

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2025**

The University of Texas Southwestern Medical Center

Institution Agency Code: 729

A Name	B Position	C Funding Source	D Salary (9.1.2024)	E Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						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			
Podolsky, Daniel	President	Designated	\$2,647,087	3.64%						\$142,367	\$3,115	\$3,141,029	FY25 Incentive (\$141,647); Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$65,945	0.00%								\$65,945	
		Restricted	\$38,996	3.55%								\$38,996	
			\$2,752,028	3.55%	\$0	\$348,460	\$0	\$0	\$142,367	\$3,115	\$3,245,970		
Chung, Dai	Chief Medical Officer, Children's Health System of Texas - UTSW Joint Pediatric Enterprise	Designated	\$1,125,500	3.00%						\$200,720	\$798	\$1,545,563	Incentive Compensation based on FY24 actual (\$200,000); Phone (\$720); Non-Cash Compensation is parking Also has a faculty appointment
Efron, Jonathan	Executive Vice President, Health System Affairs	Designated	\$696,835	7.65%						\$225,720	\$3,115	\$1,138,420	Deferred Compensation (\$75,000); Incentive Compensation based on FY25 budget (\$150,000); Phone (\$720) Non-Cash Compensation is parking Hired 12-1-23
		General Revenue	\$230,165	-8.90%								\$230,165	
			\$927,000	3.00%	\$0	\$212,750	\$0	\$0	\$225,720	\$3,115	\$1,368,585		
Lee, Wei-Ping	Executive Vice President, Academic Affairs and Provost and Dean of UTSW Medical School	Designated	\$929,254	19.42%						\$70,245	\$3,115	\$1,198,614	Incentive Compensation based on FY24 actual (\$69,525); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$0	-100.00%								\$0	
			\$929,254	3.00%	\$0	\$196,000	\$0	\$0	\$70,245	\$3,115	\$1,198,614		
Crawford, Holly	Executive Vice President, Business Affairs	Designated	\$795,675	3.00%						\$145,245	\$3,115	\$1,100,335	Deferred Compensation (\$75,000); Incentive Compensation based on FY24 actual (\$69,525); Phone (\$720) Non-Cash Compensation is parking
Nivet, Marc	Executive Vice President, Institutional Advancement	Designated	\$745,813	3.00%						\$160,526	\$3,115	\$1,022,904	Deferred Compensation (\$87,500); Incentive Compensation based on FY24 actual (\$72,306); Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment
Arteaga, Carlos	Associate Dean, Oncology Programs	Designated	\$151,058	1.82%						\$37,720	\$3,115	\$266,893	Incentive Compensation based on FY24 actual (\$37,000); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$283,844	56.71%								\$283,844	
		Restricted	\$376,498	-17.85%								\$376,498	
			\$811,400	3.00%	\$0	\$75,000	\$0	\$0	\$37,720	\$3,115	\$927,235		

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Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation			
Wukich, Dane	Associate Dean, Clinical Advancement Innovation, School of Health Professions	Designated	\$625,000	46.92%					\$20,833	\$3,115	\$898,948	Incentive Compensation based on FY24 actual (\$20,833); Non-Cash Compensation is parking Appointed as Assoc Dean 9-1-24 Also has faculty appointment	
		General Revenue	\$0	-100.00%							\$0		
			\$625,000	1.00%	\$0	\$250,000	\$0	\$0	\$20,833	\$3,115	\$898,948		
Madden, Christopher	Vice President and Senior Executive Officer, Medical Group	Designated	\$651,000	3.04%					\$72,720	\$3,115	\$862,835	Incentive Compensation based on FY24 actual (\$72,000); Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment	
Daniel, William	Vice President and Chief Quality Officer	Designated	\$565,600	3.00%					\$125,784	\$165,000	\$859,499	Deferred Compensation (\$75,000); Incentive Compensation based on FY24 actual (\$90,000); Non-Cash Compensation is parking Also has faculty appointment	
Sheehan, Maeve	Associate Vice President, Pediatric Group Practice	Designated	\$500,000	0.00%					\$100,000	\$202,782	\$1,613	\$804,395	Incentive Compensation based on FY24 actual (\$202,062); Phone (\$720); Non-Cash Compensation is Parking Promoted from Professor to Assoc VP on 8-1-24 Also has faculty appointment
Peterson, Eric	Vice Provost and Senior Associate Dean for Clinical Research	Designated	\$540,190	632.41%					\$165,500	\$50,000	\$3,115	\$758,805	Incentive Compensation based on FY24 actual (\$50,000); Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$0	-100.00%							\$0		
		Restricted	\$21,210	-45.73%							\$21,210		
			\$561,400	14.18%	\$0	\$165,500	\$0	\$0	\$50,000	\$3,115	\$780,015		
Rubio, Augustin	Vice President and Chief Operating Officer, Health System Affairs	Designated	\$600,000	84.84%					\$95,000	\$76,000	\$1,613	\$772,613	Deferred Compensation (\$40,000); Incentive Compensation based on FY24 actual (\$36,000) Non-Cash Compensation is parking Promoted from Assoc VP on 9-1-24
Mitchell Jr., Mack	Vice President, Medical Affairs	Designated	\$512,170	7.30%					\$137,916	\$50,160	\$3,115	\$703,361	Incentive Compensation based on FY24 actual (\$49,440); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		Restricted	\$7,815	-71.60%							\$7,815		
			\$519,985	3.00%	\$0	\$137,916	\$0	\$0	\$50,160	\$3,115	\$711,176		

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Slocum, Cameron	Vice President and Chief Operating Officer, Academic Affairs and Medical Group	Designated	\$336,000	218.10%							\$546,365	Deferred Compensation (\$50,000); Incentive Compensation based on FY24 actual (\$61,530); Phone (\$720) Non-Cash Compensation is parking Added MG COO role 9-1-24
		General Revenue	\$144,000	-41.57%							\$144,000	
			\$480,000	36.33%	\$0	\$95,000	\$0	\$0	\$112,250	\$3,115	\$690,365	
Meyer, Mark	Vice President and Health System Chief Financial Officer	Designated	\$505,000	6.24%		\$98,345			\$73,120	\$3,115	\$679,580	Deferred Compensation (\$40,000); Incentive Compensation based on FY24 actual (\$32,400); Phone (\$720) Non-Cash Compensation is parking Promoted to VP on 9-1-24
AbdelFattah, Kareem	Assistant Dean, Undergraduate Medical Education	Designated	\$287,640	-24.26%		\$140,000			\$50,720	\$1,613	\$479,973	Incentive Compensation based on FY24 actual (\$50,000); Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment Appointed as Asst Dean on 1-1-24
		General Revenue	\$191,760	345.61%							\$191,760	
		Restricted	\$0	-100.00%							\$0	
			\$479,400	12.14%	\$0	\$140,000	\$0	\$0	\$50,720	\$1,613	\$671,733	
Schneider, Marcia	Chief Strategy Officer and Vice President, Health System Strategy and Business Development	Designated	\$443,210	3.00%		\$82,750			\$119,720	\$3,115	\$648,795	Deferred Compensation (\$50,000); Incentive Compensation based on FY24 actual (\$69,000); Phone (\$720) Non-Cash Compensation is parking
Hernandez, Susan	Vice President and Chief Nursing Executive	Designated	\$480,000	16.49%		\$85,000			\$76,720	\$3,115	\$644,835	Deferred Compensation (\$40,000); Incentive Compensation based on FY24 actual (\$36,000); Phone (\$720) Non-Cash Compensation is parking Promoted from Assoc VP 9-1-24
Ibrahim, Hicham	Vice President and Senior Executive Officer, Ambulatory Services	Designated	\$500,000	30.75%		\$110,000			\$28,800	\$3,115	\$641,915	Incentive Compensation based on FY24 actual (\$28,800); Non-Cash Compensation is parking Promoted from Assoc VP 9-1-24
Falke, Jeremy	Vice President and Chief Human Resources Officer	Designated	\$352,903	3.20%		\$85,037			\$119,470	\$3,115	\$560,525	Deferred Compensation (\$55,000); Incentive Compensation based on FY24 actual (\$63,750); Phone (\$720) Non-Cash Compensation is parking
		General Revenue	\$72,281	3.20%							\$72,281	
			\$425,184	3.20%	\$0	\$85,037	\$0	\$0	\$119,470	\$3,115	\$632,806	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation			
Toomay, Seth	Vice President and Health System Chief Medical Officer	Designated	\$481,000	10.04%		\$87,418				\$36,000	\$3,115	\$607,533	Incentive Compensation based on FY24 actual (\$36,000); Non-Cash Compensation is parking Also has faculty appointment Promoted from Assoc VP on 9-1-24
Huang, Sherry	Vice Provost and Senior Associate Dean, Education	Designated	\$427,500	1831.49%		\$154,500					\$3,115	\$585,115	Non-Cash Compensation is parking Hired on 2-1-24 Also has a faculty appointment
		General Revenue	\$0	-100.00%								\$0	
		Restricted	\$0	-100.00%								\$0	
			\$427,500	3.01%	\$0	\$154,500	\$0	\$0	\$0	\$0	\$3,115	\$585,115	
Girod, Carlos	Associate Vice President, Parkland Health and Hospital System Affairs	Designated	\$421,175	-12.46%		\$106,090				\$43,290	\$1,613	\$572,168	Incentive Compensation based on FY24 actual (\$42,570); Phone (\$720); Non-Cash Compensation is parking Became 85% during FY24 Also has faculty appointment
McCulley, Becky	Vice President, Clinical Programs and Facility Development	Designated	\$422,066	3.00%		\$43,709				\$101,920	\$3,115	\$570,810	Incentive Compensation based on FY24 actual (\$101,200); Phone (\$720) Non-Cash Compensation is parking
Serber, Michael	Vice President, Finance and Institutional Chief Financial Officer	Designated	\$359,375	3.00%		\$90,604				\$110,920	\$3,115	\$564,014	Deferred Compensation (\$50,000); Incentive Compensation based on FY24 actual (\$60,200); Phone (\$720) Non-Cash Compensation is parking
Moreland, Jessica	Associate Dean, Faculty Development	Designated	\$260,750	-48.50%		\$41,200					\$798	\$302,748	Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$260,750	100.00%								\$260,750	
			\$521,500	3.00%	\$0	\$41,200	\$0	\$0	\$0	\$0	\$798	\$563,498	
Poole, Russell	Vice President, Institutional Chief Information Officer	Designated	\$405,183	3.00%		\$67,531				\$86,420	\$3,115	\$562,249	Deferred Compensation (\$50,000); Incentive Compensation based on FY24 actual (\$35,700); Phone (\$720) Non-Cash Compensation is parking
Omer, Saad	Dean, Peter O'Donnell, Jr. School of Public Health	Designated	\$0	0.00%		\$82,400					\$3,115	\$85,515	Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$271,920	100.00%								\$271,920	
		Restricted	\$181,280	-58.80%								\$181,280	
			\$453,200	3.00%	\$0	\$82,400	\$0	\$0	\$0	\$0	\$3,115	\$538,715	

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Ramello, Natalie	Vice President, Institutional Compliance	Designated	\$375,357	3.00%		\$88,375			\$57,877	\$3,115	\$524,724	Deferred Compensation (\$37,000); Incentive Compensation based on FY24 actual (\$20,157); Phone (\$720) Non-Cash Compensation is parking	
Sine, Erin	Vice President and General Counsel	Designated	\$394,081	6.13%		\$65,564			\$35,720	\$3,115	\$498,480	Deferred Compensation (\$35,000); Phone (\$720) Non-Cash Compensation is parking	
Matulevicius, Susan	Associate Dean, Faculty Wellness	Designated	\$217,050	14.54%		\$40,000			\$23,477	\$798	\$281,325	Incentive Compensation based on FY24 actual (\$23,477); Non-Cash Compensation is parking	
		General Revenue	\$217,050	7.66%							\$217,050	Also has faculty appointment	
		Restricted	\$0	-100.00%								\$0	Promoted from Assoc Prof to Prof 9-1-24
			\$434,100	7.66%	\$0	\$40,000	\$0	\$0	\$23,477	\$798	\$498,375		
Toto, Robert	Associate Dean, Clinical and Translational Research	Designated	\$219,834	-9.97%		\$75,000			\$3,805	\$3,115	\$301,754	Incentive Compensation based on FY24 actual (\$3,805); Non-Cash Compensation is parking	
		General Revenue	\$83,280	100.00%							\$83,280	Also has faculty appointment	
		Restricted	\$113,286	-29.25%							\$113,286		
			\$416,400	2.99%	\$0	\$75,000	\$0	\$0	\$3,805	\$3,115	\$498,320		
Lakin, Anthony	Vice President and Chief Information Security Officer	Designated	\$386,250	3.00%		\$25,750			\$82,720	\$3,115	\$497,835	Deferred Compensation (\$50,000); Incentive Compensation based on FY24 actual (\$32,000); Phone (\$720) Non-Cash Compensation is parking	
Conaway, Joan	Vice Provost and Dean of Basic Research	Designated	\$246,362	100.00%		\$117,832				\$3,115	\$367,309	Non-Cash Compensation is parking	
		General Revenue	\$0	-100.00%							\$0	Also has faculty appointment	
		Restricted	\$128,538	3.99%							\$128,538		
			\$374,900	3.99%	\$0	\$117,832	\$0	\$0	\$0	\$3,115	\$495,847		
Marin-Hill, Angelica	Vice President, Government Affairs and Policy	Designated	\$362,157	3.00%		\$87,838			\$35,720	\$3,115	\$488,830	Deferred Compensation (\$35,000); Phone (\$720) Non-Cash Compensation is parking	
Wingate, Michele	Associate Vice President and Chief Financial Officer, Medical Group	Designated	\$380,000	10.21%		\$60,000			\$36,720	\$1,613	\$478,333	Incentive Compensation based on FY24 actual (\$36,000); Phone (\$720) Non-Cash Compensation is parking Promoted to CFO 9-1-24	

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Hasty, Alyssa	Vice Provost and Senior Associate Dean, Faculty Affairs and Career Development	Designated	\$360,000	0.00%		\$110,000					\$3,115	\$473,115	Non-Cash Compensation is parking Also has faculty appointment Hired 8-1-24
Bloom, Steven	Associate Vice Provost, Faculty Affairs and Career Development	Designated	\$400,145	-18.89%		\$50,000				\$720	\$1,613	\$452,478	Phone (\$720); Non-Cash Compensation is parking Became 80% FTE on 9-1-24 Also has faculty appointment
		Restricted	\$18,855	-8.39%								\$18,855	
			\$419,000	-18.47%	\$0	\$50,000	\$0	\$0	\$720	\$1,613	\$471,333		
Billings, Amanda	Vice President, Development and Alumni Relations	Designated	\$20,347	3.00%		\$90,177				\$65,000	\$3,115	\$178,639	Deferred Compensation (\$35,000); Incentive Compensation based on FY24 actual (\$30,000) Non-Cash Compensation is parking
		Restricted	\$292,688	3.00%								\$292,688	
			\$313,036	3.00%	\$0	\$90,177	\$0	\$0	\$65,000	\$3,115	\$471,328		
Kraus, William	Assistant Dean, Research Development	Designated	\$0	0.00%		\$110,000					\$3,115	\$113,115	Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$130,863	50.07%								\$130,863	
		Restricted	\$224,637	-12.90%								\$224,637	
			\$355,500	3.01%	\$0	\$110,000	\$0	\$0	\$0	\$3,115	\$468,615		
Willett, Duwayne	Associate Vice President, Chief Health Information Officer	Designated	\$351,502	2.17%		\$30,000				\$720	\$1,613	\$383,835	Phone (\$720) Non-Cash Compensation is parking Promoted to Assoc VP 9-1-24 Also has faculty appointment
		General Revenue	\$43,542	100.00%								\$43,542	
		Restricted	\$39,462	0.01%								\$39,462	
			\$434,506	13.30%	\$0	\$30,000	\$0	\$0	\$720	\$1,613	\$466,839		
Velez, Larissa	Associate Dean, Graduate Medical Education	Designated	\$405,300	15.22%		\$60,000				\$720	\$798	\$466,818	Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$0	-100.00%								\$0	
			\$405,300	6.35%	\$0	\$60,000	\$0	\$0	\$720	\$798	\$466,818		
Guerra, Juan	Vice President, Facilities Management	Designated	\$327,818	3.00%		\$38,245				\$93,220	\$3,115	\$462,399	Deferred Compensation (\$50,000); Incentive Compensation based on FY24 actual (\$42,500); Phone (\$720) Non-Cash Compensation is parking

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Glazer, Craig	Associate Vice President and Chief Medical Officer, University Hospitals	Designated	\$369,300	3.01%		\$65,564			\$21,600	\$1,613	\$458,077	Incentive Compensation based on FY24 actual (\$21,600); Non-Cash Compensation is parking Also has faculty appointment
Rutherford, John	Vice President, Clinical Operations	Designated	\$163,335	-8.73%		\$105,528			\$720	\$3,115	\$272,698	Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment 80% FTE
		General Revenue	\$128,035	23.23%							\$128,035	
		Restricted	\$51,749	3.01%							\$51,749	
			\$343,120	3.01%	\$0	\$105,528	\$0	\$0	\$720	\$3,115	\$452,483	
Scott, Daniel	Assistant Dean, Simulation and Student Integration	Designated	\$412,992	1.70%		\$32,464			\$720	\$798	\$446,974	Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment
		Restricted	\$5,308	100.00%							\$5,308	
			\$418,300	3.00%	\$0	\$32,464	\$0	\$0	\$720	\$798	\$452,282	
Reed, William Gary	Associate Dean, Quality, Safety and Outcomes Education	Designated	\$281,113	3.10%		\$72,000			\$5,000	\$3,115	\$361,228	Incentive Compensation based on FY24 actual (\$5,000); Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$17,528	3.00%							\$17,528	
		Restricted	\$62,459	2.51%							\$62,459	
			\$361,100	2.99%	\$0	\$72,000	\$0	\$0	\$5,000	\$3,115	\$441,215	
Green, Michael	Assistant Dean, Graduate Medical Education	Designated	\$74,920	-77.80%		\$61,800				\$798	\$137,518	Non-Cash Compensation is parking Promoted from Assoc Prof to Prof 9-1-24 Also has faculty appointment
		General Revenue	\$299,680	100.00%							\$299,680	
			\$374,600	10.99%	\$0	\$61,800	\$0	\$0	\$0	\$798	\$437,198	
Beckman, Lauren	Associate Vice President, Regional Medical Group Services	Designated	\$350,097	3.00%		\$42,436			\$29,520	\$1,613	\$423,666	Incentive Compensation based on FY24 actual (\$28,800); Phone (\$720) Non-Cash Compensation is parking
Kloeckler-Thornton, Kelly	Associate Vice President, Revenue Cycle Operations	Designated	\$324,605	3.00%		\$74,263			\$21,600	\$1,613	\$422,081	Incentive Compensation based on FY24 actual (\$21,600); Non-Cash Compensation is parking
Doren, Jennifer	Vice President, Communications, Marketing and Public Affairs	Designated	\$334,400	4.50%		\$36,575			\$45,720	\$3,115	\$419,810	Incentive Compensation based on FY24 actual (\$45,000); Phone (\$720); Non-Cash Compensation is parking

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Jacobe, Heidi	Associate Dean, Clinical Research Workforce Development	Designated	\$112,642	-30.69%									Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$114,450	22.67%									
		Restricted	\$154,408	31.55%									
			\$381,500	2.22%	\$0	\$30,000	\$0	\$0	\$720	\$798	\$144,160	\$154,408	
Xie, Yang	Associate Dean, Data Sciences	Designated	\$42,744	-11.68%									Incentive Compensation based on FY24 actual (\$30,000); Also has faculty appointment
		General Revenue	\$87,712	-2.34%									
		Restricted	\$219,244	8.92%									
			\$349,700	3.00%	\$0	\$30,000	\$0	\$0	\$30,000	\$0	\$102,744	\$219,244	
Rodriguez-Baez, Norberto	Associate Dean, Student Affairs	Designated	\$173,400	3.00%									Incentive Compensation based on FY24 actual (\$23,538); Phone (\$720) Also has faculty appointment
		General Revenue	\$173,400	3.00%									
			\$346,800	3.00%	\$0	\$38,400	\$0	\$0	\$24,258	\$0	\$236,058	\$173,400	
Phelan, Bradley Edwin	Associate Vice President, Commercial Business Development	Designated	\$347,500	37.62%									Incentive Compensation based on FY24 actual (\$20,000); Non-Cash Compensation is parking Promoted from Assistant VP on 9-1-24
Nesbitt, Shawna	Vice President and Chief Institutional Opportunity Officer	Designated	\$344,499	6.26%									Incentive Compensation based on FY24 actual (\$18,000); Phone (\$720) Non-Cash Compensation is parking
		General Revenue	\$293	2.83%									
		Restricted	\$0	-100.00%									
			\$344,793	3.00%	\$0	\$42,436	\$0	\$0	\$18,720	\$3,115	\$408,770	\$293	
Wyatt, David	Associate Vice President, Chief Nursing Officer	Designated	\$315,142	3.00%									Incentive Compensation based on FY24 actual (\$22,320); Phone (\$720) Non-Cash Compensation is parking
Taylor, Kyle	Associate Vice President, Clinical Cancer Programs	Designated	\$316,672	3.00%									Incentive Compensation based on FY24 actual (\$14,400); Phone (\$720); Non-Cash Compensation is parking
Dowling, Karen	Associate Vice President, Pediatric Services	Designated	\$327,818	3.00%									Incentive Compensation based on FY24 actual (\$21,600); Non-Cash Compensation is parking

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Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation			
Carter, Bart	Assistant Dean, Animal Resources	Designated	\$355,900	100.00%		\$20,000				\$720	\$798	\$377,418	Transferred from Asst VP to Asst Dean 6-1-24 Phone (\$720)
		Service	\$0	-100.00%								\$0	
			\$355,900	3.02%	\$0	\$20,000	\$0	\$0	\$720	\$798	\$377,418		
Dandekar, Priya	Associate Vice President, Neuroscience Clinical Programs	Designated	\$309,000	3.00%		\$51,500				\$15,120	\$1,613	\$377,233	Incentive Compensation based on FY24 actual (\$14,400); Phone (\$720); Non-Cash Compensation is parking
Eby, Anthonia	Associate Vice President and Chief Operating Officer Ambulatory Services	Designated	\$300,500	3.00%		\$54,636				\$18,720	\$1,613	\$375,469	Incentive Compensation based on FY24 actual (\$18,000); Phone (\$720); Non-Cash Compensation is parking
Marks, Megan	Associate Vice President, Sponsored Programs Administration	Designated	\$0	0.00%						\$39,094	\$1,613	\$40,707	Incentive Compensation based on FY24 actual (\$39,094); Non-Cash Compensation is parking
		Restricted	\$328,136	3.10%								\$328,136	
			\$328,136	3.10%	\$0	\$0	\$0	\$0	\$39,094	\$1,613	\$368,843		
Mihalic, Angela	Dean of Medical Students and Associate Dean, Student Affairs	Designated	\$14,645	11.10%		\$66,358				\$720	\$3,115	\$84,838	Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$278,255	2.59%								\$278,255	
			\$292,900	2.99%	\$0	\$66,358	\$0	\$0	\$720	\$3,115	\$363,093		
Irland, Danny	Associate Vice President, Managed Care	Designated	\$292,000	0.00%		\$63,000					\$1,613	\$356,613	Non-cash compensation is parking Hired 7-1-24 at 80% FTE
Marlow, Thomas	Associate Vice President, Information Resources Operations	Designated	\$300,000	2.46%		\$30,000				\$23,453	\$1,613	\$355,066	Incentive Compensation based on FY24 actual (\$23,453); Non-Cash Compensation is parking
Flores, Kathryn Ann	Assistant Vice President, Chief Information Officer, University Hospitals	Designated	\$298,720	3.00%						\$52,232	\$798	\$351,750	Incentive Compensation based on FY24 actual (\$52,232); Non-Cash Compensation is parking
Stickles, Margie	Associate Vice President Perioperative Services	Designated	\$309,000	3.00%		\$36,050				\$720	\$1,613	\$347,383	Phone (\$720) Non-Cash Compensation is parking Hired 2-5-24
Turpin, Jean	Associate Vice President, Information Resources Strategy and Engagement	Designated	\$291,748	3.00%		\$31,827				\$20,625	\$1,613	\$345,813	Incentive Compensation based on FY24 actual (\$20,625); Non-Cash Compensation is parking

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation			
Garrett, Tammye	Associated Vice President, Chief Data Officer	Designated	\$291,748	3.00%		\$31,827				\$19,250	\$1,613	\$344,438	Incentive Compensation based on FY24 actual (\$19,250); Non-Cash Compensation is parking
Barker, Blake	Associate Dean, Student Affairs	Designated	\$106,040	-16.80%		\$23,100				\$45,899	\$3,115	\$178,154	Incentive Compensation based on FY24 actual (\$45,899); Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$159,060	24.80%								\$159,060	
			\$265,100	4.00%	\$0	\$23,100	\$0	\$0	\$45,899	\$3,115	\$337,214		
Pfeifer, Dennis	Assistant Vice President and Chief Technology Officer, Health System	Designated	\$309,358	3.00%						\$21,578	\$798	\$331,734	Incentive Compensation based on FY24 actual (\$21,587); Non-Cash Compensation is parking
Su, Lih Chyun Joseph	Associate Dean, Academic Affairs, School of Public Health	Designated	\$0	-100.00%		\$35,000						\$35,000	Also has faculty appointment
		General Revenue	\$196,217	-1.06%								\$196,217	
		Restricted	\$98,483	100.00%								\$98,483	
			\$294,700	4.02%	\$0	\$35,000	\$0	\$0	\$0	\$0	\$329,700		
McGaha, Bethany	Assistant Vice President and Deputy General Counsel-Healthcare	Designated	\$295,991	3.00%						\$25,000	\$798	\$321,789	Deferred Compensation (\$25,000); Non-Cash Compensation is parking
Fitz, John Gregory	Special Assistant to the President	Designated	\$313,476	35.53%						\$720	\$3,115	\$317,311	Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment FTE 51%
		Restricted	\$0	-100.00%								\$0	
			\$313,476	3.00%	\$0	\$0	\$0	\$0	\$720	\$3,115	\$317,311		
Odedosu, Kehinde	Assistant Dean, Student Affairs	Designated	\$62,650	-25.00%		\$25,000				\$33,217	\$798	\$121,665	Incentive Compensation based on FY24 actual (\$33,217); Non-Cash Compensation is parking Appointed Asst Dean 1-1-94 Also has faculty appointment
		General Revenue	\$187,950	12.50%								\$187,950	
			\$250,600	0.00%	\$0	\$25,000	\$0	\$0	\$33,217	\$798	\$309,615		
Pappu, Bhanu	Associate Vice President, Clinical Research Services	Designated	\$0	-100.00%		\$29,504				\$22,743	\$1,613	\$53,860	Incentive Compensation based on FY24 actual (\$22,023); Phone (\$720); Non-Cash Compensation is parking
		General Revenue	\$251,327	83.38%								\$251,327	
			\$251,327	3.00%	\$0	\$29,504	\$0	\$0	\$22,743	\$1,613	\$305,187		

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation			
Kellough Jr., Kenneth	Assistant Vice President, Budget and Resource Planning	Designated	\$294,827	3.10%						\$8,610	\$798	\$304,235	Incentive Compensation based on FY24 actual (\$8,250); Phone (\$360); Non-Cash Compensation is parking
Phillips, Leslie	Assistant Vice President, Talent Acquisition	Designated	\$257,500	3.00%		\$30,900				\$13,220	\$798	\$302,418	Incentive Compensation based on FY24 actual (\$12,500); Phone (\$720); Non-Cash Compensation is parking
Williamson, Jon	Dean, School of Health Professions	Designated	\$37,021	-70.99%		\$26,528				\$720	\$3,115	\$67,384	Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$210,764	105.82%								\$210,764	
		Restricted	\$23,315	-29.70%								\$23,315	
			\$271,100	3.00%	\$0	\$26,528	\$0	\$0	\$720	\$3,115	\$301,463		
Leary, Sharon	Assistant Vice President, Accounting and Fiscal Services	Designated	\$292,687	2.75%						\$7,667	\$798	\$301,152	Incentive Compensation based on FY24 actual (\$7,667); Non-Cash Compensation is parking
Adams-Guess, Shashea	Associate Vice President, Advancement Strategy Operations	Designated	\$267,800	3.00%		\$30,900				\$720	\$1,613	\$301,033	Phone (\$720); Non-Cash Compensation is parking Transferred to new title on 2-1-24
Cobb, Charles	Associate Vice President, Supply Chain Management	Designated	\$255,150	3.00%						\$41,100	\$1,613	\$297,863	Incentive Compensation based on FY24 actual (\$41,100); Non-Cash Compensation is parking
Desai, Kajal	Associate Vice President, Radiation Oncology Services	Designated	\$249,339	3.00%		\$31,827				\$14,400	\$1,613	\$297,179	Incentive Compensation based on FY24 actual (\$14,400); Non-Cash Compensation is parking
Satarino, Michael	Associate Vice President, Health System Planning and Business Development	Designated	\$265,479	3.00%						\$28,800	\$1,613	\$295,892	Incentive Compensation based on FY24 actual (\$28,800); Non-Cash Compensation is parking
Kramer, Alan	Associate Vice President, Health Systems Emerging Strategies	Designated	\$265,479	3.00%						\$28,800	\$1,613	\$295,892	Incentive Compensation based on FY24 actual (\$28,800); Non-Cash Compensation is parking
Yin, Helen	Associate Dean, Office of Women's Careers	Designated	\$111,738	-16.27%		\$15,914					\$3,115	\$130,767	Non-Cash Compensation is parking
		General Revenue	\$78,733	53.26%								\$78,733	Also has faculty appointment
		Restricted	\$84,530	2.99%								\$84,530	
			\$275,000	3.03%	\$0	\$15,914	\$0	\$0	\$0	\$3,115	\$294,029		
Evans, Brian	Associate Vice President, Chief Enterprise Architect	Designated	\$226,600	3.00%		\$30,900				\$33,600	\$1,613	\$292,713	Incentive Compensation based on FY24 actual (\$33,600); Non-Cash Compensation is parking

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Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments		
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation				
Zinn, Andrew	Dean, Graduate School of Biomedical Sciences	Designated	\$0	-100.00%					\$720	\$3,115	\$23,835	Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment		
		General Revenue	\$268,800	1038.74%							\$268,800			
			\$268,800	2.99%	\$0	\$20,000	\$0	\$0	\$720	\$3,115	\$292,635			
Holroyd, Ashley	Associate Vice President, Health System Quality Operations	Designated	\$254,470	3.00%					\$14,400	\$1,613	\$292,423	Incentive Compensation based on FY24 actual (\$14,400); Non-Cash Compensation is parking		
Baker, Sarah	Associate Dean, Student Affairs	Designated	\$96,400	0.17%					\$22,832	\$3,115	\$137,797	Incentive Compensation based on FY24 actual (\$22,832); Non-Cash Compensation is parking Appointed Assoc Dean 1-1-94 Also has faculty appointment		
		General Revenue	\$144,600	14.70%							\$144,600			
			\$241,000	8.41%	\$0	\$15,450	\$0	\$0	\$22,832	\$3,115	\$282,397			
Radicioni, Wade	Assistant Vice President, Academic and Business Operations	Designated	\$0	0.00%					\$20,124	\$798	\$20,922	Incentive Compensation based on FY24 actual (\$20,124); Non-Cash Compensation is parking		
		General Revenue	\$260,248	3.00%							\$260,248			
			\$260,248	3.00%	\$0	\$0	\$0	\$0	\$20,124	\$798	\$281,170			
Toney, Sherri	Assistant Vice President, Employee Relations and Support	Designated	\$153,741	-3.84%					\$24,228		\$720	\$798	\$179,487	Phone (\$720) Non-Cash Compensation is parking
		General Revenue	\$100,907	33.91%								\$100,907		
			\$254,648	8.25%	\$0	\$24,228	\$0	\$0	\$720	\$798	\$280,394			
Velez, Cardell	Assistant Vice President Imaging Services	Designated	\$247,200	3.00%					\$30,900		\$720	\$798	\$279,618	Phone (\$720) Non-Cash Compensation is parking Hired on 11-20-23
Sundaresan, Renuka	Associate Vice President, Primary Care Services-Administrative	Designated	\$228,532	10.47%					\$32,782		\$14,400	\$1,613	\$277,327	Incentive Compensation based on FY24 actual (\$14,400); Non-Cash Compensation is parking
Washington, Martha	Assistant Vice President, Human Resources Services	Designated	\$242,050	3.00%					\$25,750		\$6,970	\$798	\$275,568	Incentive Compensation based on FY24 actual (\$6,250); Phone (\$720) Non-Cash Compensation is parking
Cohen, Brian	Assistant Vice President, Pharmacy Services	Designated	\$236,357	3.00%					\$27,318		\$9,720	\$798	\$274,193	Incentive Compensation based on FY24 actual (\$9,000); Phone (\$720) Non-Cash Compensation is parking

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation			
Oilepo, Rhonda	Associate Vice President, Research and Regulatory Affairs	Designated	\$52,500	25.36%									Phone (\$720) Non-Cash Compensation is parking Promoted from Asst VP 9-1-24
		General Revenue	\$197,500	25.36%								\$197,500	
			\$250,000	25.36%	\$0	\$20,000	\$0	\$0	\$720	\$1,613	\$272,333		
Zippi, Pamela	Assistant Vice President, Market Development Strategies	Designated	\$245,864	3.00%					\$25,200	\$798	\$271,862	Incentive Compensation based on FY24 actual (\$25,200); Non-Cash Compensation is parking	
Farmer, Suzanne	Assistant Vice President, Talent Development	Designated	\$0	-100.00%		\$11,255				\$720	\$798	\$12,773	Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$0	-100.00%								\$0	
		Restricted	\$256,207	100.00%								\$256,207	
			\$256,207	3.00%	\$0	\$11,255	\$0	\$0	\$720	\$798	\$268,980		
Thielemann, Laura	Associate Vice President, Cardiovascular Services	Designated	\$218,014	3.00%		\$32,941				\$15,120	\$1,613	\$267,688	Incentive Compensation based on FY24 actual (\$14,400); Phone (\$720) Non-Cash Compensation is parking
Levy, Jodi	Assistant Vice President, Administrative Systems	Designated	\$248,962	3.00%					\$17,600	\$798	\$267,360	Incentive Compensation based on FY24 actual (\$17,600); Non-Cash Compensation is parking	
Nguyen, Christi	Assistant Vice President, Associate Chief Nursing Officer, Nursing Excellence	Designated	\$227,540	2.75%		\$21,167			\$14,400	\$1,613	\$264,719	Incentive Compensation based on FY24 actual (\$14,400); Non-Cash Compensation is parking	
Gill, Travis	Assistant Vice President, Access and Title IX	Designated	\$233,197	4.00%		\$26,780					\$798	\$260,775	Non-Cash Compensation is parking
Goldin, Darrin	Associate Vice President, Development Programs	Designated	\$239,374	3.00%		\$16,391					\$1,613	\$257,378	Non-Cash Compensation is parking
Rivera, Jessica	Assistant Vice President, Clinic Lab Services	Designated	\$213,888	3.00%		\$27,318			\$15,120	\$798	\$257,124	Incentive Compensation based on FY24 actual (\$14,400); Phone (\$720) Non-Cash Compensation is parking	
McKeen, Timothy	Assistant Vice President, Network Infrastructure	Designated	\$236,357	3.00%					\$19,494	\$798	\$256,649	Incentive Compensation based on FY24 actual (\$19,494); Non-Cash Compensation is parking	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Dennis, Vicki	Associate Vice President, O'Donnell Brain Institute	Designated	\$0	0.00%					\$15,000	\$1,613	\$16,613	Incentive Compensation based on FY24 actual (\$15,000); Non-Cash Compensation is parking
		General Revenue	\$236,357	100.00%							\$236,357	
			\$236,357	3.00%	\$0	\$0	\$0	\$0	\$15,000	\$1,613	\$252,970	
Negusse, Thomas	Assistant Vice President, Utilities	Designated	\$249,312	3.00%					\$720	\$798	\$250,830	Phone (\$720); Non-Cash Compensation is parking
Marshall II, Martin	Assistant Vice President, Support Services	Designated	\$201,571	3.00%		\$27,318			\$15,120	\$798	\$244,807	Incentive Compensation based on FY24 actual (\$14,400); Phone (\$720) Non-Cash Compensation is parking
Ranjan, Aveen	Assistant Vice President, Digital Engineering, Marketing Strategic Initiatives	Designated	\$205,602	2.00%					\$30,000	\$798	\$236,400	Incentive Compensation based on FY24 actual (\$30,000); Non-Cash Compensation is parking
Bell, Melody	Assistant Vice President, Research Academic Systems	Designated	\$218,545	3.00%					\$16,480	\$798	\$235,823	Incentive Compensation based on FY24 actual (\$16,480); Non-Cash Compensation is parking
Cronjaeger, Archana	Assistant Vice President, Facilities Management	Designated	\$233,398	3.00%					\$720	\$798	\$234,916	Phone (\$720) Non-Cash Compensation is parking
Beheshti, Mike	Assistant Vice President, Health System Planning	Designated	\$222,789	3.00%					\$10,800	\$798	\$234,387	Incentive Compensation based on FY24 actual (\$10,800); Non-Cash Compensation is parking
Bennett, Scott	Associate Vice President, Solid Organ Transplant	Designated	\$183,668	3.00%		\$32,304			\$15,120	\$1,613	\$232,706	Incentive Compensation based on FY24 actual (\$14,400); Phone (\$720) Non-Cash Compensation is parking
Termine, Hickory	Assistant Vice President, Patient Centralized Services-Patient Access	Designated	\$207,881	3.20%		\$21,321			\$720	\$798	\$230,720	Phone (\$720) Non-Cash Compensation is parking
Lai Howard, Anne	Assistant Vice President and Deputy General Counsel-Medical Risk Management	Designated	\$229,428	3.00%						\$798	\$230,226	Non-Cash Compensation is parking
Vanderhill, Thea	Assistant Vice President, Clinical Design Transition Planning	Designated	\$210,555	3.00%					\$18,000	\$798	\$229,353	Incentive Compensation based on FY24 actual (\$18,000); Non-Cash Compensation is parking

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation			
Esquivel, Ruben	Vice President, Community and Corporate Relations	Designated	\$94,532	2.00%									Phone (\$720) Non-Cash Compensation is parking
		General Revenue	\$115,539	2.00%									
			\$210,072	2.00%	\$0	\$15,084	\$0	\$0	\$720	\$3,115	\$228,991		
Ortuzar, Adolfo	Assistant Vice President, Information Resources, Constituent Experience Compliance	Designated	\$213,082	3.00%						\$15,064	\$798	\$228,944	Incentive Compensation based on FY24 actual (\$15,064); Non-Cash Compensation is parking
Jackson, Abigail	Assistant Vice President, Compliance Internal Audit Operations	Designated	\$223,979	3.55%						\$720	\$798	\$225,497	Phone (\$720) Non-Cash Compensation is parking
Smith, Scott	Associate Dean, Research, School of Health Professions	Designated	\$0	0.00%			\$20,000				\$1,613	\$21,613	Non-Cash Compensation is parking
		General Revenue	\$202,600	20.18%								\$202,600	Also has faculty appointment
		Restricted	\$0	-100.00%								\$0	
			\$202,600	3.00%	\$0	\$20,000	\$0	\$0	\$0	\$1,613	\$224,213		
Bradley-Guidry, Carolyn	Associate Dean, Student Affairs and Engagement, School of Health Professions	Designated	\$155,760	39233.33%			\$21,012				\$1,613	\$178,385	Promoted from Assoc Prof to Professor 9-1-24 Non-Cash Compensation is parking
		General Revenue	\$38,940	-77.95%								\$38,940	Also has faculty appointment
			\$194,700	10.00%	\$0	\$21,012	\$0	\$0	\$0	\$1,613	\$217,325		
Lin, Rueyling	Associate Dean, Biomed Research REC and AD	Designated	\$0	0.00%			\$20,600					\$20,600	
		General Revenue	\$195,700	3.00%								\$195,700	
			\$195,700	3.00%	\$0	\$20,600	\$0	\$0	\$0	\$0	\$216,300		
Brown, Bruce	Associate Vice President, Safety and Business Continuity	Designated	\$214,386	3.20%							\$1,613	\$215,999	Non-Cash Compensation is parking
Lewis, Marcus	Chief of Police	Designated	\$213,847	3.00%						\$720		\$214,567	Phone (\$720)
Taylor, Keith	Assistant Vice President, Clinical Facilities and Design Integration	Designated	\$202,910	3.00%							\$798	\$203,708	Non-Cash Compensation is parking
Westervelt-Lutz, Austin	Assistant Vice President, Advancement Services	Designated	\$180,000	0.00%						\$720	\$798	\$181,518	Phone (\$720) Non-Cash Compensation is parking Hired 5-6-24

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Dorough, Ramona	Associate Dean, Academic Affairs and Faculty Development, School of Health Professions	Designated	\$8,000	100.00%	\$26,780						\$1,613	\$36,393	Non-Cash Compensation is parking	
		General Revenue	\$119,000	4.02%								\$119,000	Also has faculty appointment	
			\$127,000	11.01%	\$0	\$26,780	\$0	\$0	\$0	\$0	\$1,613	\$155,393		
Gonzalez, Kelly	Assistant Vice President, Library Services	Designated	\$0	-100.00%							\$798	\$798	Non-Cash Compensation is parking	
		General Revenue	\$152,100	340.87%								\$152,100	Also has faculty appointment	
			\$152,100	2.98%	\$0	\$0	\$0	\$0	\$0	\$0	\$798	\$152,898		
Diaz Vazquez, Arnaldo	Associate Dean, UTSW Graduate School	Designated	\$0	-100.00%							\$798	\$798	Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$151,500	100.00%								\$151,500		
			\$151,500	2.78%	\$0	\$0	\$0	\$0	\$0	\$0	\$798	\$152,298		
Ravnik, Stuart	Associate Dean, UTSW Graduate School	Designated	\$0	-100.00%							\$720	\$798	\$1,518	Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$126,400	100.00%									\$126,400	
			\$126,400	2.85%	\$0	\$0	\$0	\$0	\$720	\$0	\$798	\$127,918		
Michaely, Peter	Assistant Dean, Basic Science Education	Designated	\$0	-100.00%	\$30,236							\$30,236	Promoted from Asst to Assoc Professor 9-1-24 Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$88,900	100.00%								\$88,900		
			\$88,900	12.96%	\$0	\$30,236	\$0	\$0	\$0	\$0	\$0	\$119,136		
Gardner, Lisa	Associate Dean, UTSW Graduate School	Designated	\$0	-100.00%							\$798	\$798	Promoted from Asst Dean to Assoc Dean 9-1-24 Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$117,800	100.00%								\$117,800		
			\$117,800	3.79%	\$0	\$0	\$0	\$0	\$0	\$0	\$798	\$118,598		
Brekken, Deirdre	Associate Dean	Designated	\$0	-100.00%							\$798	\$798	Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$105,825	100.00%								\$105,825		
			\$105,825	2.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$798	\$106,623		

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A	B	C	D	E	F	G	H	I	J	K	L	M	
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation			
Alexander, Drew Wilson	Assistant Dean	Designated	\$0	0.00%							\$798	\$798	Non-Cash Compensation is parking
		General Revenue	\$7,425	0.00%								\$7,425	Also has faculty appointment
			\$7,425	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$798	\$8,223	