

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

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

A Name	B Position	C Funding Source	D Salary (09.01.2014)	E Percentage Salary Increase Over FY 2014	F Nonsalary Benefits FY 2015						L Total Compensation	M Explanation / Comments
					G Cash Bonuses	H Practice Plan Benefits	I Housing Allowance	J Car Allowance	K Other*	L Non-Cash Compensation		
Callender, David	President	E&G	\$65,829	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,829	
		Designated	\$605,891	0.00%	\$0	\$182,640	\$0	\$0	\$241,720	\$0	\$1,030,251	(J) Cell Phone Expenses (\$1,400); Deferred Compensation (\$200,000); Incentive Compensation (\$40,320)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$671,720</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$182,640</u>	<u>\$0</u>	<u>\$0</u>	<u>\$241,720</u>	<u>\$0</u>	<u>\$1,096,080</u>	
<p>Note: Dr. Callender participates in an incentive compensation program where award opportunity levels are adjusted to reflect his/her success in attaining performance goals. The amount of compensation payable for FY 2015 will be determined by the Board of Regents at a future date. For FY 2014, the award opportunity was 10% of base salary adjusted depending on achievement of "Threshold, Target and Maximum" goals and was paid in January 2014. Achievement of Threshold goals earned 50%, Target goals earned 100%, and Maximum goals earned 150% of the award opportunity respectively. Incentive compensation reported above as "Other" is an estimate based on the actual amount paid in FY 2014 for FY 2013 performance.</p>												
Jacobs, Danny	EVP & Provost, Dean of Med	E&G	\$743,125	2.50%	\$0	\$0	\$0	\$0	\$100,200	\$0	\$843,325	(J) Cell Phone Expenses (\$200); Deferred Compensation (\$100,000)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$141,260	\$0	\$141,260	FY15 Maximum Incentive Opportunity (\$115,000); FY13 Incentive Payout (\$26,260)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$743,125</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$241,460</u>	<u>\$0</u>	<u>\$984,585</u>	
Sollenberger, Donna	EVP & CEO Health System	E&G	\$533,942	1.25%	\$0	\$0	\$0	\$0	\$101,148	\$0	\$635,090	(J) Cell Phone Expenses (\$1,400); Deferred Compensation (\$100,000)
		Designated	\$125,246	8.19%	\$0	\$0	\$0	\$0	\$165,402	\$0	\$290,648	FY15 Maximum Incentive Opportunity (\$99,000); FY13 Incentive Payout (\$66,150)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$659,188</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$266,550</u>	<u>\$0</u>	<u>\$925,738</u>	
Raimer, Benny	Sr.VP, Hlth Policy & Legis Aff	E&G	\$435,540	0.00%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$436,740	(J) Cell Phone Expenses (\$1,200)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$102,650	\$0	\$102,650	FY15 Maximum Incentive Opportunity (\$54,500); FY13 Incentive Payout (\$48,150)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$435,540</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$103,850</u>	<u>\$0</u>	<u>\$539,390</u>	
King, Carolee	Sr. VP & General Counsel	E&G	\$385,267	12.75%	\$0	\$0	\$0	\$0	\$101,400	\$0	\$486,667	(J) Cell Phone Expenses (\$1,400); Deferred Compensation (\$100,000)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$74,880	\$0	\$74,880	FY15 Maximum Incentive Opportunity (\$48,000); FY13 Incentive Payout (\$26,880)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$385,267</u>	<u>12.75%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$176,280</u>	<u>\$0</u>	<u>\$561,547</u>	

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A Name	B Position	C Funding Source	D Salary (09.01.2014)	E Percentage Salary Increase Over FY 2014	F G H I J K Nonsalary Benefits FY 2015						L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other*	K Non-Cash Compensation		
McGrew, Deborah	VP & COO, UTMB Health System	E&G	\$352,856	1.25%	\$0	\$0	\$0	\$0	\$1,148	\$0	\$354,004	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$43,500); FY13 Incentive Payout (\$20,747)
		Designated	\$82,769	8.19%	\$0	\$0	\$0	\$0	\$64,499	\$0	\$147,268	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$435,625</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$65,647</u>	<u>\$0</u>	
McCallum, Rex	VP & Chief Physician Executive	E&G	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	(J) Cell Phone expenses (\$1,400); FY15 Maximum Incentive Opportunity (\$42,000); FY13 Incentive Payout (\$19,000)
		Designated	\$414,018	7.95%	\$0	\$0	\$0	\$0	\$62,400	\$0	\$476,418	
		Restricted	\$4,182	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$4,182	
			<u>\$418,200</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$62,400</u>	<u>\$0</u>	
Murray, Owen	VP, Offender Care Services	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	(J) Cell Phone expenses (\$1,400); FY15 Maximum Incentive Opportunity (\$37,500); FY13 Incentive Payout (\$21,300)
		Designated	\$400,000	6.54%	\$0	\$0	\$0	\$0	\$60,200	\$0	\$460,200	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$400,000</u>	<u>6.54%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$60,200</u>	<u>\$0</u>	
Goodwin, James	VP & Chief Research Officer	E&G	\$276,243	2.34%	\$0	\$0	\$0	\$0	\$0	\$0	\$276,243	FY15 Maximum Incentive Opportunity (\$40,000) Cell Phone Expenses (\$1,220)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$40,000	\$0	\$40,000	
		Restricted	\$133,127	0.00%	\$0	\$0	\$0	\$0	\$1,220	\$0	\$134,347	
			<u>\$409,370</u>	<u>2.34%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$41,220</u>	<u>\$0</u>	
Connaughton, David	VP, Finance - Clinical Enterpr	E&G	\$365,925	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$367,325	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$36,500); FY13 Incentive Payout (\$20,419)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$56,919	\$0	\$56,919	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$365,925</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$58,319</u>	<u>\$0</u>	
Watson, Pamela	Dean&Prof SON & VP Education	E&G	\$254,433	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$254,433	(J) Cell Phone expenses (\$1,400); FY15 Maximum Incentive Opportunity (\$49,000); FY13 Incentive Payout (\$35,720)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$86,120	\$0	\$86,120	
		Restricted	\$71,763	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$71,763	
			<u>\$326,196</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$86,120</u>	<u>\$0</u>	

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other*	K Non-Cash Compensation		
Kirschbaum, Mark	Chief Qual Safety&Clin InfoOff	E&G	\$280,263	1.25%	\$0	\$0	\$0	\$0	\$1,148	\$0	\$281,411	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$34,500); FY13 Incentive Payout (\$20,130)
		Designated	\$65,741	8.19%	\$0	\$0	\$0	\$0	\$54,882	\$0	\$120,623	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$346,004</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$56,030</u>	<u>\$0</u>	
Protas, Elizabeth	VP&Dean, School of Health Prof	E&G	\$309,060	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$310,460	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$46,500); FY13 Incentive Payout (\$32,760)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$79,260	\$0	\$79,260	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$309,060</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$80,660</u>	<u>\$0</u>	
Shriner, Michael	VP, Business Ops & Facilities	E&G	\$326,400	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$327,800	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$32,500); FY13 Incentive Payout (\$27,520)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$60,020	\$0	\$60,020	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$326,400</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$61,420</u>	<u>\$0</u>	
Lieberman, Steven	Senior Dean for Administration	E&G	\$299,813	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$301,213	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$24,984); FY13 Incentive Payout (\$19,810)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$44,794	\$0	\$44,794	
		Restricted	\$33,313	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$33,313	
			<u>\$333,125</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$46,194</u>	<u>\$0</u>	
Marshall, David	Chief Nursing&Pat Care Svc Off	E&G	\$257,048	1.45%	\$0	\$0	\$0	\$0	\$1,148	\$0	\$258,196	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$31,500); FY13 Incentive Payout (\$21,240)
		Designated	\$60,295	8.41%	\$0	\$0	\$0	\$0	\$52,992	\$0	\$113,287	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$317,343</u>	<u>2.70%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$54,140</u>	<u>\$0</u>	
McKinley, Ronald	VP HR & Employee Services	E&G	\$313,650	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$315,050	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$31,500); FY13 Incentive Payout (\$21,000)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$52,500	\$0	\$52,500	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$313,650</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$53,900</u>	<u>\$0</u>	

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other*			
Anderson, David	Vice Provost	E&G	\$320,313	6.77%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$321,713	(J) Cell Phone Expenses (\$1,400)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$32,031	\$0	\$32,031	FY15 Maximum Incentive Opportunity (\$32,031)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$320,313</u>	<u>6.77%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$33,431</u>	<u>\$0</u>	<u>\$353,744</u>
Korenek, Rebecca	VP, Clinical Contracting Serv	E&G	\$317,750	5.92%	\$0	\$0	\$0	\$0	\$200	\$0	\$317,950	(J) Cell Phone Expenses (\$200)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$32,000	\$0	\$32,000	FY15 Maximum Incentive Opportunity (\$32,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$317,750</u>	<u>5.92%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$32,200</u>	<u>\$0</u>	<u>\$349,950</u>
Leach, Todd	VP and Chief Inform Officer	E&G	\$297,250	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$298,650	(J) Cell Phone Expenses (\$1,400)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$43,750	\$0	\$43,750	FY15 Maximum Incentive Opportunity (\$29,500); FY13 Incentive Payout (\$14,250)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$297,250</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$45,150</u>	<u>\$0</u>	<u>\$342,400</u>
Etzel, Gregory	VP of Legal Affairs	E&G	\$307,500	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$308,900	(J) Cell Phone Expenses (\$1,400)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$31,000	\$0	\$31,000	FY15 Maximum Incentive Opportunity (\$31,000)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$307,500</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$32,400</u>	<u>\$0</u>	<u>\$339,900</u>
Niesel, David	VP&Dean of Grad Sch Biomed Sci	E&G	\$274,288	6.86%	\$0	\$0	\$0	\$0	\$1,162	\$0	\$275,450	(J) Cell Phone Expenses (\$1,400)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$43,783	\$0	\$43,783	FY15 Maximum Incentive Opportunity (\$43,783)
		Restricted	\$17,601	-40.29%	\$0	\$0	\$0	\$0	\$238	\$0	\$17,839	
			<u>\$291,889</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$45,183</u>	<u>\$0</u>	<u>\$337,072</u>
Thomas, Lauree	Assoc Dean for Career Counseli	E&G	\$291,148	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$292,548	(J) Cell Phone Expenses (\$1,400)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$43,244	\$0	\$43,244	FY15 Maximum Incentive Opportunity (\$21,836); FY13 Incentive Payout (\$21,408)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$291,148</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$44,644</u>	<u>\$0</u>	<u>\$335,792</u>

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Riley, Thomas	VP,ChiefHealthStrategies Office	E&G	\$228,319	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$229,719	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$28,000); FY13 Incentive Payout (\$19,594)
		Designated	\$53,556	0.00%	\$0	\$0	\$0	\$0	\$47,594	\$0	\$101,150	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$281,875</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$48,994</u>	<u>\$0</u>	
Campbell, Stephen	VP, Marketing & Communications	E&G	\$262,400	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$263,600	(J) Cell Phone Expenses (\$1,200) FY15 Maximum Incentive Opportunity (\$26,000); FY13 Incentive Payout (\$26,112)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$52,112	\$0	\$52,112	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$262,400</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$53,312</u>	<u>\$0</u>	
Ainsworth, Michael	Vice Dean for Acad Aff	E&G	\$281,875	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$281,875	(J) Cell Phone expenses (\$1,400); FY15 Maximum Incentive Opportunity (\$21,141); FY13 Incentive Payout (\$11,249)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$33,790	\$0	\$33,790	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$281,875</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$33,790</u>	<u>\$0</u>	
O'Connell, Anna	VP, Ambulatory Operations	E&G	\$228,764	1.45%	\$0	\$0	\$0	\$0	\$984	\$0	\$229,748	(J) Cell Phone Expenses (\$1,200) FY15 Maximum Incentive Opportunity (\$28,000)
		Designated	\$53,661	8.41%	\$0	\$0	\$0	\$0	\$28,216	\$0	\$81,877	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$282,425</u>	<u>2.70%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$29,200</u>	<u>\$0</u>	
Slocum, Cameron	VP & Chief Ops Ofcr - Acad Ent	E&G	\$272,876	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$274,276	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$27,000); FY13 Incentive Payout (\$9,606)
		DESIGNATED	\$0	0.00%	\$0	\$0	\$0	\$0	\$36,606	\$0	\$36,606	
		RESTRICTED	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$272,876</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$38,006</u>	<u>\$0</u>	
Clardy, Betsy	VP, Chief Development Officer	E&G	\$196,031	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$197,431	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$26,000); FY13 Incentive Payout (\$20,090)
		Designated	\$65,344	2.50%	\$0	\$0	\$0	\$0	\$46,090	\$0	\$111,434	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$261,375</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$47,490</u>	<u>\$0</u>	

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

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

A Name	B Position	C Funding Source	D Salary (09.01.2014)	E Percentage Salary Increase Over FY 2014	F Nonsalary Benefits FY 2015						L Total Compensation	M Explanation / Comments	
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other*	K Non-Cash Compensation			
Bleakney, David	VP & Administrator-Angle Danbu	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$1,400	(J) Cell Phone Expenses (\$1,400)	
		Designated	\$275,000	0.00%	\$0	\$0	\$0	\$0	\$27,500	\$0	\$302,500	FY15 Maximum Incentive Opportunity (\$27,500)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$275,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$28,900</u>	<u>\$0</u>	<u>\$303,900</u>	
Bailey-Ochoa, Celia	VP, Budget & Analysis	E&G	\$256,250	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$257,650	(J) Cell Phone Expenses (\$1,400)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$41,950	\$0	\$41,950	FY15 Maximum Incentive Opportunity (\$25,500); FY13 Incentive Payout (\$16,450)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$256,250</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$43,350</u>	<u>\$0</u>	<u>\$299,600</u>	
Lambrecht, Katrina	VP, Institut Strategic Initiat	E&G	\$256,250	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$257,450	(J) Cell Phone Expenses (\$1,200)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$41,100	\$0	\$41,100	FY15 Maximum Incentive Opportunity (\$25,000); FY13 Incentive Payout (\$16,100)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$256,250</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$42,300</u>	<u>\$0</u>	<u>\$298,550</u>	
States, John	VP, Financial Acctg and Rptg	E&G	\$256,250	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$257,650	(J) Cell Phone Expenses (\$1,400)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$39,600	\$0	\$39,600	FY15 Maximum Incentive Opportunity (\$25,500); FY13 Incentive Payout (\$14,100)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$256,250</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$41,000</u>	<u>\$0</u>	<u>\$297,250</u>	
Boenig, Tobin	VP & Chief Compliance Officer	E&G	\$235,530	2.40%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$236,730	(J) Cell Phone Expenses (\$1,200)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$42,942	\$0	\$42,942	FY15 Maximum Incentive Opportunity (\$23,500); FY13 Incentive Payout (\$19,442)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$235,530</u>	<u>2.40%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$44,142</u>	<u>\$0</u>	<u>\$279,672</u>	
Furlong, Matthew	Assoc VP, Fin Plng & Perf Mgmt	E&G	\$245,120	2.13%	\$0	\$0	\$0	\$0	\$200	\$0	\$245,320	(J) Cell Phone Expenses (\$200)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$33,144	\$0	\$33,144	FY15 Maximum Incentive Opportunity (\$18,384); FY13 Incentive Payout (\$14,760)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$245,120</u>	<u>2.13%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$33,344</u>	<u>\$0</u>	<u>\$278,464</u>	

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

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

A Name	B Position	C Funding Source	D Salary (09.01.2014)	E Percentage Salary Increase Over FY 2014	F Nonsalary Benefits FY 2015					K Non-Cash Compensation	L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other*			
Smith, Suman	VP, Revenue Cycle	E&G	\$136,069	-39.52%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$137,469	(J) Cell Phone Expenses (\$1,400)
		Designated	\$94,556	100.00%	\$0	\$0	\$0	\$0	\$39,265	\$0	\$133,821	FY15 Maximum Incentive Opportunity (\$23,000); FY13 Incentive Payout (\$16,265)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$230,625</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$40,665</u>	<u>\$0</u>	<u>\$271,290</u>
Saavedra, Rebecca	VP Strategic Management	E&G	\$224,783	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$226,183	(J) Cell Phone Expenses (\$1,400)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$37,550	\$0	\$37,550	FY15 Maximum Incentive Opportunity (\$22,500); FY13 Incentive Payout (\$15,050)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$224,783</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$38,950</u>	<u>\$0</u>	<u>\$263,733</u>
Escobar, Carlos	Assoc VP, Bus Ops & Facilities	E&G	\$224,578	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$225,778	(J) Cell Phone Expenses (\$1,200)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$32,646	\$0	\$32,646	FY15 Maximum Incentive Opportunity (\$16,843); FY13 Incentive Payout (\$15,803)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$224,578</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$33,846</u>	<u>\$0</u>	<u>\$258,424</u>
Macias-Hoag, Annette	Assoc VP, Health System Operat	E&G	\$184,318	-1.59%	\$0	\$0	\$0	\$0	\$984	\$0	\$185,302	(J) Cell Phone Expenses (\$1,200)
		Designated	\$43,235	5.15%	\$0	\$0	\$0	\$0	\$29,538	\$0	\$72,773	FY15 Maximum Incentive Opportunity (\$17,067); FY13 Incentive Payout (\$12,255)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$227,553</u>	<u>-0.38%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$30,522</u>	<u>\$0</u>	<u>\$258,075</u>
Barrett, Ian	Assoc VP, HR Talent Management	E&G	\$220,000	4.76%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$221,200	(J) Cell Phone Expenses (\$1,200)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$30,522	\$0	\$30,522	FY15 Maximum Incentive Opportunity (\$16,500); FY13 Incentive Payout (\$14,022)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$220,000</u>	<u>4.76%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$31,722</u>	<u>\$0</u>	<u>\$251,722</u>
Marshall, Kay	Asst VP, SOM Administration	E&G	\$230,000	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$231,400	(J) Cell Phone Expenses (\$1,400)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$17,250	\$0	\$17,250	FY15 Maximum Incentive Opportunity (\$17,250)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$230,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$18,650</u>	<u>\$0</u>	<u>\$248,650</u>

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

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

A Name	B Position	C Funding Source	D Salary (09.01.2014)	E Percentage Salary Increase Over FY 2014	F G H I J K Nonsalary Benefits FY 2015						L Total Compensation	M Explanation / Comments	
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other*	K Non-Cash Compensation			
Rowen, Judith	Assoc Dean Educational Affairs	E&G	\$210,914	-0.05%	\$0	\$0	\$0	\$0	\$200	\$0	\$211,114	(J) Cell Phone Expenses (\$200)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$19,800	\$0	\$19,800	FY15 Maximum Incentive Opportunity (\$16,500); FY13 Incentive Payout (\$3,300)	
		Restricted	\$9,086	1.23%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$9,086	
			<u>\$220,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$20,000</u>	<u>\$0</u>	<u>\$240,000</u>	
Hagara, Kimberly	Assoc VP Audit Services	E&G	\$205,441	2.50%	\$0	\$0	\$0	\$0	\$200	\$0	\$205,641	(J) Cell Phone Expenses (\$200)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$33,830	\$0	\$33,830	FY15 Maximum Incentive Opportunity (\$15,408); FY13 Incentive Payout (\$18,422)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$205,441</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$34,030</u>	<u>\$0</u>	<u>\$239,471</u>	
Conley, Debra	Assoc VP, HR & Emp Relations	E&G	\$205,000	5.13%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$206,400	(J) Cell Phone Expenses (\$1,400)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,551	\$0	\$25,551	FY15 Maximum Incentive Opportunity (\$15,375); FY13 Incentive Payout (\$10,176)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$205,000</u>	<u>5.13%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$26,951</u>	<u>\$0</u>	<u>\$231,951</u>	
Smith, Laura	Asst VP Legislative Affairs	E&G	\$201,156	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$202,556	(J) Cell Phone Expenses (\$1,400)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$29,110	\$0	\$29,110	FY15 Maximum Incentive Opportunity (\$15,087); FY13 Incentive Payout (\$14,023)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$201,156</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$30,510</u>	<u>\$0</u>	<u>\$231,666</u>	
Mahon, James	Assoc VP Commun Recruit & Spec	E&G	\$215,000	0.00%	\$0	\$0	\$0	\$0	\$200	\$0	\$215,200	(J) Cell Phone Expenses (\$200)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,125	\$0	\$16,125	FY15 Maximum Incentive Opportunity (\$16,125)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$215,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$16,325</u>	<u>\$0</u>	<u>\$231,325</u>	
Victor, James	Asst VP Facilities Desgn&Const	E&G	\$203,975	25.14%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$205,175	(J) Cell Phone Expenses (\$1,200)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$24,898	\$0	\$24,898	FY15 Maximum Incentive Opportunity (\$15,298); FY13 Incentive Payout (\$9,600)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$203,975</u>	<u>25.14%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$26,098</u>	<u>\$0</u>	<u>\$230,073</u>	

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

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Institution Name: The University of Texas Medical Branch at Galveston

A Name	B Position	C Funding Source	D Salary (09.01.2014)	E Percentage Salary Increase Over FY 2014	F Nonsalary Benefits FY 2015					K Non-Cash Compensation	L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other*			
D'Agostino, Toni	Assoc VP Research Admin	E&G	0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	(J) Cell Phone Expenses(\$1,400); FY15 Maximum Incentive Opportunity (\$15,375); FY13 Incentive Payout (\$6,742)
		Designated	\$194,750	4.91%	\$0	\$0	\$0	\$0	\$23,517	\$0	\$218,267	
		Restricted	\$10,250	-28.62%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,250	
			<u>\$205,000</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$23,517</u>	<u>\$0</u>	<u>\$228,517</u>	
Laughlin, Laurence	Associate VP, Revenue Cycle	E&G	\$115,165	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$116,565	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$14,640); FY13 Incentive Payout (\$12,375)
		Designated	\$80,030	0.00%	\$0	\$0	\$0	\$0	\$27,015	\$0	\$107,045	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$195,195</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$28,415</u>	<u>\$0</u>	<u>\$223,610</u>	
Stults, Barney	Asst VP HR Serv & Process Impr	E&G	\$195,000	6.85%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$196,400	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$14,625); FY13 Incentive Payout \$11,156)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,781	\$0	\$25,781	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$195,000</u>	<u>6.85%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$27,181</u>	<u>\$0</u>	<u>\$222,181</u>	
Culotta, Anne	Assoc VP Ofc of Tech Trnsfr	E&G	\$205,000	0.00%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$206,200	(J) Cell Phone Expenses (\$1,200) FY15 Maximum Incentive Opportunity (\$15,375)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,375	\$0	\$15,375	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$205,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$16,575</u>	<u>\$0</u>	<u>\$221,575</u>	
Griffith, Richard	Assoc VP, Development	E&G	\$202,500	1.25%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$203,700	(J) Cell Phone Expenses (\$1,200) FY15 Maximum Incentive Opportunity (\$15,188)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,188	\$0	\$15,188	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$202,500</u>	<u>1.25%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$16,388</u>	<u>\$0</u>	<u>\$218,888</u>	
Gaddie, George	Asst VP, Clinical Info Sys	E&G	\$188,760	4.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$190,160	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$14,157); FY13 Incentive Payout (\$11,700)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,857	\$0	\$25,857	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$188,760</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$27,257</u>	<u>\$0</u>	<u>\$216,017</u>	

**Higher Education - Administrative Accountability Report
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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other*	K Non-Cash Compensation		
Wolanin, Marguerite	Assoc VP, Development	E&G	\$195,000	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$196,400	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity(\$14,625)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$14,625	\$0	\$14,625	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$195,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$16,025</u>	<u>\$0</u>	
Ketchens, David	AssocVP, Property Services	E&G	\$182,758	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$184,158	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$13,707); FY13 Incentive Payout (\$13,125)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$26,832	\$0	\$26,832	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$182,758</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$28,232</u>	<u>\$0</u>	
Willbanks, Brad	AVP, Institutional Compliance	E&G	\$182,026	2.40%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$183,426	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$13,652); FY13 Incentive Payout (\$12,000)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,652	\$0	\$25,652	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$182,026</u>	<u>2.40%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$27,052</u>	<u>\$0</u>	
Byrnes, Jeremy	Assoc VP, HealthSyst Bus Dev	E&G	\$153,900	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$155,300	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$14,250)
		Designated	\$36,100	0.00%	\$0	\$0	\$0	\$0	\$14,250	\$0	\$50,350	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$190,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$15,650</u>	<u>\$0</u>	
Peterson, Casey	Assoc VP, Clinic Operations	E&G	\$178,545	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$179,745	(J) Cell Phone Expenses (\$1,200) FY15 Maximum Incentive Opportunity (\$13,391); FY13 Incentive Payout (\$11,360)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$24,751	\$0	\$24,751	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$178,545</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$25,951</u>	<u>\$0</u>	
Hermstein, Scott	Assoc VP, Clin Bus Developmt	E&G	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	(J) Cell Phone Expenses (\$1,400); FY15 Maximum Incentive Opportunity (\$13,477); FY13 Incentive Payout (\$9,621)
		Designated	\$179,690	28.12%	\$0	\$0	\$0	\$0	\$24,498	\$0	\$204,188	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$179,690</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$24,498</u>	<u>\$0</u>	

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

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

A Name	B Position	C Funding Source	D Salary (09.01.2014)	E Percentage Salary Increase Over FY 2014	F Nonsalary Benefits FY 2015					K Non-Cash Compensation	L Total Compensation	M Explanation / Comments	
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other*				
Lidstone, Sheila	Chief of Staff	E&G	\$179,375	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$180,575	(J) Cell Phone Expenses (\$1,200)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$19,832	\$0	\$19,832	FY15 Maximum Incentive Opportunity (\$13,453); FY13 Incentive Payout (\$6,379)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$179,375</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$21,032</u>	<u>\$0</u>	<u>\$200,407</u>	
Reighard, Frank	Assoc VP Supply Chain Mgmt	E&G	\$174,500	0.00%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$175,700	(J) Cell Phone Expenses (\$1,200)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$23,168	\$0	\$23,168	FY15 Maximum Incentive Opportunity (\$13,088); FY13 Incentive Payout (\$10,080)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$174,500</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$24,368</u>	<u>\$0</u>	<u>\$198,868</u>	
Blomberg, Emily	Assoc VP, Health System Operat	E&G	\$141,701	1.45%	\$0	\$0	\$0	\$0	\$1,148	\$0	\$142,849	(J) Cell Phone Expenses (\$1,400)	
		Designated	\$33,238	8.40%	\$0	\$0	\$0	\$0	\$21,494	\$0	\$54,732	FY15 Maximum Incentive Opportunity (\$13,120); FY13 Incentive Payout (\$8,121)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$174,939</u>	<u>2.70%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$22,642</u>	<u>\$0</u>	<u>\$197,581</u>	
Houston, Clifford	Assoc VP Educational Outreach	E&G	\$140,732	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,732		
		Designated	\$12,522	-12.24%	\$0	\$0	\$0	\$0	\$22,883	\$0	\$35,405	(J) Cell Phone Expenses (\$1,400); FY15 Maximum Incentive Opportunity (\$13,099); FY13 Incentive Payout (\$8,384)	
		Restricted	\$21,395	8.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$21,395		
			<u>\$174,649</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$22,883</u>	<u>\$0</u>	<u>\$197,532</u>	
Ciejka, Patricia	Assoc VP Library Svcs & AcadRes	E&G	\$168,742	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$170,142	(J) Cell Phone Expenses (\$1,400)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,861	\$0	\$25,861	FY15 Maximum Incentive Opportunity (\$12,656); FY13 Incentive Payout (\$13,205)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$168,742</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$27,261</u>	<u>\$0</u>	<u>\$196,003</u>	
Blanchard, Marcel	Asst VP, Utility & Fleet Ops	E&G	\$34,488	0.00%	\$0	\$0	\$0	\$0	\$240	\$0	\$34,728	(J) Cell Phone Expenses (\$1,200)	
		Designated	\$137,952	0.00%	\$0	\$0	\$0	\$0	\$22,893	\$0	\$160,845	FY15 Maximum Incentive Opportunity (\$12,933); FY13 Incentive Payout (\$9,000)	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$172,440</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$23,133</u>	<u>\$0</u>	<u>\$195,573</u>	

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

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

A Name	B Position	C Funding Source	D Salary (09.01.2014)	E Percentage Salary Increase Over FY 2014	F Nonsalary Benefits FY 2015					L Total Compensation	M Explanation / Comments	
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other*			K Non-Cash Compensation
Smith, Cynthia	Asst VP - Phys Billing Svcs	E&G	\$98,695	100.00%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$99,895	(J) Cell Phone Expenses (\$1,200) FY15 Maximum Incentive Opportunity (\$12,546); FY13 Incentive Payout (\$12,000)
		Designated	\$68,585	-57.97%	\$0	\$0	\$0	\$0	\$24,546	\$0	\$93,131	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$167,280</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$25,746</u>	<u>\$0</u>	
Williams, Anthony	Assoc VP, Inpatient CMC	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	(J) Cell Phone Expenses (\$1,400); FY15 Maximum Incentive Opportunity (\$12,480); FY13 Incentive Payout (\$11,143)
		Designated	\$166,400	0.00%	\$0	\$0	\$0	\$0	\$25,023	\$0	\$191,423	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$166,400</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$25,023</u>	<u>\$0</u>	<u>\$191,423</u>	
Smock, Stephen	Assoc VP, Outpatient CMC	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$1,200	(J) Cell Phone Expenses (\$1,200) FY15 Maximum Incentive Opportunity (\$12,480); FY13 Incentive Payout (\$11,143)
		Designated	\$166,400	0.00%	\$0	\$0	\$0	\$0	\$23,623	\$0	\$190,023	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$166,400</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$24,823</u>	<u>\$0</u>	<u>\$191,223</u>	
Schneider, Bryan	Assoc VP, TDCJ Hosp & Clncs	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	(J) Cell Phone Expenses (\$1,400); FY15 Maximum Incentive Opportunity (\$12,090); FY13 Incentive Payout (\$9,376)
		Designated	\$161,200	0.00%	\$0	\$0	\$0	\$0	\$22,866	\$0	\$184,066	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$161,200</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$22,866</u>	<u>\$0</u>	<u>\$184,066</u>	
Matthews, Douglas	Asst VP, Government Relations	E&G	\$158,875	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$160,275	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$11,916); FY13 Incentive Payout (\$10,575)
		Designated	0	0.00%	\$0	\$0	\$0	\$0	\$22,491	\$0	\$22,491	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$158,875</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$23,891</u>	<u>\$0</u>	<u>\$182,766</u>	
LeBlanc, Steven	Asst VP, Facilities Risk Mgmt	E&G	\$157,440	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$158,640	(J) Cell Phone Expenses (\$1,200) FY15 Maximum Incentive Opportunity (\$11,808); FY13 Incentive Payout (\$11,250)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$23,058	\$0	\$23,058	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$157,440</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$24,258</u>	<u>\$0</u>	<u>\$181,698</u>	

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

Institution Code: 723

Institution Name: The University of Texas Medical Branch at Galveston

A Name	B Position	C Funding Source	D Salary (09.01.2014)	E Percentage Salary Increase Over FY 2014	F G H I J K Nonsalary Benefits FY 2015						L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other*	K Non-Cash Compensation		
McKay, Kim	Asst VP, Facilities Port Mgmt	E&G	\$157,440	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$158,640	(J) Cell Phone Expenses (\$1,200) FY15 Maximum Incentive Opportunity (\$11,808); FY13 Incentive Payout (\$11,250)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$23,058	\$0	\$23,058	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$157,440</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$24,258</u>	<u>\$0</u>	
Tobon-Stevens, Paula	AVP, Strategic Initiatives	E&G	\$160,000	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$161,400	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$12,000)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$12,000	\$0	\$12,000	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$160,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$13,400</u>	<u>\$0</u>	
Kovacevich, Craig	Assoc VP, Waiver Operations	E&G	\$139,052	2.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$139,052	(J) Cell Phone Expenses (\$1,400); FY15 Maximum Incentive Opportunity (\$10,978); FY13 Incentive Payout (\$13,650)
		Designated	\$7,319	2.50%	\$0	\$0	\$0	\$0	\$26,028	\$0	\$33,346	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$146,370</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$26,028</u>	<u>\$0</u>	
Coates, Kelly	Assoc VP, Support Services CMC	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	(J) Cell Phone Expenses (\$1,400); FY15 Maximum Incentive Opportunity (\$11,146); FY13 Incentive Payout (\$9,264)
		Designated	\$148,609	0.00%	\$0	\$0	\$0	\$0	\$21,810	\$0	\$170,419	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$148,609</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$21,810</u>	<u>\$0</u>	
Rabek, Jeffrey	Assoc Dean Admiss&Stdnt Affrs	E&G	\$148,000	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$149,400	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$11,100); FY13 Incentive Payout (\$7,703)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$18,803	\$0	\$18,803	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$148,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$20,203</u>	<u>\$0</u>	
McKee, John	Assoc VP, Instnl Effectiveness	E&G	\$122,045	-8.29%	\$0	\$0	\$0	\$0	\$200	\$0	\$122,245	(J) Cell Phone Expenses (\$200) FY15 Maximum Incentive Opportunity (\$10,769); FY13 Incentive Payout (\$10,200)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,969	\$0	\$20,969	
		Restricted	\$21,537	207.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$21,537	
			<u>\$143,582</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$21,169</u>	<u>\$0</u>	

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Special Provisions, Sec. 5 FY2015**

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A Name	B Position	C Funding Source	D Salary (09.01.2014)	E Percentage Salary Increase Over FY 2014	F G H I J K Nonsalary Benefits FY 2015						L Total Compensation	M Explanation / Comments	
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other*	K Non-Cash Compensation			
Shelton, Steven	Asst VP Comm Outreach Prgms	E&G	\$123,941	0.79%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$125,341	(J) Cell Phone Expenses (\$1,400)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		Restricted	\$26,109	11.47%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		\$26,109
			<u>\$150,050</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$1,400</u>	<u>\$0</u>		<u>\$151,450</u>
Asimakis, Gregory	Asst Dean Education Affairs	E&G	\$136,097	2.50%	\$0	\$0	\$0	\$0	\$200	\$0	\$136,297	(J) Cell Phone Expenses (\$200) FY15 Maximum Incentive Opportunity (\$10,207); FY13 Incentive Payout (\$2,918)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$13,125	\$0	\$13,125		
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
			<u>\$136,097</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$13,325</u>	<u>\$0</u>		<u>\$149,422</u>
Krcma, Lawrence	Assoc VP, University Events	E&G	\$120,233	2.50%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$121,433	(J) Cell Phone Expenses (\$1,200) FY15 Maximum Incentive Opportunity (\$9,017); FY13 Incentive Payout (\$8,625)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$17,642	\$0	\$17,642		
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
			<u>\$120,233</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$18,842</u>	<u>\$0</u>		<u>\$139,075</u>
Cavazos, Henry	Assoc Dean Academic Affairs	E&G	\$118,205	0.00%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$119,605	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$8,865); FY13 Incentive Payout (\$3,477)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$12,342	\$0	\$12,342		
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
			<u>\$118,205</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$13,742</u>	<u>\$0</u>		<u>\$131,947</u>
Havard, Mary	Assoc VP, Public Affairs	E&G	\$114,799	2.50%	\$0	\$0	\$0	\$0	\$1,400	\$0	\$116,199	(J) Cell Phone Expenses (\$1,400) FY15 Maximum Incentive Opportunity (\$8,610); FY13 Incentive Payout (\$6,781)	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,391	\$0	\$15,391		
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
			<u>\$114,799</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$16,791</u>	<u>\$0</u>		<u>\$131,590</u>

*Note: FY15 Projected incentive payment is calculated based on 50% of FY15 Maximum plus FY13 Final payment (as a proxy for FY14 4th payment which is only available after 11-18-2014).