensation based on FY21 actual (\$21,892).
	Facilities Planning Officer	Designated	\$208,400	-100.00%					Ş21,892		\$0	
			¢262.400	0.00%	ćo	ćo.	\$0	\$0	624.002	ćo.		Effective 05/01/21 Dr. Charlton assumed the role of Associate Vice
			\$268,400	0.00%	\$0	\$0	ŞU	ŞU	\$21,892	\$0	\$290,292	President.
Jones, Woodson S.	Vice Dean for Graduate Medical Education,	General Revenue										Incentive compensation (\$21,294). A portion of the incentive may
	School of Medicine	Designated	\$177,000 \$89,000	78.79% -46.71%					\$21,294		\$198,294 \$89,000	be associated with faculty effort.
		Designated	\$266,000	0.00%	\$0	\$0	\$0	\$0	\$21,294	\$0		Also has a 20% faculty appointment.
DeLay, Mary G.	Vice President and Chief of Staff	General Revenue Designated	\$236,320 \$0	5.02% 0.00%					\$50,629		\$236,320 \$50,629	Incentive compensation based on FY21 actual (\$50,629).
		Designated	\$236,320	5.02%	\$0	\$0	\$0	\$0	\$50,629	\$0		Base salary market adjustment effective 09/01/21.
Park, Jack C.	Chief Legal Officer	General Revenue Designated	\$195,650 \$83,850	2.86% 2.86%							\$195,650 \$83.850	
		Designated	\$279,500	2.86%	\$0	\$0	\$0	\$0	\$0	\$0		Base salary increase effective 09/01/21.
												·
Patterson, Jan E.	Associate Dean for Quality and Lifelong Learning, School of Medicine	Designated	\$255,984	0.00%					\$16,831			Incentive compensation (\$16,831). A portion of the incentive may be associated with faculty effort.
			\$255,984	0.00%	\$0	\$0	\$0	\$0	\$16,831	\$0		Also has a 27.5% faculty appointment.
Long, Gerard E.	Associate Vice President for Business Affairs	General Revenue										
Long, Gerard E.	Associate vice President for Business Analis	General Revenue	\$245,000	0.00%					\$21,589			Incentive compensation based on FY21 actual (\$21,589).
			62.45.000	0.00%	ćo	ćo.	ćo	ćo.	624 500	ćo.		Effective 09/01/21 Dr. Long assumed the role of Associate Vice
			\$245,000	0.00%	\$0	\$0	\$0	\$0	\$21,589	\$0	\$266,589	President.
Schnabel, Michael	Assistant Vice President for Information	General Revenue										
	Security and Operations and Chief Information	1	\$243,500	0.00%					\$21,506		\$265 006	Incentive compensation based on FY21 actual (\$21,506).
	Security Officer	Designated	\$0	0.00%					\$21,500		\$0	
			¢242 500	0.00%	ćo	\$0	ćo	ćo	ć21 F0C	\$0		Effective 09/01/21 Mr. Schnabel assumed the role of Assistant Vice
			\$243,500	0.00%	\$0	ŞU	\$0	\$0	\$21,506	ŞU	\$265,006	riesiuent.
Kellaway, Judianne	Associate Dean for Admissions, School of	General Revenue										
	Medicine	Designated	\$263,610	0.00%							\$263,610	
		2 co.gnatea										Incentive compensation based on FY21 actual (\$130). A portion of
			\$0 \$263,610	0.00%	\$0	\$0	\$0	\$0	\$130 \$130	\$0		the incentive may be associated with faculty effort. Also has a 10% faculty appointment.
			\$205,010	0.00%	ŞU	ŞU	ŞU	ŞU	\$12U	οÇ	3203,740	hiso has a 1070 faculty appointment.

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				Percentage			Nonsalary	Denetits FY 20				
			Calami	Salary Increase	Cash	Practice Plan	Housing	Car		Non-Cash	Tatal	
Name	Position	Funding Source	Salary (9.1.2021)	Over Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Total Compensation	Explanation / Comments
to a fee take		C										
Lazarine, John	Chief Audit Executive for Internal Audit and Consulting Services	General Revenue	\$240,000	4.35%					\$23,000		\$263,000	Incentive compensation based on FY21 actual (\$23,000).
		Designated	\$0 \$240,000	0.00% 4.35%	\$0	\$0	\$0	\$0	\$23,000	\$0	\$0 \$263.000	Base salary increase effective 09/01/21.
			\$240,000	4.5370	<u> </u>	υÇ	ΟÇ	ΟÇ	\$23,000	ΰÇ	\$203,000	
Cartee, Brian D.	Assistant Vice President for Information	General Revenue	\$237,700	0.00%					\$21,552		\$250.252	Incentive compensation based on FY21 actual (\$21,552).
	Technology Services	Designated	\$237,700	0.00%					Ş21,552		\$0	
			\$237,700	0.00%	\$0	\$0	\$0	\$0	\$21,552	\$0		Effective 09/01/21 Mr. Cartee assumed the role of Assistant Vice President.
			\$237,700	0.00%		ŞU	ŞU	ŞU	ş21,552	ŞU	\$259,252	=
Saldivar, Jessica L.	Chief Compliance Officer	General Revenue	\$116,650	4.48%					\$20,946			Incentive compensation based on FY21 actual (\$20,946).
		Designated	\$116,650 \$233,300	4.48% 4.48%	\$0	\$0	\$0	\$0	\$20,946	\$0	\$116,650 \$254,246	Base salary increase effective 09/01/21.
												-
Loredo, Gilbert	Associate Vice President for Governmental Relations	General Revenue	\$241,994	3.86%							\$241,994	
					·							Base salary increase effective 09/01/21. Effective 12/01/21 Mr.
			\$241,994	3.86%	\$0	\$0	\$0	\$0	\$0	\$0	\$241.994	Loredo will assume the role of Vice President for Governmental Relations at an annual rate of \$315,000.
							•			•		•
Parks, Michael J.	Chief of Police	General Revenue Auxiliary	\$114,174 \$97,260	6.00% 6.00%					\$19,947		\$134,121 \$97,260	Incentive compensation based on FY21 actual (\$19,947).
		, and y	\$211,434	6.00%	\$0	\$0	\$0	\$0	\$19,947	\$0		Base salary increase effective 09/01/21.
Challa, Suman N.	Associate Dean for Advanced Education	General Revenue										
chana, suman n.	Programs and Strategic Initiatives, School of	General Revenue										Incentive compensation (\$39,471). A portion of the incentive may
	Dentistrv	Restricted	\$0 \$189,196	0.00% 86.00%					\$39,471		\$39,471 \$189,196	be associated with faculty effort.
		Designated	\$0	0.00%							\$0	
			\$189,196	86.00%	\$0	\$0	\$0	\$0	\$39,471	\$0		Also has a 7% faculty appointment. Prior year appointment was 50% A&P and 50% faculty.
					. <u> </u>		•			· · ·		
Vasquez, Sonia G.	Assistant Vice President for Development	General Revenue Designated	\$26,910 \$180,090	-46.61% 38.96%					\$18,450		\$45,360 \$180,090	Incentive compensation based on FY21 actual (\$18,450).
		Designated	\$207,000	15.00%	\$0	\$0	\$0	\$0	\$18,450	\$0		Base salary market adjustment effective 07/01/21.
Schmelz, Joseph	Assistant Vice President for Research	General Revenue										
Schneiz, Joseph	Administration	General Revenue	\$184,793	28.04%							\$184,793	
		Designated Restricted	\$0 \$39,470	-100.00% 1.00%							\$0 \$39,470	
		nesthered	\$224,263	1.00%	\$0	\$0	\$0	\$0	\$0	\$0		Base salary increase effective 09/01/21.
Reistetter, Timothy Andrew	Associate Dean for Research, School of Health	General Revenue										
Neistetter, Hillothy Anulew	Professions		\$207,060	43.36%					\$14,210			Incentive compensation based on FY21 actual (\$14,210).
		Restricted Designated	\$0 \$0	-100.00% 0.00%							\$0 \$0	
		Designated	\$207,060	2.00%	\$0	\$0	\$0	\$0	\$14,210	\$0		Base salary increase effective 09/01/21.

The University of Texas Health Science Center at San Antonio

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Name	Position	Funding Source	Salary (9.1.2021)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Pineda, Juanita Lozano	Associate Dean for External Affairs, School of Dentistrv	General Revenue Restricted Designated	\$139,166 \$50,606 \$0	0.00% 0.00% 0.00%					\$30,000		\$169,166 \$50,606 \$0	
Sickora, Cindy	Vice Dean for Practice and Engagement, School of Nursing	Designated	\$189,772	0.00% 23.77%	\$0	\$0	\$0	\$0	\$30,000 \$16,413	\$0	\$205,039	Also has a 10% faculty appointment. Incentive compensation (\$16,413). A portion of the incentive may be associated with faculty effort.
		Restricted Auxiliary	\$0 \$13,473 \$202,099	-100.00% -36.15% 14.93%	\$0	\$0	\$0	\$0	\$16,413	\$0	\$0 \$13,473 \$218,512	
Guest, Gary	Associate Dean, Dental Clinic and Associate Dean for Patient Care, School of Dentistry	General Revenue Designated	\$175,538 \$0 \$175,538	0.00%	\$0	\$0	\$0	\$0	\$37,333	\$0	\$212,871 \$0	Incentive compensation (\$37,333). A portion of the incentive may be associated with faculty effort. Also has a 10% faculty appointment.
Nolan, Jr., Robert J.	Associate Dean for Graduate Medical Education, School of Medicine	General Revenue	\$195,176 \$195,176	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$195,176	
McGrath, Jacqueline M.	Vice Dean for Faculty Excellence, School of Nursing	General Revenue Designated	\$165,794 \$0	8.90% 0.00%					\$23,142			Incentive compensation (\$23,142). A portion of the incentive may be associated with faculty effort.
Schiebel, Curtis	Chief Director Finance and Administration, Office of the Vice President for Research	General Revenue	\$165,794	8.90%	\$0	\$0	\$0	\$0	\$23,142	\$0	\$188,936 \$184,900	Also has a 25% faculty appointment.
Bender, Ayla	Associate Dean of Finance, School of Dentistr	/ General Revenue	\$184,900	4.00%	\$0	\$0	\$0	\$0	\$0	\$0		Base salary increase effective 09/01/21.
Martinez, Natalina	Chief Director Finance and Administration, Graduate School of Biomedical Sciences	General Revenue	\$175,430	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$175,430	Base salary increase effective 09/01/21.
Blake, Nicquet	Associate Dean for Graduate Recruitment,	General Revenue	\$171,200 \$171,200	14.95% 14.95%	\$0	\$0	\$0	\$0	\$0	\$0	\$171,200 \$171,200	Base salary market adjustment effective 08/01/21.
	Graduate School of Biomedical Sciences	Restricted	\$98,241 \$71,961 \$170,202	-14.77% 30.98% 0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$98,241 \$71,961 \$170,202	

The University of Texas Health Science Center at San Antonio

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				Percentage		1	Nonsalary	Benefits FY 20	22	1		
			Colore	Salary Increase	Cash	Practice Plan	Housing	Car		Non-Cash	Tatal	
Name	Position	Funding Source	Salary (9.1.2021)	Over Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Total Compensation	Explanation / Comments
		Ŭ	(01-10-2-)							•		
Hanson, Joshua	Associate Dean for Student Affairs, School o	f General Revenue	44.50.005								A	
	Medicine	Designated	\$162,086 \$5,000	0.00% 0.00%							\$162,086 \$5,000	
		-	¢167.000	0.00%	<u> </u>	60	ćo.	ćo	ćo.	\$0	¢4.67.000	Also has a 10% faculty appointment and a 25% appointment with
			\$167,086	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$167,086	i the VA Hospital.
Johnstone, Jennifer	Associate Dean of Finance and	General Revenue										
	Administration, School of Nursing	Designated	\$155,300 \$0	20.00% 0.00%					\$10,871		\$155,300 \$10,871) . Incentive compensation (\$10,871).
		Designated	\$155,300	20.00%	\$0	\$0	\$0	\$0	\$10,871	\$0		Base salary market adjustment effective 09/01/21.
		Concert Devenue										-
Cavazos, Jose E.	Assistant Dean for MD/PhD Program, Graduate School of Biomedical Sciences	General Revenue	\$84,090	22.28%							\$84,090)
		Designated										
			\$78,198	-14.47%					\$1,842		\$80,040	Incentive compensation based on FY21 actual (\$1,842). A portion of the incentive may be associated with faculty effort.
					40	40	40	40	44.040	40	A	Also has a 60% faculty appointment. Base salary increase effective
			\$162,288	1.31%	\$0	\$0	\$0	\$0	\$1,842	\$0	\$164,130	09/01/21.
Henzi, David L.	Associate Dean for Academic and Student	General Revenue										
	Affairs, School of Health Professions		\$152,276	2.00%					\$10,077		\$162 353	Incentive compensation based on FY21 actual (\$10,077).
		Designated	\$0	0.00%							\$0	<u>)</u>
			\$152,276	2.00%	\$0	\$0	\$0	\$0	\$10,077	\$0	\$162,353	Base salary increase effective 09/01/21.
Gill, Sara L.	Associate Dean for Graduate Programs, Scho	ool General Revenue										
	of Nursing	Designated	\$147,044	11.40%							\$147,044	Incentive compensation (\$14,784). A portion of the incentive may
		Designated	\$0	0.00%					\$14,784		\$14,784	be associated with faculty effort.
			£147.044	11.40%	\$0	\$0	\$0	\$0	¢14 794	\$0	¢161.939	Also has a 25% faculty appointment. Base salary market adjustment
			\$147,044	11.40%	<u> </u>	ŞU	ŞU	ŞU	\$14,784	ŞU	\$161,828	g effective 09/01/21.
Anderson, Matthew	Associate Dean for Finance and Administrat	ive General Revenue										
	Affairs, School of Health Professions		\$141,165	10.00%					\$15,028		\$156.193	Incentive compensation based on FY21 actual (\$15,028). A portion of the incentive may be associated with faculty effort.
												Also has a 15% faculty appointment. Base salary developmental
			\$141,165	10.00%	\$0	\$0	\$0	\$0	\$15,028	\$0	\$156,193	adjustment effective 08/01/21.
Raabe, Timothy D.	Associate Dean for Academic Affairs, Gradua	ate General Revenue										
	School of Biomedical Sciences		\$150,560	3.01%							\$150,560	Also has 20% faculty appointment. Base salary increase effective
			\$150,560	3.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,560	
		Canada Daviana										-
Kaulfus, John	Chief Student Affairs Officer and Title IX Director	General Revenue	\$126,000	-2.96%							\$126,000)
		Auxiliary	\$24,000	134.72%		<u>Å0</u>	<u>^</u>	ćo	<u>Å0</u>	<u>^</u>	\$24,000	
			\$150,000	7.09%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,000	Base salary market adjustment effective 09/01/21.

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				Percentage		-	Nonsalary	Benefits FY 20	22			
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2021)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Leos, Lydia	Assistant Dean for Administration, School of	General Revenue	\$139,937	6.00%							\$139,937	
	Dentistrv		\$139,937	6.00%	\$0	\$0	\$0	\$0	\$0	\$0		Base salary increase effective 09/01/21.
Seitz, Stefanie D.	Assistant Dean for Students, School of	General Revenue	6112 000	0.000/					¢20.000		¢122.000	Incentive compensation (\$20,000). A portion of the incentive may
	Dentistry	Designated	\$112,000 \$0	0.00% 0.00%					\$20,000		\$132,000 \$0	be associated with faculty effort.
		Designated	\$112,000	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0		Also has a 20% faculty appointment.
O'Neal, Cynthia	Associate Dean for Undergraduate Programs,	General Revenue	¢76.006	-0.11%							\$76,806	
	School of Nursing	Restricted	\$76,806 \$45,575	-0.11%							\$45,575	
		Designated	,									Incentive compensation (\$9,138). A portion of the incentive may be
			\$0	0.00%		ćo	ćo	¢0	\$9,138	ćo.		associated with faculty effort.
			\$122,381	0.00%	\$0	\$0	\$0	\$0	\$9,138	\$0	\$131,519	Also has a 25% faculty appointment.
Taylor, Barbara	Assistant Dean for MD/MPH Program, School	General Revenue										
	of Medicine		\$107,120	0.00%							\$107,120	
		Designated	ćo	0.00%					¢15 046		615 OAC	Other: Incentive compensation (\$22,306). A portion of the incentive
		Restricted	\$0 \$0	0.00% 0.00%					\$15,046 \$7,260		\$15,046 \$7,260	may be associated with faculty effort.
		nestneted	\$107,120	0.00%	\$0	\$0	\$0	\$0	\$22,306	\$0		Also has a 50% faculty appointment.
					_							
Miller, Kenneth P.	Assistant Dean for Ambulatory Services,	General Revenue	¢66 200	0.00%							¢66 200	
	School of Nursing	Designated	\$66,300 \$61,200	0.00% 0.00%							\$66,300 \$61,200	
		Designated	\$127,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		Also has a 25% faculty appointment.
Peel, Jennifer	Assistant Dean for Graduate Medical	General Revenue	\$119,182	0.00%							\$119,182	
	Education, School of Medicine		\$119,182	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		Also has a 5% faculty appointment.
Courand, Jon Alan	Assistant Dean for Wellbeing, School of	General Revenue	****								4445 000	
	Medicine	Designated	\$115,000	0.00%							\$115,000	
		Designated										Incentive compensation based on FY21 actual (\$316). A portion of
			\$0	0.00%					\$316			the incentive may be associated with faculty effort.
			\$115,000	0.00%	\$0	\$0	\$0	\$0	\$316	\$0	\$115,316	Also has a 50% faculty appointment.
Sung, Patrick	Associate Dean for Research, School of	General Revenue										Other: Incentive compensation (\$22,710). A portion of the incentive
Sung, attex	Medicine	Sellerur nevenue	\$22,780	-17.93%					\$11,355		\$34,135	may be associated with faculty effort.
		Designated	\$28,410	19.87%					\$11,355		\$39,765	
		Restricted	\$39,510	22.53%							\$39,510	Also has a 80% faculty appointment. Base salary market adjustment
			\$90,700	8.36%	\$0	\$0	\$0	\$0	\$22,710	\$0	\$113,410	effective 09/01/21.

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				Democrate			Nonsalary	Benefits FY 202	22			
Name	Position	Funding Source	Salary (9.1.2021)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Meling, Vanessa B.	Associate Dean for Student Engagement & Success, School of Nursing	General Revenue Designated Restricted	\$84,500 \$13,000 \$0	73.26% 0.00% -100.00%							\$84,500 \$13,000 \$0	
			\$97,500	-0.04%	\$0	\$0	\$0	\$0	\$0	\$0		Also has a 25% faculty appointment. Effective 09/01/21 Dr. Meling assumed the role of Associate Dean. Prior year appointment 100% Assistant Dean.
Reeves, Stephanie	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue Designated	\$96,500	7.22%							\$96,500	
			\$0	0.00%					\$316		\$316	Incentive compensation based on FY21 actual (\$316). A portion of the incentive may be associated with faculty effort. Also has a 50% faculty appointment. Base salary increase effective
Wathen, Patricia I.	Assistant Dean for Education and Innovation, School of Medicine	General Revenue Designated	\$96,500 \$64,500 \$15,000	7.22% 0.00% 0.00%	\$0	\$0	\$0	\$0	\$316 \$14,852	\$0	\$64,500	09/01/21. Incentive compensation (\$14,852). A portion of the incentive may be associated with faculty effort.
English, Dana Kiefer	Assistant Dean for Educational and Faculty	General Revenue	\$79,500	0.00%	\$0	\$0	\$0	\$0	\$14,852	\$0		Also has a 70% faculty appointment.
	Development, School of Dentistry		\$93,600 \$93,600	4.00% 4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$93,600 \$93,600	Base salary increase effective 09/01/21.
Gius, David	Assistant Dean for Research, School of Medicine	General Revenue	\$56,000 \$56,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$56,000 \$56,000	Also has a 80% faculty appointment.
Singh, Brij B.	Associate Dean for Research, School of Dentistry	General Revenue Designated	\$0 \$23,500 \$23,500	0.00% 0.00% 0.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$30,000 \$23,500	Incentive compensation (\$30,000). A portion of the incentive may be associated with faculty effort. Also has a 90% faculty appointment.
MacNeill, Barbara A.	Assistant Dean for Clinics, School of Dentistry	General Revenue Designated	\$13,700 \$0	0.00% 0.00%					\$2,622		\$16,322 \$0	Incentive compensation (\$2,622). A portion of the incentive may be associated with faculty effort.
			\$13,700	0.00%	\$0	\$0	\$0	\$0	\$2,622	\$0	\$16,322	Also has a 10% faculty appointment.