### The University of Texas Health Science Center at San Antonio

					Agency Co	Nonsalary Benefits FY 2025						
				Percentage		Practice	<u> </u>					
			Calami	Salary Increase	Cash	Plan	Housing	Car		Non-Cash	Takal	
Name	Position	Funding Source	Salary (9.1.2024)	Over Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Total Compensation	Explanation / Comments
Hromas, Robert Alan	Acting President	General Revenue	\$65,945	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	Explanation / Comments
momas, Robert Alan	Acting Freshaert	Designated	\$1,481,757	-2%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0	\$1,481,757	
		Restricted	\$54,500	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,500	Base salary market adjustment effective 9/1/2024.
		Total	\$1,602,202	2%	\$0	\$0	\$0	\$0	\$0	\$0	\$1,602,202	Effective 2/19/2024, Robert Hromas assumed the role of
												Acting President.
Marks, Andrea M.	Senior Executive Vice President and Chief Operating	General Revenue	\$343,132	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$343,132	
Marks, Allurea M.	Officer	General Revenue	3545,152	0%	<b>3</b> 0	ŞU	<b>3</b> 0	<b>Ş</b> U	ŞU	ŞU	\$545,152	
	Officer	Designated	\$406,883	0%	\$0	\$0	\$0	\$0	\$286,317	\$0	\$693,200	Incentive Compensation (\$151,878). Deferred compensation
		· ·						•				_(\$134,439).
		Total	\$750,015	0%	\$0	\$0	\$0	\$0	\$286,317	\$0	\$1,036,332	<b>=</b>
Zheng, Lei	Executive Director, Mays Cancer Center and Vice	Designated	\$170,140	N/A	\$0	\$0	\$0	\$0	\$180,833	\$0	\$350,973	Recruitment Incentive Compensation (\$125,000). Relocation
Zheng, Lei	President, Oncology	Designated	3170,140	N/A	<b>30</b>	ψ	ÇÜ	<b>30</b>	\$100,033	ŞÜ	\$330,373	Allowance (\$55,833).
	Tresidenty enteriogy	Restricted	\$499,860	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$499,860	/o
		Total	\$670,000	N/A	\$0	\$0	\$0	\$0	\$180,833	\$0	\$850,833	Effective 09/01/2024, Lei Zheng assumed the role of
					=							Executive Director and Vice President for Oncology.
Flowers, Jeffery L.	Vice President and Chief Executive Officer,	Designated	\$485,000	0%	\$0	\$0	\$0	\$0	\$216,625	\$0	\$701,625	Incentive Compensation (\$109,125). Deferred Compensation
Flowers, Jeffery L.	Multispecialty and Research Hospital	Designated	\$465,000	0%	<b>3</b> 0	ŞU	<b>3</b> 0	<b>Ş</b> U	\$210,025	<b>Ş</b> U	\$701,025	(\$107,000).
	Waltispecially and Nescarett Hospital	Total	\$485,000	0%	\$0	\$0	\$0	\$0	\$216,625	\$0	\$701,625	_(\$107,000).
												=
Potter, Jennifer Sharpe	Senior Vice President for Research	General Revenue	\$336,351	1%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0	\$0 \$0	\$336,351	landeline Commencediae (CAAC OCE). Defended Commencediae
		Designated	\$0	-100%	\$0	<b>\$</b> 0	\$0	\$0	\$191,865	\$0	\$191,865	Incentive Compensation (\$116,865). Deferred Compensation (\$75,000). A portion of the incentive may be associated with
												faculty effort.
		Restricted	\$137,049	5%	\$0	\$0	\$0	\$0	\$0	\$0	\$137,049	_
		Total	\$473,400	0%	\$0	\$0	\$0	\$0	\$191,865	\$0	\$665,265	Also has a 20% faculty appointment.
Lauranaa Daham	Fuggithing Vice Deep and Conjection Provident for	Designated	¢624 F70	100/	ćo	ćo	ćo	ćo	¢25.075	ćo	¢C40, C45	Insenting Commencetion (COE OTE). A montion of the insention
Leverence, Robert	Executive Vice Dean and Senior Vice President for Clinical Affairs	Designated	\$624,570	10%	\$0	\$0	\$0	\$0	\$25,075	\$0	\$649,645	Incentive Compensation (\$25,075). A portion of the incentive may be associated with faculty effort.
	Cillical Artalls	Total	\$624,570	10%	\$0	\$0	\$0	\$0	\$25,075	\$0	\$649,645	Also has a 10% faculty appointment.
		. 2	, , ,,,,,,	***				**	/	,,,	,/	=
Gomez-Leon, Ginny L.	Senior Vice President and Chief Financial Officer	General Revenue	\$482,048	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$482,048	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$108,461	\$0 \$0	\$108,461	_ Incentive Compensation (\$108,461).
		Total	\$482,048	0%	\$0	\$0	\$0	\$0	\$108,461	\$0	\$590,509	=

### The University of Texas Health Science Center at San Antonio

				IIIstitutio	Nonsalary Benefits FY 2025							
				Percentage			Nonsalary	Benefits FY 202	25			
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2024)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
	Acting Dean for the Long School of Medicine,	General Revenue	\$0	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Explanation / Comments
Cigarroa, Francisco G.	Director, Transplant Services, Carlos and Malú	General Revenue	\$0	0%	\$0	\$0	\$0	\$0	ŞU	\$0	<b>\$</b> 0	
	Alvarez Distinguished University Chair, Ashbel Smith											
	Professorship in Surgery											
	Trotessorship in surect v	Designated	\$500,000	0%	\$0	\$0	\$0	\$0	\$86,161	\$0	\$586,161	Incentive Compensation (\$86,161).
		Total	\$500,000	0%	\$0	\$0	\$0	\$0	\$86,161	\$0	\$586,161	Effective 05/01/2024, Francisco Cigarroa assumed the role of
												Acting Dean 50% effort. Dr. Cigarroa also is dedicated to 50%
												effort in his role as Director, Transplant Services at an annual
												rate of \$807,679.
Ramachandran, Vasan	Dean, School of Public Health	Designated	\$241,357	-21%	\$0	\$0	\$0	\$0	\$106,038	\$0	\$347,395	Incentive Compensation (\$106,038).
,		Restricted	\$229,923	39%	\$0	\$0	\$0	\$0	\$0	\$0	\$229,923	<u> </u>
		Total	\$471,280	0%	\$0	\$0	\$0	\$0	\$106,038	\$0	\$577,318	_
		0 10	4076.070	00/	40	40	40	40	40	40	4075.070	
Loomer, Peter M.	Dean, School of Dentistry	General Revenue Designated	\$376,979 \$46,964	0% 0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$105,669	\$0 \$0	\$376,979 \$152,633	Incentive Compensation (\$105,669).
		Restricted	\$45,696	0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$103,669	\$0 \$0	\$45,696	incentive compensation (\$105,665).
		Total	\$469,639	0%	\$0	\$0	\$0	\$0	\$105,669	\$0	\$575,308	_
					-					,	· ,	=
Seshadri, Sudha	Director, Glenn Biggs Institute for Alzheimer's and	General Revenue	\$247,376	32%	\$0	\$0	\$0	\$0	\$0	\$0	\$247,376	
	Neurodegenerative Diseases		4-4			4-					4	
		Designated	\$59,315	0%	\$0	\$0	\$0	\$0	\$98,841	\$0	\$158,156	Incentive Compensation (\$8,841). Deferred compensation
		Restricted	\$158,624	-27%	\$0	\$0	\$0	\$0	\$0	\$0	\$158,624	(\$90,000).
		Total	\$465,315	0%	\$0	\$0	\$0	\$0	\$98.841	\$0	\$564,156	_
										, -	, , , , , , , , , , , , , , , , , , , ,	=
Tawney, Amy	Senior Vice President and Chief Human Resources	General Revenue	\$448,320	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$448,320	
	Officer	Designated	ćo	00/	ćo	ćo	ćo	Ć0.	ć400.0 <del>7</del> 2	ćo	¢400.072	Installing Commence they (\$4.00,072)
		Designated Total	\$0 \$448,320	0% 0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$100,872 \$100,872	\$0 \$0	\$100,872 \$549,192	Incentive Compensation (\$100,872).
		Total	3448,320	078	<del>- 50</del>	<b>Ψ</b>	<del>, 70</del>	ŞÜ	\$100,672	<del> </del>	\$343,132	=
Fink, Walter Allen	Associate Vice President and Chief Medical Officer	Designated	\$497,250	16%	\$0	\$0	\$0	\$0	\$26,163	\$0	\$523,413	Incentive Compensation (\$26,163). A portion of the incentive
												_ may be associated with faculty effort.
		Total	\$497,250	16%	\$0	\$0	\$0	\$0	\$26,163	\$0	\$523,413	Also has a 10% faculty appointment.
Hardin Sanya	Doon, School of Nursing	General Revenue	\$372,438	-6%	\$0	\$0	\$0	\$0	\$0	\$0	\$372,438	
Hardin, Sonya	Dean, School of Nursing	Designated	\$372,438 \$0	-6% 0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$65,620	\$0 \$0	\$65,620	Incentive Compensation (\$65,620).
		Restricted	\$70,940	45%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$03,020	\$0 \$0	\$70,940	
		Total	\$443,378	0%	\$0	\$0	\$0	\$0	\$65,620	\$0	\$508,998	<del>-</del> -
												_
Adkins, Heather	Senior Vice President and Chief Marketing and	General Revenue	\$403,224	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$403,224	
	Communications Officer	Docignated	\$0	0%	\$0	\$0	\$0	\$0	¢00.725	\$0	\$90,725	Inconting Componentian (\$00.735)
		Designated Total	\$403,224	0%	\$0	\$0 \$0	\$0 \$0	\$0 \$0	\$90,725 \$90,725	\$0 \$0	\$90,725	Incentive Compensation (\$90,725).
		iotai	7403,224	070	٥٦	٥ڔ	٥ڔ	γU	770,123	γU	7473,743	=

### The University of Texas Health Science Center at San Antonio

				IIISTITUTIO	Nonsalary Benefits FY 2025							
				Percentage			Nonsalary	Benefits FY 20	25			
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2024)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Name	Position	runuing source	(9.1.2024)	Prior fear	Bolluses	belletits	Allowalice	Allowalice	Other	Compensation	Compensation	Explanation / Comments
Donatti Anamaria	Vice President for Institutional Advancement and	Canadal Davianus	\$388,600	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$388,600	
Repetti, Anamaria	Vice President for Institutional Advancement and Chief Development Officer	General Revenue	\$388,600	U%	\$0	\$0	\$0	\$0	<b>\$</b> 0	<b>\$</b> 0	\$388,000	
	Chief Develophient Officer	Designated	\$0	0%	\$0	\$0	\$0	\$0	\$95,388	\$0	\$95,388	Incentive Compensation (\$75,388). Deferred Compensation
			**		**	**	**	**	700,000	7-	700,000	(\$20,000).
		Total	\$388,600	0%	\$0	\$0	\$0	\$0	\$95,388	\$0	\$483,988	
												_
Kaminski, Patrick M.	Vice President and Chief Strategy Officer	General Revenue	\$402,129	0%	\$0 60	\$0 60	\$0 60	\$0 \$0	\$0	\$0	\$402,129	Language Communication (COA 420)
		Designated Total	\$0 \$402,129	0% 0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$81,130 \$81,130	\$0 \$0	\$81,130 \$483,259	_Incentive Compensation (\$81,130).
		TOtal	\$402,129	076	<u> </u>	ŞÜ	<b>Ş</b> U	ŞÜ	301,130	ŞU	3465,239	=
Bhat, Manzoor	Vice Dean for Research, Medical School	General Revenue	\$192,270	31%	\$0	\$0	\$0	\$0	\$0	\$0	\$192,270	
		Designated	\$170,000	0%	\$0	\$0	\$0	\$0	\$23,000	\$0	\$193,000	Incentive Compensation (\$23,000).
		Restricted	\$97,730	-32%	\$0	\$0	\$0	\$0	\$0	\$0	\$97,730	_
		Total	\$460,000	0%	\$0	\$0	\$0	\$0	\$23,000	\$0	\$483,000	<b>=</b>
Schnabel, Michael S.	Vice President and Chief Information Officer	General Revenue	\$450,000	45%	\$0	\$0	\$0	\$0	\$0	\$0	\$450,000	
		Designated Total	\$0 \$450,000	0% 45%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$32,340 \$32,340	\$0 \$0	\$32,340 \$482,340	Incentive Compensation (\$32,340).  Effective 11/1/2024, Michael Schnabel is assuming the role of
		TOTAL	\$450,000	45%	\$0	\$0	\$0	\$0	\$32,340	<b>\$</b> 0	\$482,340	Vice President and Chief Information Officer.
		;										Vice President and Chief Information Officer.
Weiss, David S.	Dean, Graduate School of Biomedical Sciences	General Revenue	\$342,123	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$342,123	
		Designated	\$30,186	0%	\$0	\$0	\$0	\$0	\$71,129	\$0	\$101,315	Incentive Compensation (\$71,129).
		Restricted	\$23,951	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$23,951	=
		Total	\$396,260	0%	\$0	\$0	\$0	\$0	\$71,129	\$0	\$467,389	=
Mak Jasqualina I	Visco President for Academic Faculty and Student	General Revenue	¢24E 9E6	0%	\$0	\$0	\$0	ćo	\$0	\$0	¢34E 0E6	
Mok, Jacqueline L.	Vice President for Academic, Faculty and Student Affairs	General Revenue	\$345,856	U%	\$0	\$0	\$0	\$0	ŞU	\$U	\$345,856	
	Allalis	Designated	\$30,000	0%	\$0	\$0	\$0	\$0	\$88,927	\$0	\$118,927	Incentive Compensation (\$73,927). Retention Incentive
			,,		*-	**		**	7,	**	¥ === 0,0 == 1	(\$15,000).
		Total	\$375,856	9%	\$0	\$0	\$0	\$0	\$88,927	\$0	\$464,783	Base market adjustment effective 10/01/2024.
		•										=
Nuttall, Richard M.	Vice President for Finance and Administration, Long	General Revenue	\$396,650	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$396,650	
	School of Medicine				4.	4-		4-	4	4.		
		Designated Total	\$40,000 \$436,650	-89% 21%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$14,424 \$14,424	\$0 \$0	\$54,424 \$451,074	_ Incentive Compensation (\$14,424).  Effective 09/01/2024, Richard Nuttall assumed the role of
		TOTAL	\$430,050	21%	\$0	\$0	\$0	\$0	\$14,424	<b>\$</b> 0	\$451,074	
		;										Vice President of Finance and Administration.
Sankary, Edward C.	Vice President and Chief Healthcare Informatics	Designated	\$428,400	5%	\$0	\$0	\$0	\$0	\$20,400	\$0	\$448,800	Incentive Compensation (\$20,400).
	Officer and Value Officer					•		·		·		<u> </u>
		Total	\$428,400	5%	\$0	\$0	\$0	\$0	\$20,400	\$0	\$448,800	Effective 09/01/2024, Edward Sankary assumed the role of
												Vice President and Chief Health Information and Value
		;										Officer.

### The University of Texas Health Science Center at San Antonio

					Nonsalary Benefits FY 2025							
				Percentage			I	Denents 17 20				
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2024)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Shelledy, David C.	Dean, School of Health Professions	General Revenue	\$370,522	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$370,522	
		Designated	\$6,408	0%	\$0	\$0	\$0	\$0	\$56,163	\$0	\$62,571	_Incentive Compensation (\$56,163).
		Total	\$376,930	0%	\$0	\$0	\$0	\$0	\$56,163	\$0	\$433,093	Base market adjustment effective 09/01/2023.
Miller, Robert	Associate Vice President and Executive Director of	Designated	\$350,000	N/A	\$0	\$0	\$0	\$0	\$79,167	\$0	\$429,167	Recruitment Incentive (\$50,000). Relocation allowance
	the Military Health Institute	Total	\$350,000	N/A	\$0	\$0	\$0	\$0	\$79,167	\$0	\$429,167	_ (\$29,167). Effective 10/15/2024, Robert Miller will assume the role of
		Total	3330,000	NA		, O	JU	, O	\$75,107	<u>O</u>	3425,107	Associate Vice President and Executive Director for the  Military Health Institute.
Loredo, Gilbert R.	Vice President, Governmental Relations	General Revenue	\$338,730	0%	\$0	\$0 60	\$0 \$0	\$0	\$0	\$0 \$0	\$338,730	Installed Commence than 1676 Co. 13
		Designated	\$0	0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$76,214	\$0 \$0	\$76,214	_ Incentive Compensation (\$76,214).
		Total	\$338,730	0%	\$0	\$0	\$0	\$U	\$76,214	\$0	\$414,944	=
Francis, Anthony Robert	Associate Vice President For Innovation & Development	Designated	\$330,000	0%	\$0	\$0	\$0	\$0	\$65,980	\$0	\$395,980	Incentive Compensation (\$18,480). One time transition allowance (\$27,500). One-time recruitment incentive (\$20,000).
		Total	\$330,000	0%	\$0	\$0	\$0	\$0	\$65,980	\$0	\$395,980	Effective 01/02/2024, Anthony Francis assumed the role as Associate Vice President for Innovation & Development.
Charlton, Michael A.	Senior Vice President, Facilities and Capital Planning	General Revenue	\$320,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$320,000	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$72,000	\$0	\$72,000	Incentive Compensation (\$72,000).
		Total	\$320,000	0%	\$0	\$0	\$0	\$0	\$72,000	\$0	\$392,000	_ · · · · · · · · · · · · · · · · · · ·
Halling Todd	Deputy Chief Information Officer	General Revenue	\$173,384	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$173,384	
Holling, Todd	Deputy Cilier information Officer	Designated	\$174,916	0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$34,830	\$0 \$0	\$209,746	Incentive Compensation (\$34,830).
		Total	\$348,300	0%	\$0	\$0 \$0	\$0 \$0	\$0 \$0	\$34,830	\$0	\$383,130	incentive compensation (\$34,830).
		Total	3348,300	076	- 30	<del>, 70</del>	<del>, 30</del>	30	<del>334,830</del>	ŞU	3363,130	=
Mullican, Hailey Mignon Martin	Vice President, Legal Affairs and Chief Legal Officer	General Revenue	\$129,072	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$129,072	
		Designated	\$181,198	0%	\$0	\$0	\$0	\$0	\$69,811	\$0	\$251,009	_ Incentive Compensation (\$69,811).
		Total	\$310,270	0%	\$0	\$0	\$0	\$0	\$69,811	\$0	\$380,081	=
Horton, Jennifer D.	Associate Vice President of Marketing & Communication	General Revenue	\$295,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$295,000	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$71,624	\$0	\$71,624	Incentive Compensation (\$27,041). Recruitment Incentive (\$20,000). One-Time Transition allowance (\$24,583).
		Total	\$295,000	0%	\$0	\$0	\$0	\$0	\$71,624	\$0	\$366,624	Effective 08/12/2024, Jennifer Horton assumed the role ofAssociate Vice President.
												=/33001010 4100 1 103100111.

### The University of Texas Health Science Center at San Antonio

					Trigency C		Nonsalary	Benefits FY 20	25			
				Percentage		B	,					
				Salary Increase	Cook	Practice	Hamalana	C		Non Cook		
Name	Position	Funding Source	Salary (9.1.2024)	Over Prior Year	Cash Bonuses	Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Conway, Deborah L.	Vice Dean for Undergraduate Medical Education,	General Revenue	\$315,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$315,000	explanation / Comments
Conway, Deboran L.	School of Medicine	General Revenue	\$515,000	0%	ŞU	ŞU	ŞU	ŞÜ	ŞU	ŞU	\$515,000	
		Designated	\$35,000	0%	\$0	\$0	\$0	\$0	\$16,363	\$0	\$51,363	Incentive Compensation (\$16,363). A portion of the incentive
		T-4-1	¢250,000	00/		ćo	ćo	ćo	¢46.262	Ć0.	¢266.262	_ may be associated with faculty effort.
		Total	\$350,000	0%	\$0	\$0	\$0	\$0	\$16,363	\$0	\$366,363	_Also has a 10% faculty appointment.
Collins, Chiquita A.	Vice President, Health Access & Education	Designated	\$311,278	0%	\$0	\$0	\$0	\$0	\$44,636	\$0	\$355,914	Incentive Compensation (\$44,636).
		Restricted Total	\$5,287 \$316,565	0% 0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$44,636	\$0 \$0	\$5,287 \$361,201	_
		TOTAL	\$310,303	0%	<u> </u>	ŞU	ŞU	ŞÜ	344,030	ŞÜ	\$361,201	=
Evans, Timothy	Healthcare Chief Financial Officer	Designated	\$355,000	0%	\$0	\$0	\$0	\$0	\$5,917	\$0	\$360,917	Prorated Incentive Compensation (\$5,917).
		Total	\$355,000	0%	\$0	\$0	\$0	\$0	\$5,917	\$0	\$360,917	Effective 07/22/2024, Timothy Evans assumed the role of Healthcare Chief Financial Officer
												_ Healthcare Chief Financial Officer
Zhao, Shan	Vice Dean for Finance and Administration, School of	General Revenue	\$300,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$300,000	
	Dentistry	Designated	\$0	0%	\$0	\$0	\$0	\$0	\$60,000	\$0	\$60,000	Incentive Compensation (\$60,000).
		Total	\$300,000	0%	\$0	\$0	\$0	\$0	\$60,000	\$0	\$360,000	
												_
Viles ,Jeremy A.	Associate Vice President and Chief Operating Officer,	Designated	\$302,300	0%	\$0	\$0	\$0	\$0	\$52,207	\$0	\$354,507	Incentive Compensation (\$27,207). Retention incentive
viies ,seremy A.	Multi-Specialty Research Hospital	Designated	<b>\$302,300</b>	070	Ų	ÇÜ	ÇÜ	<b>J</b> 0	JJ2,207	ÇÜ	<del>2</del> 334,307	(\$25,000).
		Total	\$302,300	0%	\$0	\$0	\$0	\$0	\$52,207	\$0	\$354,507	_ =
Williams, Janet F	Vice Dean for Faculty, School of Medicine	Designated	\$322,000	0%	\$0	\$0	\$0	\$0	\$17,180	\$0	\$339,180	Incentive Compensation (\$17,180). A portion of the incentive
,	,,,											_ may be associated with faculty effort.
		Total	\$322,000	0%	\$0	\$0	\$0	\$0	\$17,180	\$0	\$339,180	Also has a 10% faculty appointment.
Doolittle, Nancy Dawn	Associate Vice President and Chief Nursing Officer,	Designated	\$281,875	0%	\$0	\$0	\$0	\$0	\$43,188	\$0	\$325,063	Incentive Compensation (\$28,188). Retention incentive
	Hospital	-										_(\$15,000).
		Total	\$281,875	0%	\$0	\$0	\$0	\$0	\$43,188	\$0	\$325,063	=
Esterl, Robert M.	Associate Dean for Undergraduate Medical	General Revenue	\$314,874	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$314,874	
	Education, School of Medicine		4044.07		40	40	40	40	40	40	4044.076	_
		Total	\$314,874	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$314,874	=
Hartman, Brandon L.	Associate Vice President and Ambulatory Chief	Designated	\$292,950	5%	\$0	\$0	\$0	\$0	\$13,915	\$0	\$306,865	Incentive Compensation (\$13,915).
	Operating Officer	T-4-1	¢202.050	F0/		ćo	ćo	ćo	Ć12.015	Ć0.	¢200 005	- Effective 00/04/2024 Dreaden Hertreen coornel the release
		Total	\$292,950	5%	\$0	\$0	\$0	\$0	\$13,915	\$0	\$306,865	Effective 09/01/2024, Brandon Hartman assumed the role ofAssociate Vice President.
												= 10000idte vice i resident.

### The University of Texas Health Science Center at San Antonio

				institution	Nonsalary Benefits FY 2025							
				Percentage			Nonsalary	Benefits FY 20	25			
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2024)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Delgado, Claudia Y.	Associate Vice President for Research Administration	General Revenue	\$275,000	400%	\$0	\$0	\$0	\$0	\$0	\$0	\$275,000	
		Designated	\$0	-100%	\$0	\$0	\$0 \$0	\$0 \$0	\$25,208	\$0	\$25,208	_Incentive Compensation (\$25,208).
		Total	\$275,000	0%	\$0	\$0	\$0	\$0	\$25,208	\$0	\$300,208	Effective 10/2/2023, Claudia Delgado assumed the role of Associate Vice President for Research.
												Associate vice riesident for Research.
Keeton, Kathryn E.	Vice President and Chief Of Staff	General Revenue	\$245,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$245,000	
		Designated	\$0 \$245,000	0% 0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$53,288 \$53,288	\$0 \$0	\$53,288	_Incentive Compensation (\$53,288).
		Total	\$245,000	0%	ŞU	ŞU	ŞU	ŞU	\$53,288	ŞU	\$298,288	=
Lazarine, John C.	Associate Vice President and Chief Audit Executive	General Revenue	\$249,606	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$249,606	
	for Internal Audit	Designated	\$20,794	0%	\$0	\$0	\$0	\$0	\$27,040	\$0	\$47,834	Incentive Compensation (\$27,040).
		Total	\$20,794	0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$27,040	\$0 \$0	\$47,834	_incentive compensation (\$27,040).
		70001	<del>\$270,100</del>	5,0		<del> </del>	70		ψ27/0 TO	<del>, , , , , , , , , , , , , , , , , , , </del>	<del>\$237,110</del>	=
Saldivar, Jessica L.	Associate Vice President and Chief Compliance and	General Revenue	\$143,507	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$143,507	
	Privacy Officer	Designated	\$122,493	0%	\$0	\$0	\$0	\$0	\$26,600	\$0	\$149,093	Incentive Compensation (\$26,600).
		Total	\$266,000	0%	\$0	\$0	\$0	\$0	\$26,600	\$0	\$292,600	
												=
Inner Menden C	Vice Dans for Conducts Madical Education Cohool of	Comment Downson	¢240.000	00/	ćo	ćo	ćo	ćo	ćo	Ć0.	¢3.40.000	
Jones, Woodson S.	Vice Dean for Graduate Medical Education, School of Medicine	General Revenue	\$240,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$240,000	
	Medicine	Designated	\$51,000	0%	\$0	\$0	\$0	\$0	\$1,000	\$0	\$52,000	Incentive Compensation (\$1,000). A portion of the incentive
												may be associated with faculty effort. A portion of the
		Total	\$291,000	0%	\$0	\$0	\$0	\$0	\$1,000	\$0	\$292,000	_ incentive may be associated with faculty effort.  Also has a 20% faculty appointment.
		Total	3231,000	076	<del>, , , , , , , , , , , , , , , , , , , </del>	γU	<del>-</del> 70	<del>30</del>	31,000	ŞÜ	3232,000	Also has a 20% faculty appointment.
Segura, Adriana	Senior Associate Dean for Academic, Faculty and	General Revenue	\$243,515	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$243,515	
	Student Affairs, School of Dentistry	Designated	\$0	0%	\$0	\$0	\$0	\$0	\$38,526	\$0	\$38,526	Incentive Compensation (\$38,526). A portion of the incentive
		Designated		<b>5</b> /0		ÇÜ	Ç	γo	750,520	Ç0	<b>730,320</b>	_may be associated with faculty effort.
		Total	\$243,515	0%	\$0	\$0	\$0	\$0	\$38,526	\$0	\$282,041	Also has a 10% faculty appointment.
Guerra, Alberto G.	Assistant Vice President for Supply Chain	General Revenue	\$223,587	-9%	\$0	\$0	\$0	\$0	\$0	\$0	\$223,587	
cucina, riiberta ci	Management	General Nevenue	<b>\$223,307</b>	370	Ų.	Ψū	Ų.	ΨG	Ψ.	ΨÜ	Ų223,30 <i>1</i>	
		Designated	\$21,413	0%	\$0	\$0	\$0	\$0	\$24,500	\$0	\$45,913	_Incentive Compensation (\$24,500).
		Total	\$245,000	0%	\$0	\$0	\$0	\$0	\$24,500	\$0	\$269,500	=
Summers, Kimberly Kay	Assistant Vice President for Research Operations	General Revenue	\$222,803	313%	\$0	\$0	\$0	\$0	\$0	\$0	\$222,803	
	·	Designated	\$0	-100%	\$0	\$0	\$0	\$0	\$23,520	\$0	\$23,520	Incentive Compensation (\$23,520).
		Restricted	\$22,197	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$22,197	_
		Total	\$245,000	0%	\$0	\$0	\$0	\$0	\$23,520	\$0	\$268,520	=

### The University of Texas Health Science Center at San Antonio

		Institution Agency Code: 745  Nonsalary Benefits FY 2025										
				Percentage		1	Nonsalary	Benefits FY 20	25			
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2024)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Wingate, Julie	Assistant Vice President for Clinical Systems	Designated	\$255,000	0%	\$0	\$0	\$0	\$0	\$12,750	\$0	\$267,750	Incentive Compensation (\$12,750).
		Total	\$255,000	0%	\$0	\$0	\$0	\$0	\$12,750	\$0	\$267,750	_
				_								_
		0 10	40.40.45.4	00/	40	40	40	40	40	40	40.40.45.4	
Cartee, Brian D.	Assistant Vice President for Information Technology Services	General Revenue	\$242,454	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$242,454	
	Services	Designated	\$0	0%	\$0	\$0	\$0	\$0	\$24,245	\$0	\$24,245	Incentive Compensation (\$24,245).
		Total	\$242,454	0%	\$0	\$0	\$0	\$0	\$24,245	\$0	\$266,699	
												=
Kellaway, Judianne	Associate Dean for Admissions, School of Medicine	General Revenue	\$254,823 \$8,787	-3% 0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$254,823 \$8,787	
		Designated Total	\$263,610	0%	\$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	. ,	_ _ Also has a 10% faculty appointment.
		Total	\$203,010	070	- 70	70	γU	Şΰ	γU	γo	\$203,010	Also has a 10% faculty appointment.
Patterson, Jan E.	Associate Dean for Quality and Lifelong Learning,	Designated	\$255,984	0%	\$0	\$0	\$0	\$0	\$1,346	\$0	\$257,330	Incentive Compensation (\$1,346). A portion of the incentive
	School of Medicine		4255.004			40	40	40	44.046	40	4057.000	_ may be associated with faculty effort.
		Total	\$255,984	0%	\$0	\$0	\$0	\$0	\$1,346	\$0	\$257,330	_Also has a 28% faculty appointment.
Vasquez, Sonia G.	Assistant Vice President for Operations, Pipeline, and	I General Revenue	\$236,385	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$236,385	
• •	Advanced Core Services		, ,			·		·		·	,	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$20,802	\$0	\$20,802	_Incentive Compensation (\$20,802).
		Total	\$236,385	0%	\$0	\$0	\$0	\$0	\$20,802	\$0	\$257,187	=
Cavazos, Jose E.	Associate Dean for MD/PhD Program, Graduate	General Revenue	\$106,189	52%	\$0	\$0	\$0	\$0	\$0	\$0	\$106,189	Incentive Compensation (\$600) is based on FY24 actuals. A
00.40203) 3030 E.	School of Biomedical Sciences and Associate Dean	ochera nevenae	Ų 100,103	3270	ΨG	ų.	ΨO	ΨO	ΨÜ	ΨC	Ų100,103	portion of the incentive may be associated with faculty effort.
	for Resident and Fellow Research Programs, School											
	of Medicine		4445.040	400/	40	40	40	40	4500	40	4445.040	AL
		Designated Total	\$145,349 \$251,538	-10% 8%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$600 \$600	\$0 \$0	\$145,949 \$252,138	_Also has a 35% faculty appointment. Effective 10/01/2023 Jose Cavazos assumed the role of
		TOtal	\$251,556	070	<b>Ş</b> U	ŞU	<b>3</b> 0	ŞU	\$600	ŞU	\$252,150	_ Associate Dean.
												_/issociate beam
Sharp, Amber Anna	Assistant Vice President for Financial Planning	General Revenue	\$84,758	-62%	\$0	\$0	\$0	\$0	\$0	\$0	\$84,758	
	Services	Designated	\$140,243	0%	\$0	\$0	\$0	\$0	\$22,500	\$0	\$162,743	Incentive Compensation (\$22,500).
		Total	\$225,000	0%	\$0	\$0 \$0	\$0 \$0	\$0 \$0	\$22,500	\$0 \$0	\$247,500	_incentive compensation (\$22,500).
			7==5,555			7.7	T 7	7.7	7/	7-2	7-11/222	=
Challa, Suman N.	Associate Dean for Advanced Education Programs	Designated	\$0	0%	\$0	\$0	\$0	\$0	\$39,600	\$0	\$39,600	Incentive Compensation (\$39,600). A portion of the incentive
	and Strategic Initiatives, School of Dentistry	Destricted	¢205.020	001	ćo	ćo	ćo	ćo	ćo	ćo	¢20F 020	may be associated with faculty effort.
		Restricted Total	\$205,920 \$205,920	9% 9%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$39,600	\$0 \$0	\$205,920 \$245,520	_Also has a 7% faculty appointment.
		TOTAL	7203,320	370	<u> </u>	٥ڔ	Ų	∪پ	JJJ,000	υÇ	7273,320	=
Hanson, Joshua	Associate Dean for Student Affairs and Associate	Designated	\$242,022	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$242,022	
	Dean for Faculty Education and Development, Schoo	I										
	of Medicine	Total	\$242,022	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$242,022	_
		TUIdl	Ş∠ <del>4</del> ∠,U∠∠	U70	ŞU	ŞU	Ų	υç	∪ږ	υÇ	<i>⊋</i> ∠4∠,∪∠∠	=

### The University of Texas Health Science Center at San Antonio

			Institution Agency Code: 745  Nonsalary Benefits FY 2025									
				Percentage			Nonsalary	Benefits FY 20	)25			
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2024)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Hame	1 03111011	. unumg course	(31112024)	Thor rear	20	201101110	701741.100	701741.100	<b>O</b> tinoi	compensation	compensation	Explanation / Comments
Green, Christopher G.	Assistant Vice President for Sponsored Programs	General Revenue	\$215,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$215,000	
, , , , , , , , , , , , , , , , , , , ,		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$21,500	\$0	\$21,500	Incentive Compensation (\$21,500).
		Total	\$215,000	0%	\$0	\$0	\$0	\$0	\$21,500	\$0	\$236,500	Effective 01/01/2024, Bridgett Piernik-Yoder assumed the
												role of Assistant Dean.
Pineda, Juanita Lozano	Associate Dean for External Affairs	General Revenue	\$144,632	16%	\$0	\$0	\$0	\$0	\$0	\$0	\$144,632	
Fineda, Juanita Lozano	Associate Deal for External Arialis	Designated	\$144,032	0%	\$0 \$0	\$0 \$0	\$0	\$0 \$0	\$35,020	\$0	\$35,020	Incentive Compensation (\$35,020). A portion of the incentive
		8	**		**	7-		+-	700,000	**	+/	may be associated with faculty effort.
		Restricted	\$51,141	-28%	\$0	\$0	\$0	\$0	\$0	\$0	\$51,141	<u> </u>
		Total	\$195,773	0%	\$0	\$0	\$0	\$0	\$35,020	\$0	\$230,793	_ Also has a 10% faculty appointment.
White, Eve Crawford	Associate Vice President, Engagement & Pipeline	General Revenue	\$225,000	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$225,000	
write, eve crawrord	Development	General Revenue	\$225,000	N/A	<b>\$</b> 0	ŞU	ŞU	ŞU	ŞU	<b>3</b> 0	\$225,000	
	Development	Designated	\$0	N/A	\$0	\$0	\$0	\$0	\$5,625	\$0	\$5,625	Incentive Compensation (\$5,625).
		Total	\$225,000	N/A	\$0	\$0	\$0	\$0	\$5,625	\$0	\$230,625	Effective 09/01/2024, Eve Crawford White assumed the role
												of Associate Vice President.
Deletettes Timethy Andrews	Associate Dans for Description Colored of Health	Comment Borrows	¢4.60.433	200/	ćo	ćo	¢0	ćo	ćo	ćo.	Ć4.CO.422	
Reistetter, Timothy Andrew	Associate Dean for Research, School of Health Professions	General Revenue	\$168,133	-20%	\$0	\$0	\$0	\$0	\$0	\$0	\$168,133	
	FIOLESSIONS	Designated	\$0	0%	\$0	\$0	\$0	\$0	\$15,236	\$0	\$15,236	Incentive Compensation (\$15,236).
		Restricted	\$42,033	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$42,033	( <del>4</del> = 2)=== (
		Total	\$210,166	0%	\$0	\$0	\$0	\$0	\$15,236	\$0	\$225,402	
Malan In Daliant I	Associate Dans for Conducto Madical Education	Comment Borrows	ć240 F72	00/	\$0	ćo	\$0	\$0	ćo	\$0	Ć240 572	
Nolan Jr, Robert J.	Associate Dean for Graduate Medical Education, School of Medicine	General Revenue	\$219,573	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$219,573	
	School of Medicine	Total	\$219,573	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$219,573	– Also has a 10% faculty appointment.
								, ,		, -	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	=
Tate, Gwendolyn S.	Chief Nursing Officer, Mays Cancer Center	Designated	\$206,550	0%	\$0	\$0	\$0	\$0	\$10,901	\$0	\$217,451	Incentive Compensation (\$10,901). A portion of the incentive
			4225 552	201		40	40	40	440.004	40	4047.454	_ may be associated with faculty effort.
		Total	\$206,550	0%	\$0	\$0	\$0	\$0	\$10,901	\$0	\$217,451	_ Also has a 10% faculty appointment.
Clark, Robert A.	Assistant Vice President of Translational Science	Designated	\$163,000	0%	\$0	\$0	\$0	\$0	\$43,033	\$0	\$206,033	Incentive Compensation (\$43,033).
,		Total	\$163,000	0%	\$0	\$0	\$0	\$0	\$43,033	\$0	\$206,033	Also has a 33% faculty appointment and 29% A&P
												appointment as Director of the Institute for Integration of
												Medicine and Science. A portion of the incentive may be
												associated with faculty effort.
Raabe PhD, Timothy D.	Associate Dean for Academic Affairs, Graduate	General Revenue	\$198,425	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$198,425	
	School of Biomedical Sciences		7-20, .20	-/-	70	70	7.0	7.0	70	70	Ŧ==3, · <b>2</b> 3	
		Designated	\$0	-100%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$6,842	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$6,842	_ Also has a 10% faculty appointment.
		Total	\$205,268	13%	\$0	\$0	\$0	\$0	\$0	\$0	\$205,268	Assistant Dean percentage change from 80% to 90%.

### The University of Texas Health Science Center at San Antonio

Institution Agency Code: 745

				ilistitutio	n Agency C	oue. 743	Namaalami	Donafita EV 20	25			
				Percentage		1	Nonsalary	Benefits FY 20	25	1		
				Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2024)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
		5	4404.505	40/	40	40	40	40	447.055	do	4224 222	
Kurian, Deepu	Associate Dean of Finance, School of Public Health	Designated Total	\$184,625 \$184,625	1% 1%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$17,355 \$17.355	\$0 \$0	\$201,980 \$201,980	_Incentive Compensation (\$17,355).
		TOtal	\$164,025	170	<u> </u>	ŞU	<del>3</del> 0	ŞÜ	\$17,555	ŞU	3201,960	
Martinez, Natalina M.	Associate Dean of Finance, Graduate School	General Revenue	\$185,101	2%	\$0	\$0	\$0	\$0	\$0	\$0	\$185,101	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$16,289	\$0	\$16,289	_ Incentive Compensation (\$16,289).
		Total	\$185,101	2%	\$0	\$0	\$0	\$0	\$16,289	\$0	\$201,390	Effective 10/01/2023, Natalina Martinez assumed the role of
												_ Associate Dean of Finance, Graduate school.
Song, Lixin	Vice Dean of Research and Scholarship, School of	General Revenue	\$91,225	-37%	\$0	\$0	\$0	\$0	\$0	\$0	\$91,225	
	Nursing							_				
		Designated Restricted	\$26,064 \$78,193	0% 84%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$26,064 \$78,193	Base market adjustment effective 01/01/2024.
		Total	\$195,483	4%	\$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$195,483	Also has a 25% faculty appointment.
		Total	<del>7133,403</del>	470		70	70	ŢŪ.	70	<del>, , , , , , , , , , , , , , , , , , , </del>	<del>\$155,465</del>	7/130 has a 23% faculty appointment.
Kaulfus, John D.	Assistant Vice President for Education and Student	General Revenue	\$152,250	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$152,250	
	Success	A 111	622.750	00/	ćo	ćo	ćo	ćo	645.005	¢0	¢20.675	Leave time Commence time (CAE 035)
		Auxiliary Total	\$22,750 \$175,000	0% 0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$15,925 \$15,925	\$0 \$0	\$38,675 \$190,925	_Incentive Compensation (\$15,925).
		Total	\$175,000	070		υÇ	70	70	<del>713,323</del>	<del>, , , , , , , , , , , , , , , , , , , </del>	\$150,525	=
Garner, William	Associate Dean, Academic, Faculty and Student	Designated	\$186,000	24%	\$0	\$0	\$0	\$0	\$0	\$0	\$186,000	
	Affairs	T-4-1	Ć405 000	24%		ćo	ćo	ćo	ćo	Ć0.	¢400.000	- Fff. sking 44 /04 /2022 William Communication of
		Total	\$186,000	24%	\$0	\$0	\$0	\$0	\$0	\$0	\$186,000	Effective 11/01/2023, William Garner assumed the role of Associate Dean.
												Associate Dean.
Gonzalez, Angel	Associate Dean, School of Medicine	Designated	\$170,692	0%	\$0	\$0	\$0	\$0	\$10,596	\$0	\$181,288	Incentive Compensation (\$10,596). A portion of the incentive
		Tatal	\$170.692	0%	\$0	\$0	\$0	\$0	\$10.596	\$0	¢101 200	_ may be associated with faculty effort.
		Total	\$170,692	0%	\$0	ŞU	\$0	\$0	\$10,596	ŞU	\$181,288	_Also has a 20% faculty appointment.
Nute, Jessica	Assistant Dean, Graduate School	General Revenue	\$157,500	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,500	Incentive Compensation (\$2,385). A portion of the incentive
												may be associated with faculty effort.
		Designated	\$15,000	0%	\$0	\$0	\$0	\$0	\$2,385	\$0	\$17,385	_ Also has a 25% faculty appointment.
		Total	\$172,500	0%	\$0	\$0	\$0	\$0	\$2,385	\$0	\$174,885	Effective 10/01/2023, Jessica Nute assumed the role of
												_Assistant Dean.
Courand, Jon Alan	Assistant Dean for Wellbeing, School of Medicine	General Revenue	\$173,880	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$173,880	_
		Total	\$173,880	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$173,880	Also has a 30% faculty appointment.
Stafford, Scott G.	Associate Dean, School of Dentistry	Designated	\$144,100	0%	\$0	\$0	\$0	\$0	\$28,874	\$0	\$172,974	Incentive Compensation (\$28,874). A portion of the incentive
,	,	0	<del></del>						,	+-	+	_may be associated with faculty effort.
		Total	\$144,100	0%	\$0	\$0	\$0	\$0	\$28,874	\$0	\$172,974	Also has a 40% faculty appointment.
			·									Effective 08/01/2024, Scott Stafford assume the role of

Effective 08/01/2024, Scott Stafford assume the role of Associate Dean.

### The University of Texas Health Science Center at San Antonio

Name   Pacision   Pa					mstreatio	Nonsalary Benefits FY 2025							
Name   Polition   Funding Source   (9,1,2024)   Polity Year   Source   Polity Year   Source   Polity Year   Source   Polity Year   Source   Polity Year								Ivolisalary	Delients F1 20	23			
Name   Position   Po									_				
Settle   Associate Dean of Fliance, School of Nursing   Semiral Revenue   S170,000   OK   50   50   50   50   50   50   50   5				•									
Final	Name	Position	Funding Source	(9.1.2024)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Final	Johnstone Jonnifor I	Associate Dean of Finance, School of Nursing	Gonoral Povonuo	\$170,000	0%	¢n.	¢n.	¢n.	¢n.	¢n.	¢n.	\$170,000	
Millamis, Marcus K.   Interim Chief of Police   Designated   Total   Side, 401   O%   50   50   50   50   50   50   50   5	Johnstone, Jennier L.	Associate Dean of Finance, School of Nursing											_
Total   S166,401   OK   S0   S0   S0   S0   S0   S0   S16,401   Effective (1)(07)(2024, Murcus Williams assumed the role of reterm (Third of Police.)												, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	=
Henri, Divid L.   Associate Dean for Academic and Student Affairs, School of Health Professions   Safe, 401   Sa	MACHINE MACHINE M	Labority Chief of Dalies	Barbaratad	¢155 101	00/	ćo	ćo	ćo	ćo	ćo	ćo	¢4.55.404	
Associate Dean for Academic and Student Affairs, School of Health Professions   School of Health Professions   Designated   50 0%   50 50 50 50 50 50 50 50 510,855   Incentive Compensation (\$10,855). A portion of the incentive may be associated with faculty effort.   Assistant Dean for Students, School of Dentistry   General Revenue   590,766   2-69%   50 50 50 50 50 50 528,538   50 567,772   Incentive Compensation (\$28,538). A portion of the incentive may be associated with faculty effort.   Assistant Dean for MD/MPH Program, School of Dentistry   General Revenue   590,766   2-69%   50 50 50 50 50 528,538   50 567,772   Incentive Compensation (\$28,538). A portion of the incentive may be associated with faculty effort.   Assistant Dean for MD/MPH Program, School of Medicine   Sister Compensation (\$28,538). A portion of the incentive may be associated with faculty effort.   Assistant Dean for MD/MPH Program, School of Medicine   Sister Compensation (\$28,538). A portion of the incentive may be associated with faculty effort.   Assistant Dean for MD/MPH Program, School of Medicine   Sister Compensation (\$28,538). A portion of the incentive may be associated with faculty effort.   Assistant Dean for MD/MPH Program, School of Medicine   Sister Compensation (\$28,538). A portion of the incentive may be associated with faculty effort.   Assistant Dean for MD/MPH Program, School of Medicine   Sister Compensation (\$28,538). A portion of the incentive may be associated with faculty effort.   Assistant Dean for Graduate Studies, School of Medicine   Sister Compensation (\$28,538). A portion of the incentive may be associated with faculty effort.   Assistant Dean for Graduate Studies, School of Medicine   Sister Compensation (\$28,538). A portion of the incentive may be associated with faculty effort.   Associate Dean for Graduate Studies, School of Medicine   Sister Compensation (\$28,538). A portion of the incentive may be associated with faculty effort.   Associate Dean for Graduate Studies, School of Medicine   Sister Co	Williams, Marcus K.	Interim Chief of Police	_										Fffective 10/01/2024 Marcus Willaims assumed the role of
School of Health Professions    Designated   So   0%   So   So   So   So   So   So   So   S				<b>4100, 101</b>			ŶŨ	Ų.	Ψ.	Ψ.	Ψ0	ψ100) 101	
School of Health Professions    Designated   So   ON   So   So   So   So   So   So   So   S													_
School of Health Professions    Designated   So   ON   So   So   So   So   So   So   So   S	Honzi David I	Associate Dean for Academic and Student Affairs	Gonoral Povonuo	\$147.940	E9/	¢n.	¢n.	¢n.	¢n.	¢n.	¢n.	\$147.940	
Seltz, Stefanie D.  Assistant Dean for Students, School of Dentistry  Beneral Revenue  Soltz, Stefanie D.  Assistant Dean for Students, School of Dentistry  Beneral Revenue  Soltz, Stefanie D.  Soltz, Stefanie D.  Assistant Dean for Students, School of Dentistry  Beneral Revenue  Soltz, Stefanie D.  Soltz, Stefanie D.  Soltz, Stefanie D.  Soltz, Stefanie D.  Assistant Dean for Students, School of Dentistry  Beneral Revenue  Soltz, Stefanie D.	Tienzi, David E.	·	General Nevenue	\$147,040	370	ÇÜ	γŪ	γU	ÇÜ	ÇÜ	ÇÜ	7147,040	
Seltz, Stefanie D.  Assistant Dean for Studients, School of Dentistry  General Revenue Designated  Total  Signor  Total  Signor  General Revenue Designated  Signor  Total  Signor  Total  Signor  Total  Signor  General Revenue Designated  Signor  Total  Signor  Signor  Total  Signor			Designated	\$0	0%	\$0	\$0	\$0	\$0	\$10,855	\$0	\$10,855	
Seitz, Stefanie D.  Assistant Dean for Students, School of Dentistry  Designated  Total  S130,000  Total  Total  S130,000  Total  S130,000  Total  S130,000  Total  S130,000  Total  S130,000  Total  S130,000  Total  Total  S130,000  Total  Total  S130,000  Total  Total  S130,000  Total  S130,000  Total  S130,000  Total  S130,000  Total  S130,000  Total  Total  S130,000  Total  S			Total	¢147.940	E9/	<u> </u>	¢0	ćn	¢0	¢10.0EE	ćo	¢1E9 60E	
Designated   S39,234   0%   50   50   50   50   528,538   50   5772   Incentive Compensation (\$28,538), A portion of the incentive may be associated with faculty effort.			TOtal	\$147,640	5%	- 30	ŞU	ŞU	ŞÜ	\$10,655	ŞÜ	\$136,093	
Designated   S39,234   0%   50   50   50   50   528,538   50   5772   Incentive Compensation (\$28,538), A portion of the incentive may be associated with faculty effort.													
Total 5130,000 7% 50 50 50 50 50 528,538 50 5158,538 Also has a 20% faculty appointment.  Taylor, Barbara Assistant Dean for MD/MPH Program, School of Medicine Signated Signature Signatu	Seitz, Stefanie D.	Assistant Dean for Students, School of Dentistry											
Total   \$130,000   7%   \$0   \$0   \$0   \$0   \$0   \$28,538   \$0   \$158,538   Also has a 20% faculty appointment.			Designated	\$39,234	0%	\$0	\$0	\$0	\$0	\$28,538	\$0	\$67,772	
Medicine    Designated   SO			Total	\$130,000	7%	\$0	\$0	\$0	\$0	\$28,538	\$0	\$158,538	
Medicine    Designated   SO   0%   \$0   \$0   \$0   \$0   \$0   \$0   \$0													<b>=</b>
Medicine    Designated   SO   0%   \$0   \$0   \$0   \$0   \$0   \$0   \$0	- I - D - I		0 15	4450.000	2.40/	40	40	40	40	40	do.	4450.000	
Designated   S0   09%   50   50   50   50   50   50   50   5	Taylor, Barbara	· · · · · · · · · · · · · · · · · · ·	General Revenue	\$150,000	34%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,000	
McCormick, Sekinat K.  Assistant Dean  Designated  S146,250  O%  S0  S0  S0  S0  S0  S149,357  Incentive Compensation (\$3,107). A portion of the incentive may be associated with faculty effort.  Also has a 75% faculty appointment.  Gill, Sara L.  Associate Dean for Graduate Studies, School of Nursing  Designated  S146,250  O%  S0  S0  S0  S0  S0  S0  S0  S0  S0  S		Medicine	Designated	\$0	0%	\$0	\$0	\$0	\$0	\$2,540	\$0	\$2,540	
Total \$146,250 0% \$0 \$0 \$0 \$0 \$3,107 \$0 \$149,357 Also has a 75% faculty appointment.    Associate Dean for Graduate Studies, School of Nursing   Designated   S19,606   Total   S147,044   O%   S0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0			Total	\$150,000	34%	\$0	\$0	\$0	\$0	\$2,540	\$0	\$152,540	Base salary adjustment effective 03/01/2024.
Total \$146,250 0% \$0 \$0 \$0 \$0 \$3,107 \$0 \$149,357 Also has a 75% faculty appointment.    Associate Dean for Graduate Studies, School of Nursing   Designated   S19,606   Total   S147,044   O%   S0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0													
Total \$146,250 0% \$0 \$0 \$0 \$0 \$3,107 \$0 \$149,357 Also has a 75% faculty appointment.    Associate Dean for Graduate Studies, School of Nursing   Designated   S19,606   Total   S147,044   O%   S0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$0	McCormick, Sekinat K.	Assistant Dean	Designated	\$146,250	0%	\$0	\$0	\$0	\$0	\$3,107	\$0	\$149,357	Incentive Compensation (\$3,107). A portion of the incentive
Gill, Sara L.  Associate Dean for Graduate Studies, School of Nursing  Designated Total \$19,606 0% \$0 \$0 \$0 \$0 \$0 \$0 \$127,438  Total \$147,044 0% \$0 \$0 \$0 \$0 \$0 \$0 \$127,438  Associate Dean for Graduate Studies, School of General Revenue \$127,438 -13% \$0 \$0 \$0 \$0 \$0 \$0 \$127,438  Solve \$0 \$0 \$0 \$0 \$0 \$127,438  Solve \$0 \$0 \$0 \$0 \$19,606  Total \$147,044 0% \$0 \$0 \$0 \$0 \$0 \$0 \$0 \$147,044  Also has a 25% faculty appointment.													may be associated with faculty effort.
Designated         \$19,606         0%         \$0         \$0         \$0         \$0         \$19,606           Total         \$147,044         0%         \$0         \$0         \$0         \$0         \$147,044         Also has a 25% faculty appointment.			Total	\$146,250	0%	\$0	\$0	\$0	\$0	\$3,107	\$0	\$149,357	Also has a 75% faculty appointment.
Designated         \$19,606         0%         \$0         \$0         \$0         \$0         \$19,606           Total         \$147,044         0%         \$0         \$0         \$0         \$0         \$147,044         Also has a 25% faculty appointment.													
Designated \$19,606 0% \$0 \$0 \$0 \$0 \$0 \$19,606  Total \$147,044 0% \$0 \$0 \$0 \$0 \$0 \$147,044 Also has a 25% faculty appointment.	Gill, Sara L.	Associate Dean for Graduate Studies, School of	General Revenue	\$127,438	-13%	\$0	\$0	\$0	\$0	\$0	\$0	\$127,438	
Total \$147,044 0% \$0 \$0 \$0 \$0 \$0 \$147,044 Also has a 25% faculty appointment.		Nursing		4		4		4	4.5		**		
			_										Also has a 25% faculty appointment
Nitral Countries Associate Description for the description of the countries and the countries are and the countries are an accountries and the countries are an accountries and the countries are a countries and the countries are a countries and th			Total	\$147,044	070	<del></del>	<del>- 70</del>	<del>- 70</del>	<del>- 50</del>	70	<del> </del>	<del>-</del>	Also has a 25% faculty appointment.
2014 - 1 Countries A													
	O'Neal, Cynthia A.	Associate Dean for Undergraduate Studies, School o	of General Revenue	\$95,260	-33%	\$0	\$0	\$0	\$0	\$0	\$0	\$95,260	
Nursing Designated \$47,630 0% \$0 \$0 \$0 \$0 \$0 \$47,630		nursing	Designated	\$47.630	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$47.630	
Total \$142,890 0% \$0 \$0 \$0 \$0 \$142,890 Also has a 25% faculty appointment.			-										Also has a 25% faculty appointment.
													_
Sowan, Azizeh K. Associate Dean, Office for Faculty Excellence General Revenue \$142,500 N/A \$0 \$0 \$0 \$0 \$142,500 Also has a 25% faculty appointment.	Sowan, Azizeh K.	Associate Dean Office for Faculty Excellence	General Revenue	\$1/12 500	N/Δ	\$n	\$n	\$n	\$n	Śn	\$n	\$142 500	Also has a 25% faculty appointment
Total \$142,500 N/A \$0 \$0 \$0 \$0 \$142,500 Effective 09/01/2024, Azizeh Sowan assumed the role of	Jowan, Azizen K.	Associate Dean, Office for Faculty Excellence											
Associate Dean.					·		<u> </u>	·		·	·		

### The University of Texas Health Science Center at San Antonio

				- Institutio	Nonsalary Benefits FY 2025				25			
				Percentage Salary Increase		Practice						
			Salary	Over	Cash	Plan	Housing	Car		Non-Cash	Total	
Name	Position	Funding Source	(9.1.2024)	Prior Year	Bonuses	Benefits	Allowance	Allowance	Other	Compensation	Compensation	Explanation / Comments
Miller, Kenneth P.	Assistant Dean for Ambulatory Services, School of	General Revenue	\$27,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$27,000	
	Nursing											
		Designated	\$108,000	0% 0%	\$0	\$0	\$0 \$0	\$0 \$0	\$0	\$0	\$108,000	Alex has a 250/ family and alexand
		Total	\$135,000	0%	\$0	\$0	\$0	ŞU	\$0	\$0	\$135,000	_Also has a 25% faculty appointment.
Botros-Brey, Sylvia	Assistant Dean for Faculty, School of Medicine	General Revenue	\$124,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,000	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$8,775	\$0	\$8,775	Incentive Compensation (\$8,775). A portion of the incentive may be associated with faculty effort.
		Total	\$124,000	0%	\$0	\$0	\$0	\$0	\$8,775	\$0	\$132,775	_ Also has a 60% faculty appointment.
					-	•	•		•			= '''
D. II. AV. I. D.		0 10	4404.000	00/	40	40	40	40	40	40	4424.000	
Dudley, Nicholas D.	Associate Dean for Administrative Affairs and Finance	General Revenue	\$124,800	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,800	
	Tillance	Designated	\$0	0%	\$0	\$0	\$0	\$0	\$7,098	\$0	\$7,098	Incentive Compensation (\$7,098).
		Total	\$124,800	0%	\$0	\$0	\$0	\$0	\$7,098	\$0	\$131,898	- =
Peel, Jennifer L.	Assistant Dean for Graduate Medical Education,	General Revenue	\$128,717	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,717	
	School of Medicine					**	**	+-	**	**	7	_
		Total	\$128,717	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$128,717	Also has a 5% faculty appointment.
Trammell Velasquez, Sadie	Associate Dean Of Undergraduate Medical	Designated	\$125,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$125,000	
, , , , , , , , , , , , , , , , , , , ,	Education, School of Medicine						, .			·		_
		Total	\$125,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$125,000	Also has a 50% faculty appointment.
English, Dana Kiefer	Assistant Dean for Educational and Faculty	General Revenue	\$103,185	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$103,185	
	Development, School of Dentistry											
		Designated	\$0 \$103,185	0% 0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$15,478 \$15,478	\$0 \$0	\$15,478 \$118,663	_Incentive Compensation (\$15,478).
		Total	\$103,185	0%	<u>\$0</u>	ŞU	ŞU	ŞU	\$15,478	\$0	\$118,003	=
Meling, Vanessa B.	Associate Dean for Student Engagement & Success,	General Revenue	\$117,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,000	
	School of Nursing	Total	\$117,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,000	_ _ Also has a 25% faculty appointment.
		Total	\$117,000	078	- 50	γU	<del>9</del> 0	ŞŪ	<del>9</del> 0	<del>, 50</del>	3117,000	
Page-Ramsey, Sarah M.	Assistant Dean, School of Medicine	General Revenue	\$100,500	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$100,500	Incentive Compensation (\$5,000). A portion of the incentive
		Designated	\$0	N/A	\$0	\$0	\$0	\$0	\$5,000	\$0	\$5,000	may be associated with faculty effort. Also has a 70% faculty appointment.
		Total	\$100,500	N/A	\$0	\$0 \$0	\$0 \$0	\$0	\$5,000	\$0	\$105,500	Effective 09/01/2024, Sarah Page-Ramsey assumed the role
				· .						· 		of Assistant Dean.
Lathrop, Kate	Assistant Dean for Research. School of Medicine	General Revenue	\$30,355	-67%	\$0	\$0	\$0	\$0	\$0	\$0	\$30,355	
	Sear. is. research, seriod of Medicine	Designated	\$60,710	0%	\$0 \$0	\$0 \$0	\$0	\$0	\$11,783	\$0	\$72,493	Incentive Compensation (\$11,783). A portion of the incentive
					-							_may be associated with faculty effort.
		Total	\$91,065	0%	\$0	\$0	\$0	\$0	\$11,783	\$0	\$102,848	= Also has a 70% faculty appointment.

### The University of Texas Health Science Center at San Antonio

					n Agency C	oue. 743	Nonsalary	Benefits FY 20	25			
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Palm, Michael L.	Assistant Dean, School of Medicine	General Revenue	\$75,600	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$75,600	Incentive Compensation (\$5,563) is based on FY24 actuals. A portion of the incentive may be associated with faculty effort.
		Designated Total	\$20,000 \$95,600	0% 26%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$5,563 \$5,563	\$0 \$0	\$25,563 \$101,163	_Also has a 70% faculty appointment. Effective 02/01/2024, Michael Palm assumed the role of
												Assistant Dean.
Piernik-Yoder, Bridgett	Assistant Dean, School of Health Professions	General Revenue	\$85,500	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$85,500	Incentive Compensation (\$10,860). A portion of the incentive may be associated with faculty effort.
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$10,860	\$0	\$10,860	_ Also has a 50% faculty appointment.
		Total	\$85,500	0%	\$0	\$0	\$0	\$0	\$10,860	\$0	\$96,360	Effective 02/01/2024, Bridgett Piernik-Yoder assumed the role of Assistant Dean.
Gius, David	Assistant Dean for Special Programs, School of Medicine	General Revenue	\$56,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$56,000	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$38,398	\$0	\$38,398	Incentive Compensation (\$38,398). A portion of the incentive _may be associated with faculty effort.
		Total	\$56,000	0%	\$0	\$0	\$0	\$0	\$38,398	\$0	\$94,398	Also has a 80% faculty appointment.
Guest, Gary F.	Associate Dean, Patient Care Dental School	General Revenue	\$80,357	0% 0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0.036	\$0	\$80,357	have the Garage May (40,000)
		Designated Total	\$0 \$80,357	0%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$8,036 \$8,036	\$0 \$0	\$8,036 \$88,393	_ Incentive Compensation (\$8,036).  Effective 12/01/2023, Gary Guest assume the role of
		Total	\$80,357	<u> </u>	<u> </u>	ŞU	ŞU	ŞU 	\$8,036	\$U	\$88,393	_Associate Dean.
Singh, Brij B.	Associate Dean for Research, School of Dentistry	General Revenue	\$28,000	0%	\$0	\$0	\$0	\$0	\$0	\$0	\$28,000	
Sirigii, biij b.	Associate Deali for Research, school of Defitistry	Designated	\$28,000	-100%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$36,308	\$0 \$0	\$36,308	Incentive Compensation (\$36,308). A portion of the incentive may be associated with faculty effort.
		Total	\$28,000	16%	\$0	\$0	\$0	\$0	\$36,308	\$0	\$64,308	Base market adjustment effective 09/01/2024. Also has a 90% faculty appointment.
Ogbeide, Stacy A.	Assistant Dean for Faculty, School of Medicine	General Revenue	\$40,000	-33%	\$0	\$0	\$0	\$0	\$0	\$0	\$40,000	
		Designated	\$0	0%	\$0	\$0	\$0	\$0	\$3,487	\$0	\$3,487	Incentive Compensation (\$3,487). A portion of the incentive may be associated with faculty effort. Effective 01/01/2024, Assistant Dean percentage change from 30% to 20%.
		Total	\$40,000	-33%	\$0	\$0	\$0	\$0	\$3,487	\$0	\$43,487	Assistant Dean percentage change from 30% to 20%.  Also has a 80% faculty appointment.
		. 3 tu	Ţ . 0,000	20,0		7~	70	70	7-, 10,		, .5, .6,	=