The University of Texas at San Antonio

A	В	С	D	E	F	G	Н	I	J	K	L	M
				Percentage			Nonsalary	Benefits FY 20	23			
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2022)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Eighmy, Taylor	President	Designated	\$600,374	6.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$600,374	
Ligitity, raylor	riesident	General Revenue	\$65,945	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$65,945	
			\$666,319	6.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$666,319	
Campos, Lisa	Vice President for Intercollegiate Athletics & Athletics Director	Auxiliary	\$475,000	11.76%	\$0	\$0	\$0	\$7,200	\$49,540	\$7,940		Other: Retention Bonus (\$40,000) and country club membership; Non-Cash Comp: game tickets (\$4,340) and taxable value of vehicle (\$3,600)
			\$475,000	11.76%	\$0	\$0	\$0	\$7,200	\$49,540	\$7,940	\$539,680	
Espy, Kimberly	Provost & Senior Vice President, Academic Affairs	General Revenue	\$450,320	4.00%	\$0	\$0	\$0	\$0	\$60,000	\$0	\$510,320	Permanent Supplement - Peter T. Flawn Chair
	7.000000705		\$450,320	4.00%	\$0	\$0	\$0	\$0	\$60,000	\$0	\$510,320	
Salazar, Veronica	Chief Financial Officer & Senior Vice President, Business Affairs	General Revenue	\$442,480	14.34%	\$0	\$0	\$0	\$0	\$0	\$0	\$442,480	Equity increase 01/01/22
	rresident, business Arians		\$442,480	14.34%	\$0	\$0	\$0	\$0	\$0	\$0	\$442,480	
Halbesleben, Jonathon	Dean, College of Business	General Revenue	\$380,000	0.00%	\$0	\$0	\$0	\$0	\$30,000	\$0		Hire Date 06/01/22; Other: Additional pay for Bodentstedt Chair for the Dean of the Alvarez College of Business
			\$380,000	0.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$410,000	Chair for the Deart of the Alvarez conege of Business
Miller-Lugo, Karl	Vice President of Office of Advancement and Alumni Engagement	General Revenue	\$364,000	4.00%	\$0	\$0	\$0	\$0	\$8,400	\$0	\$372,400	Other: country club membership
			\$364,000	4.00%	\$0	\$0	\$0	\$0	\$8,400	\$0	\$372,400	
Grimes, Howard	Chief Executive Officer, Cyber Manufacturing Innovation Institute	Designated	\$326,025	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$326,025	
			\$326,025	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$326,025	
Browning, JoAnn	Dean, College of Engineering & Integrated Design	General Revenue	\$322,863	3.92%	\$0	\$0	\$0	\$0	\$0	\$0	\$322,863	
	DC31511		\$322,863	3.92%	\$0	\$0	\$0	\$0	\$0	\$0	\$322,863	
au - 5 - 1			40.5.50	2 = 22/	4.0	4.0	4.0	40	4.0	40	40.5.55	
Silva, David	Dean, College of Science	General Revenue	\$315,158 \$315,158	3.50% 3.50%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$315,158 \$315,158	
			70.07,200	<u> </u>				7.7	7-	•	+0=0,=00	
Martinez, Carlos	Senior Vice President for Institutional Strategic Planning, Compliance Risk Management, & Office Operations and Chief of Staff	General Revenue	\$289,800	3.50%	\$0	\$0	\$0	\$0	\$5,515	\$0		Other: Licensure by State of Texas, membership in the National Association of College and University Attorneys (\$5,000), NACUA membership dues (\$230) and State Bar of Texas membership dues (\$285)
			\$289,800	3.50%	\$0	\$0	\$0	\$0	\$5,515	\$0	\$295,315	
Cossman, Jeralynn	Dean, College for Health, Community and Policy	General Revenue	\$291,739	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$291,739	
	. 557		\$291,739	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$291,739	

The University of Texas at San Antonio

A	В	С	D	E	F	G	Н	ı	J	K	L	M
				Percentage	Nonsalary Benefits FY 2023							
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2022)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Ketchum, Kendra	Vice President, Information Management	Designated	\$287,481	20.23%	\$0	\$0	\$0	\$0	\$900	\$0	\$288,381	Other: Telephone allowance; Equity increase 01/01/22
	& Technology		\$287,481	20.23%	\$0	\$0	\$0	\$0	\$900	\$0	\$288,381	
			7207,401	20.2370		70	, , , , , , , , , , , , , , , , , , , 	70	-	, , , , , , , , , , , , , , , , , , , 	7200,301	
Mathur, Ambika	Vice Provost & Dean, Graduate School	General Revenue	\$262,963	4.00%	<u>\$0</u>	\$0	\$0	\$0	\$0	\$0	\$262,963	
			\$262,963	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$262,963	
Shipley, Heather	Senior Vice Provost & Dean, University	General Revenue	\$262,314	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$262,314	
	College				·							
			\$262,314	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$262,314	
Rossello, Juan	Chief Legal Officer, Legal Affairs	General Revenue	\$258,125	3.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$258,125	
	2		\$258,125	3.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$258,125	
Martinez Clans	Dean, College of Liberal & Fine Arts	General Revenue	\$256,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$256,500	
Martinez, Glenn	Death, College of Liberal & Fille Arts	General Revenue	\$256,500	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$256,500	
			·					•	•		<u> </u>	
Torres, Mario	Dean, College of Education & Human	General Revenue	\$253,850	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$253,850	
	Development		\$253,850	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$253,850	
										, -	,,	
Barnes, Lynn	Senior Vice Provost, Strategic Enrollment	General Revenue	\$253,760	4.00%	\$0 \$0	\$0	\$0 \$0	\$0	\$0	\$0	\$253,760	
			\$253,760	4.00%	<u>\$0</u>	\$0	ŞU	\$0	\$0	\$0	\$253,760	
Vito, Melissa	Vice Provost, Academic Innovation	Designated	\$237,037	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$237,037	
			\$237,037	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$237,037	
Wyatt, Tammy	Vice Provost, Student Success	General Revenue	\$237,000	12.39%	\$0	\$0	\$0	\$0	\$0	\$0	\$237,000	Equity increase 06/01/22
Wyate, runniny	vice i rovose, student success	General Revenue	\$237,000	12.39%	\$0	\$0	\$0	\$0	\$0	\$0	\$237,000	Equity mercuse objor, 22
Anderson, Myron	Vice President, Inclusive Excellence	General Revenue	\$236,154 \$236,154	10.52% 10.52%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$236,154 \$236,154	Equity increase 01/01/22
			7230,134	10.3270		70	70	70	ŢŪ	, , , , , , , , , , , , , , , , , , , 	\$230,134	
Nino, Maria (Teresa)	Vice President, University Relations	General Revenue	\$230,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$230,000	
			\$230,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$230,000	
Shaw, Jaclyn	Interim Vice President, Research,	General Revenue	\$230,000	33.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$230.000	Promotion 06/01/2022
22,.22.,	Economic Development and Knowledge		7-22,022		7-	**	**	7-	7-	**	,,	
	Enterprise		\$230,000	33.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$230,000	
			\$230,000	33.03%	ŞU	ŞU	ŞU	ŞU	ŞU	ŞU	\$230,000	
Kelly, Sean	Dean, Honors College	General Revenue	\$219,856	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$219,856	
			\$219,856	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$219,856	
Hendrix, Dean	Vice Provost & University Librarian	Designated	\$214,886	3.18%	\$0	\$0	\$0	\$0	\$0	\$0	\$214,886	
, ==			\$214,886	3.18%	\$0	\$0	\$0	\$0	\$0	\$0	\$214,886	

The University of Texas at San Antonio

A	В	С	D	E	F	G	Н	I	J	K	L	М
				Percentage			Nonsalary	Benefits FY 20	23			
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2022)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Hardison, Sheri	Senior Associate Vice President, Financial Affairs and Deputy Chief Financial Officer	General Revenue	\$212,175	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$212,175	
			\$212,175	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$212,175	
Hernandez, Maria Guadalupe	Sr. Associate Vice President, Business Affairs, Administration & Operations and Interim AVP to People Excellence	Designated	\$200,000	42.86%	\$0	\$0	\$0	\$0	\$8,250	\$0		Promotion 10/17/22; Other: Supplemental pay for Interim AVP People Excellence duties
			\$200,000	42.86%	\$0	\$0	\$0	\$0	\$8,250	\$0	\$208,250	
Walsh, Guy	Executive Director, National Security Collaboration Center	General Revenue	\$207,000	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$207,000	
	Collaboration Center		\$207,000	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$207,000	
						4-	4-	4-		4-		
Green, Corrina	Associate Vice President, Real Estate, Construction & Campus Planning	General Revenue	\$206,125	3.06%	\$0	\$0	\$0	\$0	\$0	\$0	\$206,125	
			\$206,125	3.06%	\$0	\$0	\$0	\$0	\$0	\$0	\$206,125	
McSherry, Shawn	Associate Vice President, Innovation & Economic Development and Director of Institute for Economic Development	General Revenue	\$201,825	3.50%	\$0	\$0	\$0	\$0	\$900		\$202,725	Other: Telephone allowance
	institute for Economic Development		\$201,825	3.50%	\$0	\$0	\$0	\$0	\$900	\$0	\$202,725	
Price, Kevin	Senior Associate Vice President, Housing And Campus Services	Auxiliary	\$201,549	3.25%					\$900	\$0	\$202,449	Other: Telephone allowance
			\$201,549	3.25%	\$0	\$0	\$0	\$0	\$900	\$0	\$202,449	
Goodman, Paul	Associate Vice President, Facilities	General Revenue	\$201,338	3.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$201,338	
Goodman, radi	Associate vice i resident, i denities	General Revenue	\$201,338	3.25%	\$0	\$0	\$0 \$0	\$0	\$0 \$0	\$0 \$0	\$201,338	
Onion, David	Senior Associate Vice President for Development	General Revenue	\$197,996	3.50%	\$0	\$0	\$0	\$0	\$900	\$0	\$198,896	Other: Telephone allowance
	Development		\$197,996	3.50%	\$0	\$0	\$0	\$0	\$900	\$0	\$198,896	
Galiopoulos, Athanasios	Chief Technology Officer, UTS Infrastructure Services	Designated	\$193,040	9.68%	\$0	\$0	\$0	\$0	\$900	\$0	\$193,940	Other: Telephone allowance; Equity increase 02/01/22
	illiustraceare services		\$193,040	9.68%	\$0	\$0	\$0	\$0	\$900	\$0	\$193,940	
Wilkerson, Steven	Associate Vice President & Chief Analytic Officer, Institutional Research	General Revenue	\$192,400	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$192,400	
	omeer, institutional research		\$192,400	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$192,400	
Madden, Katherine	Interim Associate Vice President, People	General Revenue	\$185,000	0.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$185,900	Hire date 10/17/22; Other: Telephone allowance
	Excellence		\$185,000	0.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$185,900	
			,		T-				,		+,	

The University of Texas at San Antonio

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				Percentage			Nonsalary	Benefits FY 20	23			
Name	Position	Funding Source	Salary (9.1.2022)	Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Anderson, Rebecca	Associate Vice President, Operations & Advancement Services	General Revenue	\$184,023	19.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$184,023	Equity increase 03/01/22
			\$184,023	19.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$184,023	
Stevenson, Michelle	Associate Vice President, Research Integrity	General Revenue	\$172,093	4.00%	\$0	\$0	\$0	\$0	\$11,473	\$0		Other: supplemental pay for additional duties for oversight of the Office of Sponsored Project Administration and the division of Core Research Infrastructure Support
			\$172,093	4.00%	\$0	\$0	\$0	\$0	\$11,473	\$0	\$183,566	division of core nescuren minuscracture support
Salgado, Albert	Assistant Vice President, Small Business & Community Development	General Revenue	\$180,079	4.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$180,979	
			\$180,079	4.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$180,979	
Bramlage, Jenell	Senior Associate Vice President, Information Management & Strategic Services	Designated	\$176,400	10.25%	\$0	\$0	\$0	\$0	\$900	\$0	\$177,300	Equity increase 02/01/22; Other: Telephone allowance
	32.11003		\$176,400	10.25%	\$0	\$0	\$0	\$0	\$900	\$0	\$177,300	
Mahan, Melissa	Associate Vice Provost, Academic Innovation for Professional & Continuing Education	Designated	\$170,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,000	
	Education		\$170,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,000	
Montoya, Lisa	Vice Provost, Global Initiative	General Revenue	\$169,770 \$169,770	3.50% 3.50%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$169,770 \$169,770	
			\$109,770	3.30%	- 30	ŞÜ	ŞU	ŞU	3 0	ŞÜ	\$109,770	
Izbrand, Joseph	Associate Vice President, Strategic Communications and External Affairs	General Revenue	\$168,352	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$168,352	
			\$168,352	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$168,352	
Gerken, Joshua	Assistant Vice President, Campus Planning, Space Management	General Revenue	\$164,900	3.06%	\$0	\$0	\$0	\$0	\$5,333	\$0	\$170,233	Other: supplement for temporary duties
			\$164,900	3.06%	\$0	\$0	\$0	\$0	\$5,333	\$0	\$170,233	
Ramirez, Marcela	Associate Vice Provost, Teaching, Learning & Digital Transformation	g Designated	\$165,000	22.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$165,000	Promotion 03/01/22
			\$165,000	22.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$165,000	
Arora, Ritu	Assistant Vice President, Research Computing Support	Designated	\$160,425	3.50%	\$0	\$0	\$0	\$0	\$900	\$0	\$161,325	Other: Telephone allowance
			\$160,425	3.50%	\$0	\$0	\$0	\$0	\$900	\$0	\$161,325	
Schoenborn, Stephanie	Chief of Police, Public Safety	General Revenue	\$160,000 \$160,000	71.56% 71.56%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$160,000 \$160,000	Promotion 02/01/22
											7-11,500	

The University of Texas at San Antonio

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				Percentage			Nonsalary	Benefits FY 20	23			
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2022)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Garcia, Sandra	Assistant Vice President, Sponsored Projects Administration and Interim Director of Research Service Center,	General Revenue	\$142,882	3.50%	\$0	\$0	\$0	\$0	\$16,074	\$0	\$158,956	Other - supplement for Interim Director position
	Health. Education. Business & Arts		\$142,882	3.50%	\$0	\$0	\$0	\$0	\$16,074	\$0	\$158,956	
Diaman Baula	laterius Assistant Visa Passidant Padast R	Canada Barrania	Ć125 C1C	0.00%	<u> </u>	ćo	ćo	ćo	ć20 400	Ć0.	\$15C 01C	latering and thing OF/OR/22. Others County and the design of the interior
Pierson, Paula	Interim Assistant Vice President, Budget & Financial Planning	General Revenue	\$135,616	0.00%	\$0	\$0	\$0	\$0	\$20,400	\$0		Interim position 05/01/22; Other: Supplement pay for interim duties
			\$135,616	0.00%	\$0	\$0	\$0	\$0	\$20,400	\$0	\$156,016	
Carrisalez, Albert	Assistant Vice President, Government Relations & Policy	General Revenue	\$155,480	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,480	
	neiddions a rolley		\$155,480	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,480	
Hassay, Jason	Associate Vice President, Government Relations	General Revenue	\$155,250	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,250	
	Relations		\$155,250	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,250	
Yturralde, Gregory	Assistant Vice President of Financial Affairs and Controller	General Revenue	\$155,000	3.33%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,000	
	Arrair's and Controller		\$155,000	3.33%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,000	
Tyler, Paul	Chief Audit Executive, Audit & Consulting Services	General Revenue	\$153,999	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$153,999	
	Scivices		\$153,999	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$153,999	
Wyatt, Richard	Executive Director, Business & Community Resilience	General Revenue	\$150,075	3.50%	\$0	\$0	\$0	\$0	\$900	\$0	\$150,975	Hire date 12/17/20; Other Telephone allowance
	Resilience		\$150,075	3.50%	\$0	\$0	\$0	\$0	\$900	\$0	\$150,975	
Robinson, LaTonya	Senior Vice Provost, Student Affairs & Dean of Students	Auxiliary	\$115,161	15.92%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,161	Equity increase 08/01/22
		Designated	\$38,387	15.92%	\$0	\$0	\$0	\$0	\$0	\$0	\$38,387	
			\$153,548	15.92%	\$0	\$0	\$0	\$0	\$0	\$0	\$153,548	
Diaz Rosencrans, Suzana	Assistant Vice Provost, Online Programs	Designated	\$152,294	3.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$152,294	
			\$152,294	3.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$152,294	
Russo, Mary Heather	· · · · · · · · · · · · · · · · · · ·	General Revenue Designated	\$107,625 \$42,375	0.00% 0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$900 \$0	\$0 \$0	\$108,525 \$42,375	Hire date 09/17/22; Other: Telephone allowance
		Designated	\$150,000	0.00%	\$0	\$0	\$0 \$0	\$0	\$0	\$0	\$150,900	
Barrera, Angelica Maldonado	Associate Vice Provost, Student Success	Designated	\$133,745	3.50%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$148 745	Other: Supplemental Pay
23. Cra, Aligenca Malaonado		_ confinated	\$133,745	3.50%	\$0	\$0 \$0	\$0 \$0	\$0 \$0	\$15,000	\$0 \$0	\$148,745	ocier, supplementally
Peters, Anne	Associate Vice President, Community & Special Projects	General Revenue	\$147,799	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$147,799	

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			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2022)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
-			\$147,799	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$147,799	
Haverland, Clayton	Assistant Vice President, Campus Services	Auxiliary	\$145,635	4.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$146,535	Other: Telephone allowance
			\$145,635	4.00%	\$0	\$0	\$0	\$0	\$900	\$0	\$146,535	
			+= 10/000			T -	7.7	T -	7555	12	7=10/500	
Cooper, Eric	Associate Vice Provost, Enrollment	Designated	\$144,653	3.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$144,653	
			\$144,653	3.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$144,653	
Ford, Jill	Assistant Dean, College of Engineering and Integrated Design	Designated	\$131,246	4.00%	\$0	\$0	\$0	\$0	\$12,000	\$0	\$143,246	Other: Student Success Distinguished Leadership Fellow
	megratea Besign		\$131,246	4.00%	\$0	\$0	\$0	\$0	\$12,000	\$0	\$143,246	
Borrero, Luis	Assistant Vice President, Facilities	General Revenue	\$141,998	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$141,998	
	Administration		\$141,998	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$141,998	
						T T		7.7			7 ,	
Gee, Ginnifer	Associate Vice Provost, Engaged Learning and Career Education	General Revenue	\$140,152	12.12%	\$0	\$0	\$0	\$0	\$0	\$0		Equity increase 01/01/22
			\$140,152	12.12%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,152	
Garza, Kristina	Associate Vice Provost, Enrollment Services	Designated	\$140,000	20.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,000	Promotion 04/01/22
	56.0005		\$140,000	20.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,000	
Kjosa, Kevin	Chief Information Security Officer, UTS Information Security	Designated	\$138,579	3.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$138,579	
	mormation security		\$138,579	3.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$138,579	
Griffin, Cecilia	Assistant Vice President, Leadership Strategy	General Revenue	\$134,550	3.50%	\$0	\$0	\$0	\$0	\$900	\$0	\$135,450	Other: Telephone allowance
	Strategy		\$134,550	3.50%	\$0	\$0	\$0	\$0	\$900	\$0	\$135,450	
Macias-Ollervidez, Diana	Assistant Vice President, Supply Chain Management	General Revenue	\$137,000	5.38%	\$0	\$0	\$0	\$0	\$0	\$0		Equity increase 04/01/22
			\$137,000	5.38%	\$0	\$0	\$0	\$0	\$0	\$0	\$137,000	
Lott, Gary	Assistant Vice President of Financial Services and University Bursar	General Revenue	\$137,000	7.61%	\$0	\$0	\$0	\$0	\$0	\$0	\$137,000	Equity increase 04/01/22
	•		\$137,000	7.61%	\$0	\$0	\$0	\$0	\$0	\$0	\$137,000	
Cortez, Gregorio	Assistant Vice President, Advancement, Information and Strategic Analysis	General Revenue	\$134,045	11.84%	\$0	\$0	\$0	\$0	\$0	\$0	\$134,045	Equity increase 03/01/22
	information and strategic Analysis		\$134,045	11.84%	\$0	\$0	\$0	\$0	\$0	\$0	\$134,045	

The University of Texas at San Antonio

A	В	С	D	E	F	G	н	ĺ	J	К	L	М
				Percentage			Nonsalary	Benefits FY 20	23			
				Salary Increase		Practice						
Name	Position	Funding Source	Salary (9.1.2022)	Over Prior Year	Cash Bonuses	Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Stoller, Veronica	Assistant Vice President, Research,	General Revenue	\$124,738	8.47%	\$0	\$0	\$0	\$0	\$8,316	\$0	\$133,054	Equity increase 04/01/22; Other: supplemental pay for
	Finance & Operations		\$124,738	8.47%	\$0	\$0	\$0	\$0	\$8,316	\$0	\$133,054	temporary duties
Farrell, Shawn	Assistant Vice President, Corporate & Foundation Engagement	Restricted Funds	\$131,963	3.50%	\$0	\$0	\$0	\$0	\$900	\$0	\$132,863	Other: Telephone allowance
	, our addon Engagement		\$131,963	3.50%	\$0	\$0	\$0	\$0	\$900	\$0	\$132,863	
Wilsey, Kirstin	Assistant Vice Provost, Academic Affairs	General Revenue	\$130,340	0.00%	\$0	\$0	\$0	\$0	\$0 \$0	\$0	\$130,340	
			\$130,340	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,340	
D'Attilio, Darren	Assistant Vice President, Revenue Generation & External Operations	Restricted Funds	\$128,812	3.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,812	
			\$128,812	3.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,812	
Weaver, James	Executive Director, Institutional Compliance & Risk	General Revenue	\$128,681	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,681	
			\$128,681	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,681	
Ramirez, Patricia Cantu	Assistant Vice Provost, University College	General Revenue	\$125,597	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$125,597	
			\$125,597	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$125,597	
Kenon, Vanessa	Associate Vice President, Technology Compliance & Community Engagement	Designated	\$122,437	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,437	
	compliance & community Engagement		\$122,437	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,437	
Cordeau, Brian	Assistant Vice Provost, Institutional Research	General Revenue	\$120,805	3.66%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,805	
	Research		\$120,805	3.66%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,805	
Fielder, Kasey	Associate Vice Provost, Assessment, Continuous Improvement & Accreditation	General Revenue	\$120,726	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,726	
			\$120,726	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,726	
Guinn Buckley, Traci	Assistant Vice President, Diversity &	General Revenue	\$119,025	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$119,025	
	Inclusive Excellence		\$119,025	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$119,025	
Findeisen, Michael	Assistant Dean, Fiscal Administration and Dean, College of Science	General Revenue	\$118,500	18.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$118,500	
Dean, C	Dean, college of science		\$118,500	18.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$118,500	
Robinson, Eryka	Assistant Dean, Fiscal Administration, College of Business	General Revenue	\$115,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,000	Hire Date 02/01/22

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A	В	С	D	E	F	G	Н	I	J	K	L	M
				Percentage	Nonsalary Benefits FY 2023							
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2022)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
			\$115,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,000	
Griffith, Angela	Assistant Vice Provost, Academic Operations, Academic Affairs	General Revenue	\$112,840	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$112,840	
			\$112,840	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$112,840	
Ellis, Carolyn	Senior Associate Vice Provost, Library	Designated	\$110,382 \$110,382	3.50% 3.50%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$5,332 \$5,332	\$0 \$0	\$115,714 \$115,714	Other: supplemental pay for interim duties
Aagaard, Mariposa	Assistant Vice Provost, Library	Designated	\$97,589 \$97,589	3.50% 3.50%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$10,711 \$10,711	\$0 \$0	\$108,300 \$108,300	Other: supplemental pay for interim duties
				3.3070		70	70	70	710,711	-	 	
Leal, Elvira	Assistant Vice President, Strategic Initiatives	General Revenue	\$106,362	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$106,362	
			\$106,362	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$106,362	
Garza-Girdy, Rosa	Assistant Dean, College of Business	Designated	\$106,013	3.26%	\$0	\$0	\$0	\$0	\$0	\$0	\$106,013	
			\$106,013	3.26%	\$0	\$0	\$0	\$0	\$0	\$0	\$106,013	
Garza, Kelly	Assistant Dean, Fiscal Administration College for Health, Community & Policy	General Revenue	\$103,000	8.42%	\$0	\$0	\$0	\$0	\$0	\$0	\$103,000	Equity increase 02/01/22
			\$103,000	8.42%	\$0	\$0	\$0	\$0	\$0	\$0	\$103,000	
Herrera, Annie	Assistant Dean, Academic Administration, College of Liberal & Fine Arts	, General Revenue	\$103,000	17.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$103,000	Position change 02/01/22
			\$103,000	17.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$103,000	
Hernandez, Melissa	Associate Dean of Students - Wellbeing	Designated	\$98,325	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$98,325	Promotion 07/01/22
	Services		\$98,325	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$98,325	
			700,000			7.7	7-	7.7		7-	7-0,0-0	
McKinney, Jan	Executive Director of Communications & Administration	Auxiliary	\$72,016	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$72,016	
		General	\$24,005	3.50%	\$0	\$0	\$0 \$0	\$0	\$0 \$0	\$0	\$24,005	
			\$96,021	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$96,021	
Rushing, Amy	Assistant Vice Provost, Library	Designated	\$94,641	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$94,641	
			\$94,641	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$94,641	
Jimenez, Anne	Associate Dean of Students and Director of Student Conduct & Community	Designated	\$90,741	3.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,741	
	Standards		\$90,741	3.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,741	
			450,7.12	3.23,0		7.0	70	70	70		Ç50,741	

The University of Texas at San Antonio

Α	В	С	D	E	F	G	Н	ı	J	K	L	M
				Percentage			Nonsalary	Benefits FY 20	23			
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2022)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
McKinney, Barry		Designated	\$89,287	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$89,287	
	of Student Activities		\$89,287	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$89,287	
			+/			7.5	7.7	7-	7.7	T-	+/	
Ragsdale, Jeffrey	Associate Vice Provost, Graduate Studies	General Revenue	\$85,586	8.06%	\$0	\$0	\$0	\$0	\$0	\$0		Equity increase 05/01/22
			\$85,586	8.06%	\$0	\$0	\$0	\$0	\$0	\$0	\$85,586	
Bueno, Lydia	Assistant Dean, Honors College	Designated	\$82,244	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$82,244	
			\$82,244	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$82,244	
Arreola, Cynthia	Chief of Staff for Inclusive Excellence and	General Revenue	\$81,713	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$81,713	
	Assistant Director		\$81,713	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$81,713	
			361,713	3.30%	<u> </u>	ŞU	ŞÜ	ŞU	ŞÜ	, JU	301,/13	
Carmona-Dominguez, Guadalupe	Executive Director, Contex	General Revenue	<u>\$0</u>	0.00%	\$0	\$0	\$0	\$0	\$32,245	\$0		Other: Executive Director Supplement
			\$0	0.00%	\$0	\$0	\$0	\$0	\$32,245	\$0	\$32,245	
Appleford, Mark	Associate Vice Provost, University College and Associate Dean, College of	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$25,000	Other: Associate Vice Provost Supplement
	Engineering & Integrated Design		\$0	0.00%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$25,000	
Guerra, Norma		General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$22,500	\$0	\$22,500	Other: Associate Vice Provost
	Inclusion, Academic Affairs and Associate Dean, College of Education and Human Development											
	Development		\$0	0.00%	\$0	\$0	\$0	\$0	\$22,500	\$0	\$22,500	
Sparks, Patrice	Senior Associate Dean, College For Health, Community & Policy,	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$22,000	\$0	\$22,000	Other: Senior Associate Dean Supplement
	Community & Foncy,		\$0	0.00%	\$0	\$0	\$0	\$0	\$22,000	\$0	\$22,000	
Yaeger, Jason	Senior Associate Dean, College of Liberal & Fine Arts	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$21,000	\$0	\$21,000	Other: Associate Dean Supplement
	& Fill CATG		\$0	0.00%	\$0	\$0	\$0	\$0	\$21,000	\$0	\$21,000	
Smith, Pamela	Associate Dean of Faculty, College of Business	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$20,000	Other: Associate Dean Supplement
	243233		\$0	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$20,000	
. Billion		6 15		0.6337	4.0	45	40	40	420.000	<u></u>	400.0==	
Lopez-Ribot, Jose	Associate Dean, College of Science	General Revenue	\$0 \$0	0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$20,000 \$20,000	\$0 \$0	\$20,000 \$20,000	Other: Associate Dean Supplement
				0.0070		7-	, , , , , , , , , , , , , , , , , , , 	Ψ-	720,000	¥*	423,000	
Nash, Kelly	Associate Dean, College of Science	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0		Other: Associate Dean Supplement
			\$0	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$20,000	

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Α	В	С	D	E	F	G	Н	I	J	К	L	М
				Percentage	ge Nonsalary Benefits FY 2023							
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2022)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Sanchez, Juan	Associate Dean, College of Business, Graduate Studies	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$20,000	Other: Associate Dean Supplement
			\$0	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$20,000	· •
Weston, Rebecca	Associate Dean, Graduate School	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0		Other: Associate Dean Supplement
			\$0	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$20,000	:
Yuen, Timothy	Associate Dean, College of Science	General Revenue	\$0 \$0	0.00% 0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$20,000 \$20,000	\$0 \$0	\$20,000 \$20,000	Other: Associate Dean Supplement
			<u> </u>	0.00%	<u> </u>	ŞU	ŞU	ŞU	\$20,000	ŞU	\$20,000	
Leung, Mark	Associate Dean, College of Business	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0		Other: Associate Dean Supplement
			\$0	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$20,000	:
Enriquez, Roger	Executive Director, Westside Community Partnerships	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$18,867	\$0		Hire date 09/01/22; Other - stipend for Executive Director position
	·		\$0	0.00%	\$0	\$0	\$0	\$0	\$18,867	\$0	\$18,867	·· •
Ong, Anson	Senior Associate Dean, College of Engineering & Integrated Design	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$18,000	\$0	\$18,000	Other: Senior Associate Dean Supplement
	inglifeering a meeglated besign		\$0	0.00%	\$0	\$0	\$0	\$0	\$18,000	\$0	\$18,000	•
Cordova, Alberto	Associate Dean, College For Health, Community & Policy	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$17,000	\$0	\$17,000	Other: Associate Dean Supplement
	Community & Folicy		\$0	0.00%	\$0	\$0	\$0	\$0	\$17,000	\$0	\$17,000	•
Guda, Teja	Associate Dean, Graduate School	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$17,000	\$0	\$17.000	Other: Associate Dean Supplement
	rissociate searly craduate solico.	General Nevenae	\$0	0.00%	\$0	\$0	\$0	\$0	\$17,000	\$0	\$17,000	Sancti Planeta Scall Supplement
Niu, Jianwei	Associate Dean, University College	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$17,000	\$0	\$17,000	Other: Associate Dean Supplement
Nid, Janwer	Associate Deall, Onliversity College	General Nevenue	\$0	0.00%	\$0 \$0	\$0	\$0 \$0	\$0 \$0	\$17,000	\$0	\$17,000	Street. Associate Dearr Supplement
Sosa, Erica	Associate Dean, College For Health,	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$17,000	\$0	\$17,000	Other: Associate Dean Supplement
	Community & Policy		\$0	0.00%	\$0	\$0	\$0	\$0	\$17,000	\$0	\$17,000	
Tillyer, Robert	Associate Dean, College For Health,	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$17,000	\$0	\$17,000	Other: Associate Dean Supplement
	Community & Policy		\$0	0.00%	\$0	\$0	\$0	\$0	\$17,000	\$0	\$17,000	
Flores, Belinda	Associate Dean, College of Education & Human Development	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$15,000	Other: Associate Dean Supplement
	Hamail Development		\$0	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$15,000	
Akopian, David	Associate Dean, College of Engineering &	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$15,000	Other: Associate Dean Supplement
	Integrated Design		\$0	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$15,000	
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A	В	С	D	E	F	G	Н	I	J	K	L	M
				Percentage			Nonsalary	Benefits FY 20)23			
Name	Position	Funding Source	Salary (9.1.2022)	Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Montoya Rodriguez, Arturo	Associate Dean, College of Engineering & D	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0		Other: Associate Dean Supplement
			\$0	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$15,000	
Toker Beeson, Saadet	Associate Dean, CEID School of D Architecture & Planning	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$15,000	Hire date 05/01/22; Other: Associate Dean Supplement
			\$0	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$15,000	
Bonner, Emily	Assistant Dean, College of Education & D Human Development	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$15,000	Other: Associate Dean Supplement
			\$0	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$15,000	
Richardson, Nathan	Associate Dean, College of Liberal & Fine G	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$14,000	\$0	\$14,000	Other: Associate Dean Supplement
	-		\$0	0.00%	\$0	\$0	\$0	\$0	\$14,000	\$0	\$14,000	
Beebe, Nicole	Assistant Vice President, Faculty Research G Development	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$9,000	\$0		Hire date 04/01/22; Other: Assistant Vice President supplement
			\$0	0.00%	\$0	\$0	\$0	\$0	\$9,000	\$0	\$9,000	
Matiella, Terri	Assistant Dean, College of Science G	General Revenue	\$0 \$0	0.00% 0.00%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$7,200 \$7,200	\$0 \$0	\$7,200 \$7,200	Other: Assistant Dean Supplement
Valerio-Jimenez, Omar	Associate Dean, Diversity, Inclusion & G Justice, College of Liberal & Fine Arts	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$7,000	\$0	\$7,000	Other: Associate Dean Supplement
	Justice, college of Liberal & Fine Arts		\$0	0.00%	\$0	\$0	\$0	\$0	\$7,000	\$0	\$7,000	
Fleuriet, Kathryn	Associate Dean, College of Liberal & Fine	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$7,000	\$0	\$7,000	Other: Associate Dean Supplement
	Arts		\$0	0.00%	\$0	\$0	\$0	\$0	\$7,000	\$0	\$7,000	