

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2024**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

| A Name | B Position | C Funding Source | D Salary (9.1.2023) | E Percentage Salary Increase Over Prior Year | F Nonsalary Benefits FY 2024 | | | | | | L Total Compensation | M Explanation / Comments |
|------------------|---|---------------------|---------------------------|--|---------------------------------|---------------------------|---------------------------|-----------------------|------------------|-------------------------------|----------------------------|---|
| | | | | | F Cash Bonuses | G Practice Benefits | H Housing Allowance | I Car Allowance | J Other | K Non-Cash Compensation | | |
| | | | | | | | | | | | | |
| Reiser, Jochen | President | E&G | \$65,934 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$65,934 | Deferred Compensation (\$200,000); Transitional Expenses (\$50,000) Hired or transferred to this position on 08/15/2023 |
| | | Designated | \$1,284,066 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$250,000 | \$0 | \$1,534,066 | |
| | | Total | \$1,350,000 | N/A | \$0 | \$0 | \$0 | \$0 | \$250,000 | \$0 | \$1,600,000 | |
| Mouton, Charles | EVP and Provost, Dean of Med | E&G | \$1,073,024 | N/A | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$1,073,024 | Deferred Compensation (\$100,000) Transferred to this position on 8/15/2023 |
| | | Designated | \$0 | N/A | \$0 | \$0 | \$0 | \$0 | \$100,000 | \$0 | \$100,000 | |
| | | Total | \$1,073,024 | N/A | \$0 | \$0 | \$0 | \$0 | \$100,000 | \$0 | \$1,173,024 | |
| Harlin, Timothy | EVP and CEO Health System | E&G | \$976,028 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$976,028 | Deferred Compensation (\$100,000); Incentive Compensation (\$142,140) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$242,140 | \$0 | \$242,140 | |
| | | Total | \$976,028 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$242,140 | \$0 | \$1,218,168 | |
| Sharma, Gulshan | SVP, CMO and Clinical Innovation | E&G | \$697,716 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$697,716 | Deferred Compensation (\$75,000); Incentive Compensation (\$116,286) |
| | | Designated | \$77,524 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$191,286 | \$0 | \$268,810 | |
| | | Total | \$775,240 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$191,286 | \$0 | \$966,526 | |
| Korenek, Rebecca | EVP Bus Dev and Chief Strategic Officer | E&G | \$769,153 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$769,153 | Deferred Compensation (\$100,000); Incentive Compensation (\$112,013) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$212,013 | \$0 | \$212,013 | |
| | | Total | \$769,153 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$212,013 | \$0 | \$981,166 | |
| Resto, Vicente | SVP and Chief Physician Executive | Designated | \$725,485 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$184,922 | \$0 | \$910,407 | Deferred Compensation (\$75,000); Incentive Compensation (\$109,922) |
| | | Restricted | \$7,328 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$7,328 | |
| | | Total | \$732,813 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$184,922 | \$0 | \$917,735 | |

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| | | | | | | | | | | | | |
| Murray, Owen | SVP Offender Health Services | Designated | \$718,888 | 29.38% | \$0 | \$0 | \$0 | \$0 | \$121,276 | \$0 | \$840,164 | Deferred Compensation (\$50,000); Incentive Compensation (\$71,276) Increase due to promotion to Senior Vice President and market adjustment |
| | | Total | \$718,888 | 29.38% | \$0 | \$0 | \$0 | \$0 | \$121,276 | \$0 | \$840,164 | |
| Jones, Stephen | CEO, Clear Lake Campus | Designated | \$601,097 | 5.00% | \$0 | \$0 | \$0 | \$0 | \$107,247 | \$0 | \$708,344 | Deferred Compensation (\$50,000); Incentive Compensation (\$57,247) |
| | | Total | \$601,097 | 5.00% | \$0 | \$0 | \$0 | \$0 | \$107,247 | \$0 | \$708,344 | |
| Urban, Randall | VP and Chief Research Officer | Designated | \$415,126 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$102,250 | \$0 | \$517,376 | Deferred Compensation (\$50,000); Incentive Compensation (\$52,250) |
| | | Restricted | \$107,374 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$107,374 | |
| | | Total | \$522,500 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$102,250 | \$0 | \$624,750 | |
| Sarpalius, Jenny | VP and CFO, Health System | E&G | \$500,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$500,000 | Hired or transferred to this position on 06/05/2023 |
| | | Total | \$500,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$500,000 | |
| Gaddie, George | VP and Chief Information Officer | E&G | \$439,725 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$439,725 | Deferred Compensation (\$50,000); Incentive Compensation (\$47,435) |
| | | Designated | \$48,858 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$97,435 | \$0 | \$146,293 | |
| | | Total | \$488,583 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$97,435 | \$0 | \$586,018 | |
| Skinner, Loren | VP and Chief Administrative Officer | E&G | \$338,473 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$338,473 | Deferred Compensation (\$50,000); Incentive Compensation (\$46,945) |
| | | Designated | \$145,060 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$96,945 | \$0 | \$242,005 | |
| | | Total | \$483,533 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$96,945 | \$0 | \$580,478 | |
| Vo, Alexander | VP, Chief Communication and Strategic Ventures | E&G | \$23,843 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$23,843 | Deferred Compensation (\$50,000); Incentive Compensation (\$46,297) |
| | | Designated | \$453,013 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$96,297 | \$0 | \$549,310 | |
| | | Total | \$476,856 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$96,297 | \$0 | \$573,153 | |

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| | | | | | | | | | | | | |
| Jones, Deborah | SVP and Dean School of Nursing | E&G | \$469,922 | 18.97% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$469,922 | Deferred Compensation (\$75,000); Incentive Compensation (\$59,250) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$134,250 | \$0 | \$134,250 | |
| | | Total | \$469,922 | 18.97% | \$0 | \$0 | \$0 | \$0 | \$134,250 | \$0 | \$604,172 | |
| Kardow, Vivian | VP and Chief Human Resources Officer | E&G | \$458,763 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$458,763 | Deferred Compensation (\$100,000); Incentive Compensation (\$44,540) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$144,540 | \$0 | \$144,540 | |
| | | Total | \$458,763 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$144,540 | \$0 | \$603,303 | |
| Woodgett, Carolanda | VP of Legal Affairs | E&G | \$453,924 | 2.86% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$453,924 | Deferred Compensation (\$75,000); Incentive Compensation (\$44,132) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$119,132 | \$0 | \$119,132 | |
| | | Total | \$453,924 | 2.86% | \$0 | \$0 | \$0 | \$0 | \$119,132 | \$0 | \$573,056 | |
| Amato, James | VP, Academic Medical Center Galveston | E&G | \$375,542 | 13.30% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$375,542 | Deferred Compensation (\$50,000); Incentive Compensation (\$39,459) |
| | | Designated | \$71,532 | 13.30% | \$0 | \$0 | \$0 | \$0 | \$89,459 | \$0 | \$160,991 | |
| | | Total | \$447,074 | 13.30% | \$0 | \$0 | \$0 | \$0 | \$89,459 | \$0 | \$536,533 | |
| LeMay, C. Aaron | VP, Financial Accounting and Reporting | E&G | \$430,363 | 7.90% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$430,363 | Deferred Compensation (\$50,000); Incentive Compensation (\$31,908) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$81,908 | \$0 | \$81,908 | |
| | | Total | \$430,363 | 7.90% | \$0 | \$0 | \$0 | \$0 | \$81,908 | \$0 | \$512,271 | |
| Moore, Melinda | SVP and Dean Graduate School Biomedical Science | E&G | \$350,788 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$350,788 | Deferred Compensation (\$75,000); Incentive Compensation (\$57,000) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$132,000 | \$0 | \$132,000 | |
| | | Restricted | \$40,612 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$40,612 | |
| | | Total | \$391,400 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$132,000 | \$0 | \$523,400 | |
| Susman, Jeffrey | Sr Associate Dean Educational Performance | E&G | \$389,708 | 14.62% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$389,708 | Incentive Compensation (\$25,500) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$25,500 | \$0 | \$25,500 | |
| | | Total | \$389,708 | 14.62% | \$0 | \$0 | \$0 | \$0 | \$25,500 | \$0 | \$415,208 | |

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|-------------------|--|---------------------|---------------------------|--|---------------------------------|-----------------------------------|---------------------------|-----------------------|------------------|-------------------------------|----------------------------|--|
| | | | | | F Cash Bonuses | G Practice Plan Benefits | H Housing Allowance | I Car Allowance | J Other | K Non-Cash Compensation | | |
| | | | | | | | | | | | | |
| Hernandez, Gabe | VP and CFO, Academic Enterprise | E&G | \$310,924 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$310,924 | Deferred Compensation (\$50,000); Incentive Compensation (\$37,771) |
| | | Designated | \$78,120 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$87,771 | \$0 | \$165,891 | |
| | | Total | \$389,044 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$87,771 | \$0 | \$476,815 | |
| Gutierrez, Pete | VP, Ambulatory Operations | E&G | \$324,014 | 4.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$324,014 | Deferred Compensation (\$50,000); Incentive Compensation (\$37,090) |
| | | Designated | \$61,717 | 4.00% | \$0 | \$0 | \$0 | \$0 | \$87,090 | \$0 | \$148,807 | |
| | | Total | \$385,731 | 4.00% | \$0 | \$0 | \$0 | \$0 | \$87,090 | \$0 | \$472,821 | |
| Blackwell, Thomas | Associate Dean Graduate Medical Education | E&G | \$376,763 | 9.24% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$376,763 | Incentive Compensation (\$26,262) |
| | | Designated | \$5,738 | 9.24% | \$0 | \$0 | \$0 | \$0 | \$26,262 | \$0 | \$32,000 | |
| | | Total | \$382,501 | 9.24% | \$0 | \$0 | \$0 | \$0 | \$26,262 | \$0 | \$408,763 | |
| Brown, David | SVP and Dean, School Health Prof | E&G | \$352,814 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$352,814 | Deferred Compensation (\$75,000); Incentive Compensation (\$54,812) |
| | | Designated | \$9,334 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$129,812 | \$0 | \$139,146 | |
| | | Restricted | \$14,227 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$14,227 | |
| | | Total | \$376,375 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$129,812 | \$0 | \$506,187 | |
| McKeith, James | Chief Medical Officer - CPMO | Restricted | \$375,215 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$375,215 | |
| | | Total | \$375,215 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$375,215 | |
| McGinley, Lynn | VP, Finance - Institutional Support | E&G | \$364,504 | 3.85% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$364,504 | Incentive Compensation (\$31,908) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$31,908 | \$0 | \$31,908 | |
| | | Total | \$364,504 | 3.85% | \$0 | \$0 | \$0 | \$0 | \$31,908 | \$0 | \$396,412 | |

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|--------------------|---|---------------------|---------------------------|--|---------------------------------|-----------------------------------|---------------------------|-----------------------|------------|-------------------------------|----------------------------|---|
| | | | | | F Cash Bonuses | G Practice Plan Benefits | H Housing Allowance | I Car Allowance | J Other | K Non-Cash Compensation | | |
| | | | | | | | | | | | | |
| Gruener, David | Senior Advisor | E&G | \$364,000 | -19.47% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$364,000 | Incentive Compensation (\$36,160) Decrease due to change from Vice President to Senior Advisor role with reduced hours |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$36,160 | \$0 | \$36,160 | |
| | | Total | \$364,000 | -19.47% | \$0 | \$0 | \$0 | \$0 | \$36,160 | \$0 | \$400,160 | |
| Bush, Ruth | Associate Dean Educational Affairs | E&G | \$246,132 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$246,132 | Incentive Compensation (\$26,521) |
| | | Designated | \$113,868 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$26,521 | \$0 | \$140,389 | |
| | | Total | \$360,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$26,521 | \$0 | \$386,521 | |
| Boenig, Tobin | VP and Chief Compliance Officer | E&G | \$359,186 | 2.26% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$359,186 | Deferred Compensation (\$50,000); Incentive Compensation (\$35,125) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$85,125 | \$0 | \$85,125 | |
| | | Total | \$359,186 | 2.26% | \$0 | \$0 | \$0 | \$0 | \$85,125 | \$0 | \$444,311 | |
| Peek, Mary | SVP and Dean - SPPH | E&G | \$333,261 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$333,261 | |
| | | Designated | \$14,151 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$14,151 | |
| | | Restricted | \$6,368 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$6,368 | |
| | | Total | \$353,780 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$353,780 | |
| Fingado, Elizabeth | VP, System Optimization and Performance | E&G | \$353,496 | 4.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$353,496 | Deferred Compensation (\$50,000); Incentive Compensation (\$33,990) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$83,990 | \$0 | \$83,990 | |
| | | Total | \$353,496 | 4.00% | \$0 | \$0 | \$0 | \$0 | \$83,990 | \$0 | \$437,486 | |
| Woods, Majka | Vice Dean for Academic Affairs | E&G | \$346,727 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$346,727 | Incentive Compensation (\$25,619) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$25,619 | \$0 | \$25,619 | |
| | | Restricted | \$5,102 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$5,102 | |
| | | Total | \$351,829 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$25,619 | \$0 | \$377,448 | |
| Goertz, Emily | VP, Revenue Cycle Operations | E&G | \$199,389 | 4.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$199,389 | Deferred Compensation (\$50,000); Incentive Compensation (\$32,495) |
| | | Designated | \$138,559 | 4.00% | \$0 | \$0 | \$0 | \$0 | \$82,495 | \$0 | \$221,054 | |
| | | Total | \$337,948 | 4.00% | \$0 | \$0 | \$0 | \$0 | \$82,495 | \$0 | \$420,443 | |

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| | | | | | | | | | | | | |
| Pickering, Kent | VP, Managed Care and CCS | E&G | \$334,750 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$334,750 | Deferred Compensation (\$50,000); Incentive Compensation (\$32,500) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$82,500 | \$0 | \$82,500 | |
| | | Total | \$334,750 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$82,500 | \$0 | \$417,250 | |
| Keiser, Philip | Associate Dean Public Health Practice - SPPH | E&G | \$185,592 | 17.58% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$185,592 | Incentive Compensation (\$14,850) |
| | | Designated | \$115,038 | -6.62% | \$0 | \$0 | \$0 | \$0 | \$14,850 | \$0 | \$129,888 | |
| | | Restricted | \$29,370 | -40.03% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$29,370 | |
| | | Total | \$330,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$14,850 | \$0 | \$344,850 | |
| Temple, Jeff | Vice Dean Res and Scholarship SON | E&G | \$117,130 | 1.87% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$117,130 | Incentive Compensation (\$24,375) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$24,375 | \$0 | \$24,375 | |
| | | Restricted | \$207,870 | -1.02% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$207,870 | |
| | | Total | \$325,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$24,375 | \$0 | \$349,375 | |
| Thomas, Lauree | Associate Dean Student Diversity, Health* | Designated | \$324,240 | 2.50% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$324,240 | |
| | | Total | \$324,240 | 2.50% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$324,240 | |
| LeBlanc, Steven | VP, Business Operations and Facilities | E&G | \$319,945 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$319,945 | Deferred Compensation (\$50,000); Incentive Compensation (\$31,063) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$81,063 | \$0 | \$81,063 | |
| | | Total | \$319,945 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$81,063 | \$0 | \$401,008 | |
| Wade, Christine | Administrator and ACNO | E&G | \$246,466 | 23.60% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$246,466 | Incentive Compensation (\$18,694) Temporary increase for interim Chief Nursing Executive responsibilities |
| | | Designated | \$61,617 | 23.60% | \$0 | \$0 | \$0 | \$0 | \$18,694 | \$0 | \$80,311 | |
| | | Total | \$308,083 | 23.60% | \$0 | \$0 | \$0 | \$0 | \$18,694 | \$0 | \$326,777 | |
| Evans, Philesha | Associate VP, HR Operations and Employee Health | E&G | \$305,587 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$305,587 | Incentive Compensation (\$22,251) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$22,251 | \$0 | \$22,251 | |
| | | Total | \$305,587 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$22,251 | \$0 | \$327,838 | |

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| | | | | | | | | | | | | |
| Foy, Desolyn | VP and Chief Audit Executive | E&G | \$304,267 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$304,267 | Deferred Compensation (\$50,000); Incentive Compensation (\$29,541) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$79,541 | \$0 | \$79,541 | |
| | | Total | \$304,267 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$79,541 | \$0 | \$383,808 | |
| Trieu, Robert | Associate VP FGP Operations | Designated | \$290,337 | 3.25% | \$0 | \$0 | \$0 | \$0 | \$19,173 | \$0 | \$309,510 | Incentive Compensation (\$19,173) |
| | | Total | \$290,337 | 3.25% | \$0 | \$0 | \$0 | \$0 | \$19,173 | \$0 | \$309,510 | |
| Willbanks, Brad | AVP, Institutional Compliance | E&G | \$287,714 | 9.71% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$287,714 | Incentive Compensation (\$19,668) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$19,668 | \$0 | \$19,668 | |
| | | Total | \$287,714 | 9.71% | \$0 | \$0 | \$0 | \$0 | \$19,668 | \$0 | \$307,382 | |
| Andersen, Nathan | Associate VP Legal Affairs | E&G | \$284,071 | 2.80% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$284,071 | Incentive Compensation (\$20,725) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$20,725 | \$0 | \$20,725 | |
| | | Total | \$284,071 | 2.80% | \$0 | \$0 | \$0 | \$0 | \$20,725 | \$0 | \$304,796 | |
| Moreno, Michelle | Chief of Staff- Provost | E&G | \$170,012 | 3.25% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$170,012 | Incentive Compensation (\$18,711) |
| | | Designated | \$113,341 | 3.25% | \$0 | \$0 | \$0 | \$0 | \$18,711 | \$0 | \$132,052 | |
| | | Total | \$283,353 | 3.25% | \$0 | \$0 | \$0 | \$0 | \$18,711 | \$0 | \$302,064 | |
| Furlong, Matthew | Associate VP, Fin Capital Planning | E&G | \$282,381 | 2.50% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$282,381 | Incentive Compensation (\$20,662) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$20,662 | \$0 | \$20,662 | |
| | | Total | \$282,381 | 2.50% | \$0 | \$0 | \$0 | \$0 | \$20,662 | \$0 | \$303,043 | |
| Williams, Anthony | Associate VP, Outpatient CMC | Designated | \$281,059 | 5.00% | \$0 | \$0 | \$0 | \$0 | \$20,076 | \$0 | \$301,135 | Incentive Compensation (\$20,076) |
| | | Total | \$281,059 | 5.00% | \$0 | \$0 | \$0 | \$0 | \$20,076 | \$0 | \$301,135 | |
| Thomas, Joseph | AVP Total Rewards | E&G | \$274,275 | 3.50% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$274,275 | Incentive Compensation (\$19,875) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$19,875 | \$0 | \$19,875 | |
| | | Total | \$274,275 | 3.50% | \$0 | \$0 | \$0 | \$0 | \$19,875 | \$0 | \$294,150 | |
| Syed, Misha | Assistant Dean Education Affairs | E&G | \$218,400 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$218,400 | Incentive Compensation (\$20,475) |
| | | Designated | \$54,600 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$20,475 | \$0 | \$75,075 | |
| | | Total | \$273,000 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$20,475 | \$0 | \$293,475 | |

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2024**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

| A Name | B Position | C Funding Source | D Salary (9.1.2023) | E Percentage Salary Increase Over Prior Year | F Nonsalary Benefits FY 2024 | | | | | | 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 | | |
| | | | | | | | | | | | | |
| Kovacevich, Craig | AVP, Alt Care Mod Optimization | E&G | \$189,762 | 3.25% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$189,762 | Incentive Compensation (\$18,556) |
| | | Designated | \$81,326 | 3.25% | \$0 | \$0 | \$0 | \$0 | \$18,556 | \$0 | \$99,882 | |
| | | Total | \$271,088 | 3.25% | \$0 | \$0 | \$0 | \$0 | \$18,556 | \$0 | \$289,644 | |
| Cisneros, Marjorie | AVP, Inpatient CMC and Administration | Designated | \$268,643 | 5.00% | \$0 | \$0 | \$0 | \$0 | \$19,189 | \$0 | \$287,832 | Incentive Compensation (\$19,189) |
| | | Total | \$268,643 | 5.00% | \$0 | \$0 | \$0 | \$0 | \$19,189 | \$0 | \$287,832 | |
| Brining, Douglas | Assistant VP, Animal Programs | Designated | \$268,472 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$19,549 | \$0 | \$288,021 | Incentive Compensation (\$19,549) |
| | | Total | \$268,472 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$19,549 | \$0 | \$288,021 | |
| Starnes-Ott, Yvonne | Vice Dean, SON | E&G | \$257,675 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$257,675 | Incentive Compensation (\$17,768) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$17,768 | \$0 | \$17,768 | |
| | | Restricted | \$10,736 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$10,736 | |
| | | Total | \$268,411 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$17,768 | \$0 | \$286,179 | |
| Comvalius-Goddard, Sharon | AVP, Research Regulation and Compliance | Designated | \$266,709 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$19,421 | \$0 | \$286,130 | Incentive Compensation (\$19,421) |
| | | Total | \$266,709 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$19,421 | \$0 | \$286,130 | |
| Coates, Kelly | Associate VP, Outpatient CMC | Designated | \$265,256 | 5.00% | \$0 | \$0 | \$0 | \$0 | \$18,947 | \$0 | \$284,203 | Incentive Compensation (\$18,947) |
| | | Total | \$265,256 | 5.00% | \$0 | \$0 | \$0 | \$0 | \$18,947 | \$0 | \$284,203 | |
| Zepeda, Stephanie | Associate VP, Pharmacy Services CMC and UTMB | E&G | \$26,074 | 5.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$26,074 | Incentive Compensation (\$18,624) |
| | | Designated | \$234,667 | 5.00% | \$0 | \$0 | \$0 | \$0 | \$18,624 | \$0 | \$253,291 | |
| | | Total | \$260,741 | 5.00% | \$0 | \$0 | \$0 | \$0 | \$18,624 | \$0 | \$279,365 | |
| Cherian, Ruby | Associate VP Legal Affairs | E&G | \$259,885 | 2.80% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$259,885 | Incentive Compensation (\$18,960) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$18,960 | \$0 | \$18,960 | |
| | | Total | \$259,885 | 2.80% | \$0 | \$0 | \$0 | \$0 | \$18,960 | \$0 | \$278,845 | |
| Garcia, Francisco | Associate VP International Affairs | E&G | \$259,885 | 2.80% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$259,885 | Incentive Compensation (\$18,960) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$18,960 | \$0 | \$18,960 | |
| | | Total | \$259,885 | 2.80% | \$0 | \$0 | \$0 | \$0 | \$18,960 | \$0 | \$278,845 | |

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2024**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

| A Name | B Position | C Funding Source | D Salary (9.1.2023) | E Percentage Salary Increase Over Prior Year | F Nonsalary Benefits FY 2024 | | | | | | 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 | | |
| | | | | | | | | | | | | |
| Levine, Ruth | Associate Dean Admissions and Student Affairs | E&G | \$233,106 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$233,106 | |
| | | Designated | \$19,969 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$19,426 | \$0 | \$39,395 | Incentive Compensation (\$19,426) |
| | | Restricted | \$5,931 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$5,931 | |
| | | Total | \$259,006 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$19,426 | \$0 | \$278,432 | |
| Roberts, Melanie | AVP Health Informatics and Quality | Designated | \$258,825 | 14.92% | \$0 | \$0 | \$0 | \$0 | \$16,891 | \$0 | \$275,716 | Incentive Compensation (\$16,891) |
| | | Total | \$258,825 | 14.92% | \$0 | \$0 | \$0 | \$0 | \$16,891 | \$0 | \$275,716 | |
| Beamon, Lauren | Assistant VP, Legal Affairs | E&G | \$257,814 | 13.30% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$257,814 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$17,066 | \$0 | \$17,066 | Incentive Compensation (\$17,066) |
| | | Total | \$257,814 | 13.30% | \$0 | \$0 | \$0 | \$0 | \$17,066 | \$0 | \$274,880 | |
| Sheer, Lauren | VP Legislative Affairs | E&G | \$251,990 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$251,990 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$74,465 | \$0 | \$74,465 | Deferred Compensation (\$50,000); Incentive Compensation (\$24,465) |
| | | Total | \$251,990 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$74,465 | \$0 | \$326,455 | |
| Conway, Craig | AVP, Institutional Compliance | E&G | \$251,387 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$251,387 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$18,305 | \$0 | \$18,305 | Incentive Compensation (\$18,305) |
| | | Total | \$251,387 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$18,305 | \$0 | \$269,692 | |
| Motamedi, Massoud | Chief Bioeng and Biotech Inn Officer | E&G | \$5,016 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$5,016 | |
| | | Designated | \$127,260 | 8.20% | \$0 | \$0 | \$0 | \$0 | \$18,263 | \$0 | \$145,523 | Incentive Compensation (\$18,263) |
| | | Restricted | \$118,532 | -2.06% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$118,532 | |
| | | Total | \$250,808 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$18,263 | \$0 | \$269,071 | |
| Kelley, Stacy | Associate VP Supply Chain Services | E&G | \$250,387 | 10.75% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$250,387 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$16,957 | \$0 | \$16,957 | Incentive Compensation (\$16,957) |
| | | Total | \$250,387 | 10.75% | \$0 | \$0 | \$0 | \$0 | \$16,957 | \$0 | \$267,344 | |
| Ott, Robert | Associate VP and Controller | E&G | \$249,180 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$249,180 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$18,144 | \$0 | \$18,144 | Incentive Compensation (\$18,144) |
| | | Total | \$249,180 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$18,144 | \$0 | \$267,324 | |

**Higher Education - Administrative Accountability Report
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The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

| A Name | B Position | C Funding Source | D Salary (9.1.2023) | E Percentage Salary Increase Over Prior Year | F Nonsalary Benefits FY 2024 | | | | | | L Total Compensation | M Explanation / Comments |
|-----------------|---|---------------------|---------------------------|--|---------------------------------|---------------------------|---------------------------|-----------------------|------------|-------------------------------|----------------------------|---|
| | | | | | F Cash Bonuses | G Practice Benefits | H Housing Allowance | I Car Allowance | J Other | K Non-Cash Compensation | | |
| | | | | | | | | | | | | |
| Hileman, David | Administrator - AE | E&G | \$173,075 | 2.94% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$173,075 | |
| | | Designated | \$74,175 | -6.25% | \$0 | \$0 | \$0 | \$0 | \$18,544 | \$0 | \$92,719 | Incentive Compensation (\$18,544) |
| | | Total | \$247,250 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$18,544 | \$0 | \$265,794 | |
| Baker, Ashlyn | Administrator - AE | E&G | \$183,008 | 5.82% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$183,008 | |
| | | Designated | \$61,003 | -4.63% | \$0 | \$0 | \$0 | \$0 | \$17,768 | \$0 | \$78,771 | Incentive Compensation (\$17,768) |
| | | Total | \$244,011 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$17,768 | \$0 | \$261,779 | |
| Mielsch, Emily | Associate VP Finance CMC | Designated | \$240,450 | 20.23% | \$0 | \$0 | \$0 | \$0 | \$15,000 | \$0 | \$255,450 | Incentive Compensation (\$15,000) |
| | | Total | \$240,450 | 20.23% | \$0 | \$0 | \$0 | \$0 | \$15,000 | \$0 | \$255,450 | Increase due to under minimum of salary range and market adjustment |
| | | | | | | | | | | | | |
| Lidstone, Karen | Administrator - AE | E&G | \$186,410 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$186,410 | |
| | | Designated | \$52,577 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$17,924 | \$0 | \$70,501 | Incentive Compensation (\$17,924) |
| | | Total | \$238,987 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$17,924 | \$0 | \$256,911 | |
| Blount, Danny | Associate VP Supply Chain Services | E&G | \$238,464 | 10.75% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$238,464 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$16,150 | \$0 | \$16,150 | Incentive Compensation (\$16,150) |
| | | Total | \$238,464 | 10.75% | \$0 | \$0 | \$0 | \$0 | \$16,150 | \$0 | \$254,614 | |
| Hebbar, Rohan | Assistant VP, Legal Affairs | E&G | \$235,173 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$235,173 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$17,124 | \$0 | \$17,124 | Incentive Compensation (\$17,124) |
| | | Total | \$235,173 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$17,124 | \$0 | \$252,297 | |
| Szauter, Karen | Assistant Dean Education Affairs | E&G | \$232,979 | 5.26% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$232,979 | |
| | | Designated | \$0 | -100.00% | \$0 | \$0 | \$0 | \$0 | \$17,473 | \$0 | \$17,473 | Incentive Compensation (\$17,473) |
| | | Total | \$232,979 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$17,473 | \$0 | \$250,452 | |
| Boeh, William | Associate VP Student Services and Registr | E&G | \$232,920 | 5.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$232,920 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$15,125 | \$0 | \$15,125 | Incentive Compensation (\$15,125) |
| | | Total | \$232,920 | 5.00% | \$0 | \$0 | \$0 | \$0 | \$15,125 | \$0 | \$248,045 | |

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2024**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

| A Name | B Position | C Funding Source | D Salary (9.1.2023) | E Percentage Salary Increase Over Prior Year | F Nonsalary Benefits FY 2024 | | | | | | 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 | | |
| | | | | | | | | | | | | |
| Oberholtzer, Alice | Administrator - AE | E&G | \$181,476 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$181,476 | Incentive Compensation (\$16,941) |
| | | Designated | \$51,185 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$16,941 | \$0 | \$68,126 | |
| | | Total | \$232,661 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$16,941 | \$0 | \$249,602 | |
| Varghese, Ann | Administrator CLC | Designated | \$232,661 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$16,941 | \$0 | \$249,602 | Incentive Compensation (\$16,941) |
| | | Total | \$232,661 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$16,941 | \$0 | \$249,602 | |
| Mainard, Rachelle | Administrator - AE | E&G | \$209,270 | 10.61% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$209,270 | Incentive Compensation (\$16,125) |
| | | Designated | \$23,252 | -9.88% | \$0 | \$0 | \$0 | \$0 | \$16,125 | \$0 | \$39,377 | |
| | | Total | \$232,522 | 8.15% | \$0 | \$0 | \$0 | \$0 | \$16,125 | \$0 | \$248,647 | |
| Dowless, Robert | Associate VP Finance-Govt Reimbur | E&G | \$232,350 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$232,350 | Incentive Compensation (\$16,919) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$16,919 | \$0 | \$16,919 | |
| | | Total | \$232,350 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$16,919 | \$0 | \$249,269 | |
| Reimschissel, Elizabeth | Administrator and ACNO | E&G | \$184,313 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$184,313 | Incentive Compensation (\$16,776) |
| | | Designated | \$46,078 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$16,776 | \$0 | \$62,854 | |
| | | Total | \$230,391 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$16,776 | \$0 | \$247,167 | |
| McKee, John | Assoc VP, Institutional Effectiveness | E&G | \$229,898 | 19.74% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$229,898 | Incentive Compensation (\$14,400) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$14,400 | \$0 | \$14,400 | |
| | | Total | \$229,898 | 19.74% | \$0 | \$0 | \$0 | \$0 | \$14,400 | \$0 | \$244,298 | |
| Adcox, Kenith | VP and Chief, University Police | E&G | \$229,478 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$229,478 | Deferred Compensation (\$50,000); Incentive Compensation (\$22,279) |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$72,279 | \$0 | \$72,279 | |
| | | Total | \$229,478 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$72,279 | \$0 | \$301,757 | |
| Hermstein, Scott | AVP Clinical Bus/Value Attain | Designated | \$228,401 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$16,631 | \$0 | \$245,032 | Incentive Compensation (\$16,631) |
| | | Total | \$228,401 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$16,631 | \$0 | \$245,032 | |
| Van Weelden, Susanne | Administrator - AE | Designated | \$228,300 | 6.19% | \$0 | \$0 | \$0 | \$0 | \$16,125 | \$0 | \$244,425 | Incentive Compensation (\$16,125) |
| | | Total | \$228,300 | 6.19% | \$0 | \$0 | \$0 | \$0 | \$16,125 | \$0 | \$244,425 | |
| Moreno, Victor | Associate VP Workforce Operations AE | E&G | \$102,682 | 3.25% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$102,682 | |

**Higher Education - Administrative Accountability Report
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The University of Texas Medical Branch at Galveston

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| A Name | B Position | C Funding Source | D Salary (9.1.2023) | E Percentage Salary Increase Over Prior Year | F Nonsalary Benefits FY 2024 | | | | | | K Non-Cash Compensation | L Total Compensation | M Explanation / Comments |
|------------------|--|---------------------|---------------------------|--|---------------------------------|---------------------------|---------------------------|-----------------------|------------|-------------------------------|-------------------------------|-----------------------------------|-----------------------------|
| | | | | | F Cash Bonuses | G Practice Benefits | H Housing Allowance | I Car Allowance | J Other | K Non-Cash Compensation | | | |
| | | | | | | | | | | | | | |
| | | Designated | \$125,500 | 3.25% | \$0 | \$0 | \$0 | \$0 | \$16,575 | \$0 | \$142,075 | Incentive Compensation (\$16,575) | |
| | | Total | \$228,182 | 3.25% | \$0 | \$0 | \$0 | \$0 | \$16,575 | \$0 | \$244,757 | | |
| Garwood, William | Associate VP Finance Comm Hospital | E&G | \$223,616 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$223,616 | | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$16,283 | \$0 | \$16,283 | Incentive Compensation (\$16,283) | |
| | | Total | \$223,616 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$16,283 | \$0 | \$239,899 | | |
| Ciejka, Patricia | Associate VP Library Services and Academic Res | E&G | \$221,456 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$221,456 | | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$16,125 | \$0 | \$16,125 | Incentive Compensation (\$16,125) | |
| | | Total | \$221,456 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$16,125 | \$0 | \$237,581 | | |
| Stum, Elizabeth | Chief of Staff - President | E&G | \$220,652 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$220,652 | | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$16,067 | \$0 | \$16,067 | Incentive Compensation (\$16,067) | |
| | | Total | \$220,652 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$16,067 | \$0 | \$236,719 | | |
| King, Michael | Associate VP and Deputy Chief Infomation Officer | E&G | \$127,551 | 2.91% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$127,551 | | |
| | | Designated | \$92,365 | 2.91% | \$0 | \$0 | \$0 | \$0 | \$16,028 | \$0 | \$108,393 | Incentive Compensation (\$16,028) | |
| | | Total | \$219,916 | 2.91% | \$0 | \$0 | \$0 | \$0 | \$16,028 | \$0 | \$235,944 | | |
| Rodecap, Russell | Associate VP, Property Services | E&G | \$219,043 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$219,043 | | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$15,950 | \$0 | \$15,950 | Incentive Compensation (\$15,950) | |
| | | Total | \$219,043 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$15,950 | \$0 | \$234,993 | | |
| Leung, Brian | Associate VP Decision Support | E&G | \$216,538 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$216,538 | | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$15,767 | \$0 | \$15,767 | Incentive Compensation (\$15,767) | |
| | | Total | \$216,538 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$15,767 | \$0 | \$232,305 | | |

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2024**

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|-----------------|---|---------------------|---------------------------|--|---------------------------------|---------------------------|---------------------------|-----------------------|-----------------|-------------------------------|----------------------------|-----------------------------------|
| | | | | | F Cash Bonuses | G Practice Benefits | H Housing Allowance | I Car Allowance | J Other | K Non-Cash Compensation | | |
| | | | | | | | | | | | | |
| Thomas, Tarek | Associate VP Facilities Design and Construction | E&G | \$32,445 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$32,445 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$15,750 | \$0 | \$15,750 | Incentive Compensation (\$15,750) |
| | | Plant Fund | \$183,855 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$183,855 | |
| Total | | | <u>\$216,300</u> | <u>3.00%</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$15,750</u> | <u>\$0</u> | <u>\$232,050</u> | |
| Huett, Owen | Associate VP and Deputy Chief Information Officer | E&G | \$213,712 | 2.91% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$213,712 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$15,576 | \$0 | \$15,576 | Incentive Compensation (\$15,576) |
| | | Total | <u>\$213,712</u> | <u>2.91%</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$15,576</u> | <u>\$0</u> | <u>\$229,288</u> | |
| Laban, Jayson | Associate VP and Deputy Chief Information Officer | E&G | \$118,590 | 3.20% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$118,590 | |
| | | Designated | \$89,462 | 3.20% | \$0 | \$0 | \$0 | \$0 | \$15,120 | \$0 | \$104,582 | Incentive Compensation (\$15,120) |
| | | Total | <u>\$208,052</u> | <u>3.20%</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$15,120</u> | <u>\$0</u> | <u>\$223,172</u> | |
| Pennel, Cara | Associate Dean Academic Affairs SPPH | E&G | \$178,232 | 0.66% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$178,232 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$15,015 | \$0 | \$15,015 | Incentive Compensation (\$15,015) |
| | | Restricted | \$29,473 | 27.35% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$29,473 | |
| | | Total | <u>\$207,705</u> | <u>3.75%</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$15,015</u> | <u>\$0</u> | <u>\$222,720</u> | |
| McGoff, Erin | Assistant VP, HEC and Simulation | E&G | \$206,800 | 19.97% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$206,800 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$12,928 | \$0 | \$12,928 | Incentive Compensation (\$12,928) |
| | | Total | <u>\$206,800</u> | <u>19.97%</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$12,928</u> | <u>\$0</u> | <u>\$219,728</u> | |
| Hartwell, John | Associate VP, Business Operations and Facilities | E&G | \$206,000 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$206,000 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$15,000 | \$0 | \$15,000 | Incentive Compensation (\$15,000) |
| | | Total | <u>\$206,000</u> | <u>3.00%</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$15,000</u> | <u>\$0</u> | <u>\$221,000</u> | |
| Viner, Rebekah | Administrator - AE | Designated | \$183,546 | 13.30% | \$0 | \$0 | \$0 | \$0 | \$13,500 | \$0 | \$197,046 | Incentive Compensation (\$13,500) |
| | | Restricted | \$20,394 | 13.30% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$20,394 | |
| | | Total | <u>\$203,940</u> | <u>13.30%</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> | <u>\$13,500</u> | <u>\$0</u> | <u>\$217,440</u> | |
| Birkmeyer, Ejay | Assistant VP, Revenue Cycle | E&G | \$119,593 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$119,593 | |

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2024**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

| A Name | B Position | C Funding Source | D Salary (9.1.2023) | E Percentage Salary Increase Over Prior Year | F Nonsalary Benefits FY 2024 | | | | | | 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 | | |
| | | | | | | | | | | | | |
| | | Designated | \$83,107 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$14,760 | \$0 | \$97,867 | Incentive Compensation (\$14,760) |
| | | Total | \$202,700 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$14,760 | \$0 | \$217,460 | |
| Matthews, Douglas | Assistant VP, Government Relations | E&G | \$202,026 | 2.50% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$202,026 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$14,782 | \$0 | \$14,782 | Incentive Compensation (\$14,782) |
| | | Total | \$202,026 | 2.50% | \$0 | \$0 | \$0 | \$0 | \$14,782 | \$0 | \$216,808 | |
| Mastrangelo, Mike | AVP Institutional Preparedness | E&G | \$180,533 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$180,533 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$14,606 | \$0 | \$14,606 | Incentive Compensation (\$14,606) |
| | | Restricted | \$20,059 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$20,059 | |
| | | Total | \$200,592 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$14,606 | \$0 | \$215,198 | |
| Guajardo, Caryn | Associate VP, Facilities Port Management | E&G | \$198,790 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$198,790 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$14,475 | \$0 | \$14,475 | Incentive Compensation (\$14,475) |
| | | Total | \$198,790 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$14,475 | \$0 | \$213,265 | |
| Philip, Merry | Associate Chief Nursing Officer | Designated | \$198,613 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$14,462 | \$0 | \$213,075 | Incentive Compensation (\$14,462) |
| | | Total | \$198,613 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$14,462 | \$0 | \$213,075 | |
| Hadley, Stephen | Associate VP, Marketing and Media Communications | E&G | \$191,200 | 18.39% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$191,200 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$12,113 | \$0 | \$12,113 | Incentive Compensation (\$12,113) |
| | | Total | \$191,200 | 18.39% | \$0 | \$0 | \$0 | \$0 | \$12,113 | \$0 | \$203,313 | |
| Jones, Stephanie | Exec Director Program Development and Campaign Management | Designated | \$191,111 | 14.40% | \$0 | \$0 | \$0 | \$0 | \$12,529 | \$0 | \$203,640 | Incentive Compensation (\$12,529) |
| | | Total | \$191,111 | 14.40% | \$0 | \$0 | \$0 | \$0 | \$12,529 | \$0 | \$203,640 | |
| Havard, Mary | AVP, Strategic Communication and Branding | E&G | \$190,624 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$190,624 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$13,880 | \$0 | \$13,880 | Incentive Compensation (\$13,880) |
| | | Total | \$190,624 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$13,880 | \$0 | \$204,504 | |
| Elferink, Lisa | Assistant Dean Education Affairs | E&G | \$187,297 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$187,297 | |

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2024**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

| A | B | C | D | E | F | G | H | I | J | K | L | M |
|--------------------|---|----------------|----------------------|---|----------------------------|----------------------|----------------------|------------------|----------|--------------------------|-----------------------|--|
| Name | Position | Funding Source | Salary (9.1.2023) | Percentage Salary Increase Over Prior Year | Nonsalary Benefits FY 2024 | | | | | | Total Compensation | Explanation / Comments |
| | | | | | Cash Bonuses | Practice Benefits | Housing Allowance | Car Allowance | Other | Non-Cash Compensation | | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$13,638 | \$0 | \$13,638 | Incentive Compensation (\$13,638) |
| | | Total | \$187,297 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$13,638 | \$0 | \$200,935 | |
| Mattamana, Sundeep | Exec Director Technology Transfer | E&G | \$186,129 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$186,129 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$13,553 | \$0 | \$13,553 | Incentive Compensation (\$13,553) |
| | | Total | \$186,129 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$13,553 | \$0 | \$199,682 | |
| Micks, Frederick | Assistant VP, Government Relations | E&G | \$92,000 | 28.70% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$92,000 | |
| | | Designated | \$92,000 | 28.70% | \$0 | \$0 | \$0 | \$0 | \$10,723 | \$0 | \$102,723 | Incentive Compensation (\$10,723) |
| | | Total | \$184,000 | 28.70% | \$0 | \$0 | \$0 | \$0 | \$10,723 | \$0 | \$194,723 | Market adjustment to be paid appropriately in salary range |
| Unbehagen, Rebecca | Exec Dir Comm Engagement | E&G | \$182,163 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$182,163 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$13,264 | \$0 | \$13,264 | Incentive Compensation (\$13,264) |
| | | Total | \$182,163 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$13,264 | \$0 | \$195,427 | |
| Baker, Christine | Associate Dean Academic and Student Affairs | E&G | \$176,300 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$176,300 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$13,223 | \$0 | \$13,223 | Incentive Compensation (\$13,223) |
| | | Total | \$176,300 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$13,223 | \$0 | \$189,523 | |
| Krcma, Lawrence | Associate VP, University Events | E&G | \$169,950 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$169,950 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$12,375 | \$0 | \$12,375 | Incentive Compensation (\$12,375) |
| | | Total | \$169,950 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$12,375 | \$0 | \$182,325 | |
| Prochaska, John | Associate Dean Student Affair-SPPH | E&G | \$167,515 | 11.37% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$167,515 | |
| | | Designated | \$0 | -100.00% | \$0 | \$0 | \$0 | \$0 | \$12,111 | \$0 | \$12,111 | Incentive Compensation (\$12,111) |
| | | Total | \$167,515 | 3.74% | \$0 | \$0 | \$0 | \$0 | \$12,111 | \$0 | \$179,626 | |
| Pressley, Diana | Associate Dean Administration and Student Affairs SON | E&G | \$165,189 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$165,189 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$12,028 | \$0 | \$12,028 | Incentive Compensation (\$12,028) |
| | | Total | \$165,189 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$12,028 | \$0 | \$177,217 | |

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2024**

The University of Texas Medical Branch at Galveston

Institution Agency Code: 723

| A Name | B Position | C Funding Source | D Salary (9.1.2023) | E Percentage Salary Increase Over Prior Year | F Nonsalary Benefits FY 2024 | | | | | | 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 | | |
| | | | | | | | | | | | | |
| Buck, Era | Assistant Dean Educational Development | E&G | \$162,863 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$162,863 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$11,859 | \$0 | \$11,859 | Incentive Compensation (\$11,859) |
| | | Total | \$162,863 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$11,859 | \$0 | \$174,722 | |
| Banks, Pierre | Assistant Dean Admission and Recruit | E&G | \$146,200 | 18.86% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$146,200 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$9,225 | \$0 | \$9,225 | Incentive Compensation (\$9,225) |
| | | Total | \$146,200 | 18.86% | \$0 | \$0 | \$0 | \$0 | \$9,225 | \$0 | \$155,425 | |
| Pérez Raifaisen, Norma | Assistant Dean Student Affairs | E&G | \$98,643 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$98,643 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$10,261 | \$0 | \$10,261 | Incentive Compensation (\$10,261) |
| | | Restricted | \$42,276 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$42,276 | |
| | | Total | \$140,919 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$10,261 | \$0 | \$151,180 | |
| Wild, Dana | Assistant Dean Student Affairs | E&G | \$137,767 | 3.39% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$137,767 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$9,994 | \$0 | \$9,994 | Incentive Compensation (\$9,994) |
| | | Total | \$137,767 | 3.39% | \$0 | \$0 | \$0 | \$0 | \$9,994 | \$0 | \$147,761 | |
| De Ore, David | AVP and Assistant Chief University Police | E&G | \$133,025 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$133,025 | |
| | | Designated | \$0 | 0.00% | \$0 | \$0 | \$0 | \$0 | \$9,686 | \$0 | \$9,686 | Incentive Compensation (\$9,686) |
| | | Total | \$133,025 | 3.00% | \$0 | \$0 | \$0 | \$0 | \$9,686 | \$0 | \$142,711 | |

**Position titles reflect official records as of September 1, 2023*