

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 Fiscal Year 2017**

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

Name	Position	Funding Source	Salary (09.01.2016)	Percentage Salary Increase Over FY 2016	Nonsalary Benefits FY 2017						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Henrich, William	President	General Revenue	\$65,945	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	Incentive compensation (\$118,862), Deferred Compensation (\$200,000)
		Designated	\$632,218	0.00%	\$0	\$188,015	\$0	\$0	\$318,862	\$0	\$1,139,095	
			<u>\$698,163</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$188,015</u>	<u>\$0</u>	<u>\$0</u>	<u>\$318,862</u>	<u>\$0</u>	<u>\$1,205,040</u>	
Black, Michael Edward	Senior Executive Vice President and Chief Operating Officer	General Revenue	\$345,150	13.46%	\$0	\$0	\$0	\$0	\$0	\$0	\$345,150	Incentive compensation (\$162,750), Deferred Compensation (\$75,000)
		Designated	\$404,850	-9.19%	\$0	\$0	\$0	\$0	\$237,750	\$0	\$642,600	
			<u>\$750,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$237,750</u>	<u>\$0</u>	<u>\$987,750</u>	
Gonzalez-Scarano, Francisco	Dean, School of Medicine and Executive Vice President of Medical Affairs	General Revenue	\$671,250	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$671,250	Incentive compensation (\$151,500)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$151,500	\$0	\$151,500	
		Restricted	\$78,750	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$78,750	
	<u>\$750,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$151,500</u>	<u>\$0</u>	<u>\$901,500</u>			
Rosende, Carlos A.	Executive Vice Dean for Clinical Affairs for School of Medicine and Executive Director of UT Medicine	Designated	\$452,000	6.00%	\$0	\$0	\$0	\$0	\$56,412	\$0	\$508,412	Also has a 16.25% faculty appointment. Incentive compensation based on FY16 actual (\$56,412). A portion of the incentive may be associated with faculty effort.
			<u>\$452,000</u>	<u>6.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$56,412</u>	<u>\$0</u>	<u>\$508,412</u>	
Giuffrida, Andrea	Vice President for Research	General Revenue	\$290,000	132.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$290,000	Also has a 20% faculty appointment. Incentive compensation (\$60,300)
		Designated	\$80,000	-58.97%	\$0	\$0	\$0	\$0	\$60,300	\$0	\$140,300	
		Restricted	\$15,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$15,000	
	<u>\$385,000</u>	<u>14.93%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$60,300</u>	<u>\$0</u>	<u>\$445,300</u>			
Weiss, David S.	Dean, Graduate School of Biomedical Sciences	General Revenue	\$301,380	2.74%	\$0	\$0	\$0	\$0	\$0	\$0	\$301,380	Incentive compensation (\$55,480)
		Designated	\$45,370	-27.39%	\$0	\$0	\$0	\$0	\$55,480	\$0	\$100,850	
		Restricted	\$18,250	99.19%	\$0	\$0	\$0	\$0	\$0	\$0	\$18,250	
	<u>\$365,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$55,480</u>	<u>\$0</u>	<u>\$420,480</u>			
Marks, Andrea M.	Vice President and Chief Financial Officer	General Revenue	\$335,000	6.35%	\$0	\$0	\$0	\$0	\$0	\$0	\$335,000	Incentive compensation (\$70,875)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$70,875	\$0	\$70,875	
	<u>\$335,000</u>	<u>6.35%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$70,875</u>	<u>\$0</u>	<u>\$405,875</u>		
Collier, Yemen	Vice President and Chief Information Officer	General Revenue	\$320,000	4.23%	\$0	\$0	\$0	\$0	\$0	\$0	\$320,000	Incentive compensation (\$69,075)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$69,075	\$0	\$69,075	
	<u>\$320,000</u>	<u>4.23%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$69,075</u>	<u>\$0</u>	<u>\$389,075</u>		
Breslin, Eileen T.	Dean, School of Nursing	General Revenue	\$295,347	499.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$295,347	Incentive compensation (\$50,209)
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$50,209	\$0	\$50,209	
		Restricted	\$32,816	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$32,816	
	<u>\$328,163</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$50,209</u>	<u>\$0</u>	<u>\$378,372</u>			
Eddins-Folensbee, Florence	Vice Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$365,000	3.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$365,000	
			<u>\$365,000</u>	<u>3.22%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$365,000</u>	
Tesh, J. Michael	Vice President for Human Resources	General Revenue	\$295,000	7.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$295,000	Incentive compensation (\$53,625)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$53,625	\$0	\$53,625	
	<u>\$295,000</u>	<u>7.27%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$53,625</u>	<u>\$0</u>	<u>\$348,625</u>		

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Dodge, William	Dean, School of Dentistry	General Revenue	\$325,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$325,000	Incentive compensation (\$22,750)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$22,750	\$0	\$22,750	
			<u>\$325,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$22,750</u>	<u>\$0</u>	
Shelley, David	Dean, School of Health Professions	General Revenue	\$289,985	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$289,985	Incentive compensation (\$45,135)
		Designated	\$5,015	0.00%	\$0	\$0	\$0	\$0	\$45,135	\$0	\$50,150	
			<u>\$295,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$45,135</u>	<u>\$0</u>	
Hernandez, Gabriel	Vice Dean for Finance, School of Medicine	General Revenue	\$305,000	6.45%	\$0	\$0	\$0	\$0	\$0	\$0	\$305,000	Incentive compensation based on FY16 actual (\$27,030)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$27,030	\$0	\$27,030	
			<u>\$305,000</u>	<u>6.45%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$27,030</u>	<u>\$0</u>	
Kazen, James D.	Executive Vice President for Facility Planning and Operations	General Revenue	\$270,000	3.85%	\$0	\$0	\$0	\$0	\$0	\$0	\$270,000	Incentive compensation (\$58,500)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$58,500	\$0	\$58,500	
			<u>\$270,000</u>	<u>3.85%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$58,500</u>	<u>\$0</u>	
Hepburn, Byron C.	Associate Vice President for the Military Health Institute and Assistant Dean for Military Health	General Revenue	\$165,023	11.88%	\$0	\$0	\$0	\$0	\$0	\$0	\$165,023	Incentive compensation (\$29,500)
		Designated	\$4,985	0.00%	\$0	\$0	\$0	\$0	\$29,500	\$0	\$34,485	
		Restricted	\$124,992	-15.26%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	<u>\$295,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$29,500</u>	<u>\$0</u>	<u>\$324,500</u>		
Toohey, John	Assistant Dean for Graduate Medical Education, School of Medicine	General Revenue	\$77,250	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,250	Also has a 50% faculty appointment. Incentive compensation based on FY16 actual (\$245,481). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$245,481	\$0	\$245,481	
			<u>\$77,250</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$245,481</u>	<u>\$0</u>	
Adkins, Heather	Vice President and Chief Marketing and Communications Officer	General Revenue	\$260,000	15.56%	\$0	\$0	\$0	\$0	\$0	\$0	\$260,000	Incentive compensation (\$58,500)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$58,500	\$0	\$58,500	
			<u>\$260,000</u>	<u>15.56%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$58,500</u>	<u>\$0</u>	
Clark, Robert A.	Assistant Vice President for Clinical Research	General Revenue	\$142,026	1.26%	\$0	\$0	\$0	\$0	\$0	\$0	\$142,026	Also has a 30% faculty appointment.
		Designated	\$72,068	-0.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$72,068	
		Restricted	\$93,702	2.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$93,702	
	<u>\$307,796</u>	<u>1.26%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$307,796</u>		
Mok, Jacqueline L.	Vice President for Academic, Faculty and Student Affairs	General Revenue	\$250,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$250,000	Incentive compensation (\$50,750)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$50,750	\$0	\$50,750	
			<u>\$250,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$50,750</u>	<u>\$0</u>	
Esterl, Robert	Associate Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$280,580	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$280,580	Also has a 10% faculty appointment. Incentive compensation based on FY16 actual (\$15,000). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$15,000	
			<u>\$280,580</u>	<u>2.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$15,000</u>	<u>\$0</u>	
Flowers, Dale	Chief Admin Officer, Healthcare, UT Medicine	Designated	\$275,133	3.00%	\$0	\$0	\$0	\$0	\$13,615	\$0	\$288,748	Incentive compensation based on FY16 actual (\$13,615)
			<u>\$275,133</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$13,615</u>	<u>\$0</u>	<u>\$288,748</u>	

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Bready, Lois L.	Vice Dean for Graduate Medical Education, School of Medicine	General Revenue	\$266,104	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$266,104	Also has a 20% faculty appointment.
		Designated		0.00%	\$0	\$0	\$0	\$0	\$14,374	\$0	\$14,374	Incentive compensation (\$14,374). A portion of the incentive may be associated with faculty effort.
			<u>\$266,104</u>	<u>5.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$14,374</u>	<u>\$0</u>	<u>\$280,478</u>	
Diaz, Armando	Vice President for Governmental Relations	General Revenue	\$280,000	8.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$280,000	
			<u>\$280,000</u>	<u>8.70%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$280,000</u>	
Morrill, Deborah H.	Vice President for Institutional Advancement	General Revenue	\$156,975	-17.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$156,975	
		Designated	\$67,275	100.00%	\$0	\$0	\$0	\$0	\$46,196	\$0	\$113,471	Incentive compensation (\$46,196)
			<u>\$224,250</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$46,196</u>	<u>\$0</u>	<u>\$270,446</u>	
Kellaway, Judianne	Associate Dean for Admissions, School of Medicine	General Revenue	\$261,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$261,000	Hired on 4/1/2016. Also has a 10% faculty appointment.
			<u>\$261,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$261,000</u>	
Lee, Kenyatta Y	Chief Quality Officer	Designated	\$248,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$248,000	Hired on 9/1/2016. Also has a 20% faculty appointment.
			<u>\$248,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$248,000</u>	
Gomez-Leon, Ginny L.	Associate Vice President for Budget and Financial Planning	General Revenue	\$225,000	9.89%	\$0	\$0	\$0	\$0	\$20,475	\$0	\$245,475	Incentive compensation based on FY16 actual (\$20,475).
			<u>\$225,000</u>	<u>9.89%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$20,475</u>	<u>\$0</u>	<u>\$245,475</u>	
Park, Jack C.	Chief Legal Officer	General Revenue	\$241,623	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$241,623	
			<u>\$241,623</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$241,623</u>	
DeLay, Mary G.	Vice President and Chief of Staff	General Revenue	\$200,278	0.00%	\$0	\$0	\$0	\$0	\$33,046	\$0	\$233,324	Incentive compensation (\$33,046)
			<u>\$200,278</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$33,046</u>	<u>\$0</u>	<u>\$233,324</u>	
Brown, Gail Ann	Chief Compliance Officer and Chief Clinical Trials Officer	General Revenue	\$82,833	-3.69%	\$0	\$0	\$0	\$0	\$0	\$0	\$82,833	
		Designated	\$146,368	7.21%	\$0	\$0	\$0	\$0	\$0	\$0	\$146,368	
			<u>\$229,201</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$229,201</u>	
Cartee, Brian D.	Senior Director for Information Technology Services	General Revenue	\$203,129	2.00%	\$0	\$0	\$0	\$0	\$19,915	\$0	\$223,044	Incentive compensation (\$19,915)
			<u>\$203,129</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$19,915</u>	<u>\$0</u>	<u>\$223,044</u>	
Schnabel, Michael	Senior Director for Information Security and Operations and Chief Information Security Officer	General Revenue	\$202,661	2.00%	\$0	\$0	\$0	\$0	\$19,869	\$0	\$222,530	Incentive compensation (\$19,869)
			<u>\$202,661</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$19,869</u>	<u>\$0</u>	<u>\$222,530</u>	
Luber, Murray Phil	Associate Dean for Graduate Medical Education, School of Medicine	General Revenue	\$206,000	64.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$206,000	Also has a 20% faculty appointment. Prior year faculty appointment was 50%. Incentive compensation based on FY16 actual (\$15,000). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$15,000	
			<u>\$206,000</u>	<u>64.80%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$15,000</u>	<u>\$0</u>	<u>\$221,000</u>	

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Otto, Randal	Associate Dean for Special Programs, School of Medicine	General Revenue	\$180,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,000	Also has a 50% faculty appointment. Incentive compensation based on FY16 actual (\$40,213). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$40,213	\$0	\$40,213	
			<u>\$180,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$40,213</u>	<u>\$0</u>	<u>\$220,213</u>	
Williams, Janet F.	Associate Dean for Faculty, School of Medicine	General Revenue	\$220,000	21.73%	\$0	\$0	\$0	\$0	\$0	\$0	\$220,000	Also has a 20% faculty appointment. Prior year faculty appointment was 25%.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$220,000</u>	<u>21.73%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$220,000</u>	
Long, Gerard E.	Assistant Vice President for Business Affairs	General Revenue	\$202,450	4.20%	\$0	\$0	\$0	\$0	\$17,487	\$0	\$219,937	Incentive compensation based on FY16 actual (\$17,487).
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$202,450</u>	<u>4.20%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$17,487</u>	<u>\$0</u>	<u>\$219,937</u>	
Guest, Gary	Associate Dean, Dental Clinic and Associate Dean for Patient Care, School of Dentistry	General Revenue	\$153,857	-0.01%	\$0	\$0	\$0	\$0	\$50,000	\$0	\$203,857	Also has a 10% faculty appointment. Incentive compensation based on FY16 actual (\$50,000). A portion of the incentive may be associated with faculty effort.
		Designated	\$10,014	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,014	
			<u>\$163,871</u>	<u>6.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$50,000</u>	<u>\$0</u>	<u>\$213,871</u>	
Schmelz, Joseph	Assistant Vice President for Research Administration	General Revenue	\$107,512	2.68%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,512	
		Designated	\$65,287	2.12%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,287	
		Restricted	\$38,009	3.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$38,009	
			<u>\$210,808</u>	<u>2.68%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$210,808</u>	
Knight, Gayle	Assistant Vice President for Strategic Planning and Institutional Analysis	General Revenue	\$206,147	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$206,147	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Nijland, Mark J.	Assistant Vice President for Research	General Revenue	\$60,010	2.71%	\$0	\$0	\$0	\$0	\$0	\$0	\$60,010	Also has a 5% faculty appointment.
		Designated	\$140,024	2.71%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,024	
			<u>\$200,034</u>	<u>2.71%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$200,034</u>	
Glass, Birgit Junfin	Associate Dean for Academic Affairs, School of Dentistry	General Revenue	\$120,091	-0.01%	\$0	\$0	\$0	\$0	\$60,000	\$0	\$180,091	Also has a 10% faculty appointment. Incentive compensation based on FY16 actual (\$60,000). A portion of the incentive may be associated with faculty effort.
		Designated	\$15,012	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$15,012	
			<u>\$135,103</u>	<u>12.49%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$60,000</u>	<u>\$0</u>	<u>\$195,103</u>	
D'Anna, Angela	Chief Audit Executive for Internal Audit & Consulting Services	General Revenue	\$192,816	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$192,816	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Parks, Michael J.	Chief of Police	General Revenue	\$150,641	16.29%	\$0	\$0	\$0	\$0	\$15,041	\$0	\$165,682	Incentive compensation based on FY16 actual (\$15,041)
		Auxiliary	\$24,259	16.29%	\$0	\$0	\$0	\$0	\$0	\$0	\$24,259	
			<u>\$174,900</u>	<u>16.29%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$15,041</u>	<u>\$0</u>	<u>\$189,941</u>	
Bell, Stephen	Associate Vice President for Facilities Management	General Revenue	\$180,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,000	Hired on 8/1/2016.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	

