

Higher Education - Administrative Accountability Report

Special Provisions, Sec. 5 - Fiscal Year 2026

The University of Texas Medical Branch Galveston

Institution Agency Code: 723

A	B	C	D	E	Nonsalary Benefits FY 2026						L	M
					F	G	H	I	J	K	Total Compensation	
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Reiser, Jochen	President	E&G	\$65,937	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,937	Deferred Compensation (\$200,000)
		Designated	\$1,933,411	20.82%	\$0	\$0	\$0	\$0	\$200,000	\$0	\$2,133,411	
		Restricted	\$33,853	-0.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$33,853	
		Total	\$2,033,200	19.60%	\$0	\$0	\$0	\$0	\$200,000	\$0	\$2,233,200	
Mouton, Charles	Vice President and Executive Dean	E&G	\$1,127,319	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$1,127,319	Deferred Compensation (\$100,000); Incentive Compensation (\$225,464)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$325,464	\$0	\$325,464	
		Total	\$1,127,319	2.00%	\$0	\$0	\$0	\$0	\$325,464	\$0	\$1,452,783	
Korenek, Rebecca	Executive Vice President, Chief Business Strategy and Experience Officer	E&G	\$924,528	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$924,528	Deferred Compensation (\$100,000); Incentive Compensation (\$277,358)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$377,358	\$0	\$377,358	
		Total	\$924,528	2.00%	\$0	\$0	\$0	\$0	\$377,358	\$0	\$1,301,886	
Resto, Vicente	Chief Physician Executive, Faculty Group Practice and Senior Vice President, Health System Ambulatory Operations and Surgical Services	Designated	\$942,464	2.00%	\$0	\$0	\$0	\$0	\$310,616	\$0	\$1,253,080	Deferred Compensation (\$75,000); Incentive Compensation (\$235,616)
Bailey, Jamie	Executive Vice President and Chief Financial Officer	Total	\$942,464	2.00%	\$0	\$0	\$0	\$0	\$310,616	\$0	\$1,253,080	Deferred Compensation (\$100,000); Incentive Compensation (\$259,500)
		E&G	\$865,000	15.33%	\$0	\$0	\$0	\$0	\$0	\$0	\$865,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$359,500	\$0	\$359,500	
		Total	\$865,000	15.33%	\$0	\$0	\$0	\$0	\$359,500	\$0	\$1,224,500	
Keathley, Wayne	Executive Vice President and Chief Operating Officer, Clinical Enterprise	E&G	\$771,120	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$771,120	Incentive Compensation (\$275,400)
		Designated	\$146,880	2.00%	\$0	\$0	\$0	\$0	\$275,400	\$0	\$422,280	
		Total	\$918,000	2.00%	\$0	\$0	\$0	\$0	\$275,400	\$0	\$1,193,400	
Bianco, Antonio	Senior Vice President, Health Affairs and Dean, John Sealy School of Medicine and Chief Research Officer	E&G	\$699,480	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$699,480	Incentive Compensation (\$225,000)
		Designated	\$70,020	0.00%	\$0	\$0	\$0	\$0	\$225,000	\$0	\$295,020	
		Restricted	\$130,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,500	
		Total	\$900,000	0.00%	\$0	\$0	\$0	\$0	\$225,000	\$0	\$1,125,000	Hired or transferred to this position on 09/01/2024

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Sharma, Gulshan	Senior Vice President, Chief Medical and Clinical Innovation Officer	E&G	\$751,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$751,500	
		Designated	\$83,500	0.00%	\$0	\$0	\$0	\$0	\$283,750	\$0	\$367,250	Deferred Compensation (\$75,000); Incentive Compensation (\$208,750)
		Total	\$835,000	0.00%	\$0	\$0	\$0	\$0	\$283,750	\$0	\$1,118,750	
Murray, Owen	Senior Vice President Offender Health Services	Designated	\$754,832	0.00%	\$0	\$0	\$0	\$0	\$263,708	\$0	\$1,018,540	Deferred Compensation (\$75,000); Incentive Compensation (\$188,708)
		Total	\$754,832	0.00%	\$0	\$0	\$0	\$0	\$263,708	\$0	\$1,018,540	
Jones, Stephen	Vice President, Regional Hospitals and Health System Strategy	Designated	\$751,159	7.25%	\$0	\$0	\$0	\$0	\$150,232	\$0	\$901,391	Incentive Compensation (\$150,232)
		Total	\$751,159	7.25%	\$0	\$0	\$0	\$0	\$150,232	\$0	\$901,391	
Jones, Deborah	Senior Vice President, Dean School of Nursing and Chief Integration Officer	E&G	\$597,293	1.75%	\$0	\$0	\$0	\$0	\$0	\$0	\$597,293	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$224,323	\$0	\$224,323	Deferred Compensation (\$75,000); Incentive Compensation (\$149,323)
		Total	\$597,293	1.75%	\$0	\$0	\$0	\$0	\$224,323	\$0	\$821,616	
Woodgett, Carolanda	Senior Vice President and Chief Legal Officer	E&G	\$590,226	8.43%	\$0	\$0	\$0	\$0	\$0	\$0	\$590,226	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$222,557	\$0	\$222,557	Deferred Compensation (\$75,000); Incentive Compensation (\$147,557)
		Total	\$590,226	8.43%	\$0	\$0	\$0	\$0	\$222,557	\$0	\$812,783	
Gaddie, George	Vice President and Chief Information Officer	E&G	\$494,597	8.94%	\$0	\$0	\$0	\$0	\$0	\$0	\$494,597	
		Designated	\$54,955	8.94%	\$0	\$0	\$0	\$0	\$159,910	\$0	\$214,865	Deferred Compensation (\$50,000); Incentive Compensation (\$109,910)
		Total	\$549,552	8.94%	\$0	\$0	\$0	\$0	\$159,910	\$0	\$709,462	
Sarpalius, Jenny	Vice President and Chief Financial Officer, E&G Health System	E&G	\$560,000	8.74%	\$0	\$0	\$0	\$0	\$0	\$0	\$560,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$112,000	\$0	\$112,000	Incentive Compensation (\$112,000)
		Total	\$560,000	8.74%	\$0	\$0	\$0	\$0	\$112,000	\$0	\$672,000	
Mansfield, Jerry	Vice President and System Chief Nursing Executive	E&G	\$567,950	19.57%	\$0	\$0	\$0	\$0	\$0	\$0	\$567,950	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$103,900	\$0	\$103,900	Incentive Compensation (\$103,900)

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		Total	\$567,950	19.57%	\$0	\$0	\$0	\$0	\$103,900	\$0	\$671,850		
Urban, Randall	Vice President and Research Institute Director	Designated	\$375,811	81.26%	\$0	\$0	\$0	\$0	\$111,500	\$0	\$487,311	Incentive Compensation (\$111,500)	
		Restricted	\$181,689	-42.35%	\$0	\$0	\$0	\$0	\$0	\$0	\$181,689		
		Total	\$557,500	6.70%	\$0	\$0	\$0	\$0	\$111,500	\$0	\$669,000		
Moore, Melinda	Senior Vice President and Dean of Graduate School of Biomedical Sciences	E&G	\$471,727	19.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$471,727		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$192,932	\$0	\$192,932	Deferred Compensation (\$75,000); Incentive Compensation (\$117,932)	
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		Total	\$471,727	17.01%	\$0	\$0	\$0	\$0	\$192,932	\$0	\$664,659		
Chubinskaya, Susanna	Interim Senior Vice President and Provost, Academic Enterprise	E&G	\$550,000	32.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$550,000	Received a one-time special adjustment to offset changes made to UTMB's deferred compensation program that affected eligibility and reduced potential total cash compensation. Incentive Compensation (\$110,000) Base salary increase % due to being named Interim Senior Vice President and Provost, Academic Enterprise.	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$110,000	\$0	\$110,000		
		Total	\$550,000	32.53%	\$0	\$0	\$0	\$0	\$110,000	\$0	\$660,000		
Blackwell, Thomas	Vice Dean, Graduate Medical Education and Clinical Affairs	E&G	\$316,481	-23.74%	\$0	\$0	\$0	\$0	\$0	\$0	\$316,481		
		Designated	\$254,269	4343.56%	\$0	\$0	\$0	\$0	\$85,612	\$0	\$339,881	Incentive Compensation (\$85,612) Base salary increase % due to promotion to Vice Dean of Graduate Medical Education and Clinical Affairs	
		Total	\$570,750	35.65%	\$0	\$0	\$0	\$0	\$85,612	\$0	\$656,362		
Evard, Mark	Vice President, Revenue Cycle Operations	E&G	\$300,900	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$300,900		
		Designated	\$209,100	0.00%	\$0	\$0	\$0	\$0	\$102,000	\$0	\$311,100	Incentive Compensation (\$102,000) Hired or transferred to this position on 07/07/2025	
		Total	\$510,000	0.00%	\$0	\$0	\$0	\$0	\$102,000	\$0	\$612,000		
Pickering, Kent	Vice President Managed Care and Clinical Contracting Strategies	E&G	\$463,400	34.40%	\$0	\$0	\$0	\$0	\$0	\$0	\$463,400	Received a one-time special adjustment to offset changes made to UTMB's deferred compensation program that affected eligibility and reduced potential total cash compensation. Deferred Compensation (\$50,000); Incentive Compensation (\$92,680) Base salary increase % due to receiving market adjustment and a merit increase.	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$142,680	\$0	\$142,680		
		Total	\$463,400	34.40%	\$0	\$0	\$0	\$0	\$142,680	\$0	\$606,080		

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		

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Wright, Dawn	Senior Vice President Human Resources and Chief Human Resource Officer	E&G	\$600,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$600,000	Hired or transferred to this position on 09/29/2025
			Designated	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			Restricted	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			Total	0.00%	\$600,000	\$0	\$0	\$0	\$0	\$0	\$600,000	
Gallo, Justin	Chief Supply Chain Officer and Vice President	E&G	\$485,000	7.78%	\$0	\$0	\$0	\$0	\$0	\$0	\$485,000	Incentive Compensation (\$97,000) Hired or transferred to this position on 11/12/2024
			Designated	0.00%	\$0	\$0	\$0	\$0	\$97,000	\$0	\$97,000	
			Total	7.78%	\$485,000	\$0	\$0	\$0	\$97,000	\$0	\$582,000	
Evans, Philesha	Vice President Human Resources	E&G	\$459,021	10.42%	\$0	\$0	\$0	\$0	\$0	\$0	\$459,021	Incentive Compensation (\$91,804)
			Designated	0.00%	\$0	\$0	\$0	\$0	\$91,804	\$0	\$91,804	
			Total	10.42%	\$459,021	\$0	\$0	\$0	\$91,804	\$0	\$550,825	
Gallo, James	Vice President, Chief Development	Designated	\$455,000	8.33%	\$0	\$0	\$0	\$0	\$91,000	\$0	\$546,000	Incentive Compensation (\$91,000)
			Total	8.33%	\$455,000	\$0	\$0	\$0	\$91,000	\$0	\$546,000	
Hileman, David	Vice President and Chief Admin Officer Academic Enterprise	E&G	\$318,380	10.40%	\$0	\$0	\$0	\$0	\$0	\$0	\$318,380	Incentive Compensation (\$90,966)
			Designated	10.40%	\$136,448	\$0	\$0	\$0	\$90,966	\$0	\$227,414	
			Total	10.40%	\$454,828	\$0	\$0	\$0	\$90,966	\$0	\$545,794	
Boenig, Tobin	Vice President and Chief Compliance Officer	E&G	\$412,360	11.46%	\$0	\$0	\$0	\$0	\$0	\$0	\$412,360	Deferred Compensation (\$50,000); Incentive Compensation (\$82,472)
			Designated	0.00%	\$0	\$0	\$0	\$0	\$132,472	\$0	\$132,472	
			Total	11.46%	\$412,360	\$0	\$0	\$0	\$132,472	\$0	\$544,832	
Peek, Mary	Senior Vice President and Dean, School of Public and Population Health	E&G	\$329,642	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$329,642	Deferred Compensation (\$75,000); Incentive Compensation (\$91,567)
			Designated	0.00%	\$0	\$0	\$0	\$0	\$166,567	\$0	\$166,567	
			Restricted	2.00%	\$36,627	\$0	\$0	\$0	\$0	\$0	\$36,627	
			Total	2.00%	\$366,269	\$0	\$0	\$0	\$166,567	\$0	\$532,836	

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Sever, Sanja	Vice President and Director, Sealy Institute for Drug Discovery	E&G	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
			\$340,149	40.56%	\$0	\$0	\$0	\$0	\$87,656	\$0	\$427,805	Incentive Compensation (\$87,656)	
			\$98,131	38.09%	\$0	\$0	\$0	\$0	\$0	\$0	\$98,131	Received a one-time special adjustment to offset changes made to UTMB's deferred compensation program that affected eligibility and reduced potential total cash compensation.	
			Total	\$438,280	21.74%	\$0	\$0	\$0	\$0	\$87,656	\$0	\$525,936	Base salary increase % due to receiving a merit increase and a market adjustment
Gupta, Vineet	Vice President, Innovation, Technology Development and Transfer	E&G	\$262,320	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$262,320		
			\$114,590	-61.96%	\$0	\$0	\$0	\$0	\$87,440	\$0	\$202,030	Incentive Compensation (\$87,440)	
			\$60,290	2.62%	\$0	\$0	\$0	\$0	\$0	\$0	\$60,290	Received a one-time special adjustment to offset changes made to UTMB's deferred compensation program that affected eligibility and reduced potential total cash compensation.	
			Total	\$437,200	21.44%	\$0	\$0	\$0	\$0	\$87,440	\$0	\$524,640	Base salary increase % due to receiving a merit increase and a market adjustment
Hinson, Kirk	Vice President, Decision Support and Chief Data Analytics Officer	E&G	\$435,000	8.75%	\$0	\$0	\$0	\$0	\$0	\$0	\$435,000		
			\$0	0.00%	\$0	\$0	\$0	\$0	\$87,000	\$0	\$87,000	Incentive Compensation (\$87,000)	
			Total	\$435,000	8.75%	\$0	\$0	\$0	\$0	\$87,000	\$0	\$522,000	
Brown, David	Senior Vice President and Dean, School of Health Professions	E&G	\$394,450	4.26%	\$0	\$0	\$0	\$0	\$0	\$0	\$394,450		
			\$0	-100.00%	\$0	\$0	\$0	\$0	\$98,613	\$0	\$98,613	Incentive Compensation (\$98,613)	
			Total	\$394,450	1.75%	\$0	\$0	\$0	\$0	\$98,613	\$0	\$493,063	
Koshy, Sheena	Vice President, Business and Finance	E&G	\$410,000	9.33%	\$0	\$0	\$0	\$0	\$0	\$0	\$410,000		
			\$0	0.00%	\$0	\$0	\$0	\$0	\$82,000	\$0	\$82,000	Incentive Compensation (\$82,000)	
			Total	\$410,000	9.33%	\$0	\$0	\$0	\$0	\$82,000	\$0	\$492,000	Hired or transferred to this position on 11/12/2024
Landay, Alan	Vice President, Team Science	E&G	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
			\$320,362	88.93%	\$0	\$0	\$0	\$0	\$80,584	\$0	\$400,946	Incentive Compensation (\$80,584)	
			\$82,558	-56.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$82,558		
			Total	\$402,920	1.75%	\$0	\$0	\$0	\$0	\$80,584	\$0	\$483,504	

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Guzik, Stephanie	Vice President, Patient Experience and Relations	E&G	\$402,200	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$402,200	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$80,440	\$0	\$80,440	Incentive Compensation (\$80,440)
			<u>\$402,200</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$80,440</u>	<u>\$0</u>	<u>\$482,640</u>	Hired or transferred to this position on 03/18/2025
Trieu, Robert	Vice President, Ambulatory and Faculty Group Practice Operations	Designated	\$397,000	0.00%	\$0	\$0	\$0	\$0	\$79,400	\$0	\$476,400	Incentive Compensation (\$79,400)
			<u>\$397,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$79,400</u>	<u>\$0</u>	<u>\$476,400</u>	Hired or transferred to this position on 09/01/2025
Foy, Desolyn	Vice President and Chief Audit Executive	E&G	\$354,663	13.17%	\$0	\$0	\$0	\$0	\$0	\$0	\$354,663	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$120,933	\$0	\$120,933	Deferred Compensation (\$50,000); Incentive Compensation (\$70,933)
			<u>\$354,663</u>	<u>13.17%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$120,933</u>	<u>\$0</u>	<u>\$475,596</u>	
Borja, Ann	Vice President, Academic Finance	E&G	\$316,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$316,000	
			\$79,000	0.00%	\$0	\$0	\$0	\$0	\$79,000	\$0	\$158,000	Incentive Compensation (\$79,000)
			<u>\$395,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$79,000</u>	<u>\$0</u>	<u>\$474,000</u>	Hired or transferred to this position on 01/21/2025
Hadley, Stephen	Vice President, Marketing and Communications	E&G	\$395,000	100.57%	\$0	\$0	\$0	\$0	\$0	\$0	\$395,000	Received a one-time special adjustment to offset changes made to UTMB's deferred compensation program that affected eligibility and reduced potential total cash compensation.
			\$0	0.00%	\$0	\$0	\$0	\$0	\$79,000	\$0	\$79,000	Incentive Compensation (\$79,000)
			<u>\$395,000</u>	<u>100.57%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$79,000</u>	<u>\$0</u>	<u>\$474,000</u>	Base salary increase % due to receiving a merit increase and a promotion to Vice President, Marketing and Communications.
Taglialatela, Giulio	Vice President and Research Institute Director	E&G	\$33,970	9.72%	\$0	\$0	\$0	\$0	\$0	\$0	\$33,970	
			\$39,500	9.72%	\$0	\$0	\$0	\$0	\$79,000	\$0	\$118,500	Incentive Compensation (\$79,000)
			<u>\$321,530</u>	<u>9.72%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$321,530</u>	Hired or transferred to this position on 09/01/2024
Wade, Christine	Vice President, Surgical and Procedural Services	E&G	\$313,600	12.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$313,600	
			\$78,400	12.00%	\$0	\$0	\$0	\$0	\$78,400	\$0	\$156,800	Incentive Compensation (\$78,400)
			<u>\$392,000</u>	<u>12.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$78,400</u>	<u>\$0</u>	<u>\$470,400</u>	
Williams, Anthony	Vice President Ambulatory Care-Correctional Managed Care	Designated	\$389,134	9.88%	\$0	\$0	\$0	\$0	\$77,827	\$0	\$466,961	Incentive Compensation (\$77,827)
			<u>\$389,134</u>	<u>9.88%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$77,827</u>	<u>\$0</u>	<u>\$466,961</u>	

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		

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A	B	C	D	E	Nonsalary Benefits FY 2026						L	M
					F	G	H	I	J	K	Total Compensation	
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Woods, Majka	Vice Dean for Academic Affairs	E&G	\$388,563	1.75%	\$0	\$0	\$0	\$0	\$0	\$0	\$388,563	Incentive Compensation (\$60,840)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$60,840	\$0	\$60,840	
		Restricted	\$17,035	1.75%	\$0	\$0	\$0	\$0	\$0	\$0	\$17,035	
		Total	\$405,598	1.75%	\$0	\$0	\$0	\$0	\$60,840	\$0	\$466,438	
Susman, Jeffrey	Senior Associate Dean Education Performance	E&G	\$391,440	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$391,440	Incentive Compensation (\$60,222)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$60,222	\$0	\$60,222	
		Restricted	\$10,037	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,037	
		Total	\$401,477	2.00%	\$0	\$0	\$0	\$0	\$60,222	\$0	\$461,699	
McKeith, James	Chief Medical Officer - Center for Polar Medical Operations	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$59,130	\$0	\$59,130	Incentive Compensation (\$59,130)
		Restricted	\$394,201	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$394,201	
		Total	\$394,201	2.00%	\$0	\$0	\$0	\$0	\$59,130	\$0	\$453,331	
Cisneros, Marjorie	Vice President, Inpatient, Correctional Managed Care and Administrator Hospital Galveston	Designated	\$373,490	10.34%	\$0	\$0	\$0	\$0	\$74,698	\$0	\$448,188	Incentive Compensation (\$74,698)
		Total	\$373,490	10.34%	\$0	\$0	\$0	\$0	\$74,698	\$0	\$448,188	
Coates, Kelly	Vice President Clinical Support Services Correctional Managed Care	Designated	\$369,223	10.47%	\$0	\$0	\$0	\$0	\$73,845	\$0	\$443,068	Incentive Compensation (\$73,845)
		Total	\$369,223	10.47%	\$0	\$0	\$0	\$0	\$73,845	\$0	\$443,068	
Sheer, Lauren	Vice President, Health Policy and Legislative Affairs	E&G	\$366,040	12.78%	\$0	\$0	\$0	\$0	\$0	\$0	\$366,040	Incentive Compensation (\$73,208)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$73,208	\$0	\$73,208	
		Total	\$366,040	12.78%	\$0	\$0	\$0	\$0	\$73,208	\$0	\$439,248	
Bush, Ruth	Associate Dean Educational Affairs	E&G	\$282,847	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$282,847	Incentive Compensation (\$55,050)
		Designated	\$84,153	0.00%	\$0	\$0	\$0	\$0	\$55,050	\$0	\$139,203	
		Total	\$367,000	0.00%	\$0	\$0	\$0	\$0	\$55,050	\$0	\$422,050	

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					F	G	H	I	J	K		
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Adcox, Kenneth	Vice President and Chief, University Police	E&G	\$287,082	26.86%	\$0	\$0	\$0	\$0	\$0	\$0	\$287,082	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$109,971	\$0	\$109,971	Deferred Compensation (\$50,000); Incentive Compensation (\$59,971)
		Restricted	\$12,774	26.86%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,774	Received a one-time special adjustment to offset changes made to UTMB's deferred compensation program that affected eligibility and reduced potential total cash compensation.
		Total	\$299,856	26.86%	\$0	\$0	\$0	\$0	\$109,971	\$0	\$409,827	Base salary increase % due to receiving market adjustment and a merit increase.
Hartwell, John	Vice President, Business Operations and Facilities	E&G	\$339,260	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$339,260	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$67,852	\$0	\$67,852	Incentive Compensation (\$67,852)
		Total	\$339,260	0.00%	\$0	\$0	\$0	\$0	\$67,852	\$0	\$407,112	Hired or transferred to this position on 12/01/2025
Bale, Akeem	Vice President, Pharmacy Services	E&G	\$335,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$335,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$67,000	\$0	\$67,000	Incentive Compensation (\$67,000)
		Total	\$335,000	0.00%	\$0	\$0	\$0	\$0	\$67,000	\$0	\$402,000	Hired or transferred to this position on 07/01/2025
Branch, Kathrine	Vice President of Interprofessional Education and the Health Education Center	E&G	\$330,400	22.37%	\$0	\$0	\$0	\$0	\$0	\$0	\$330,400	Received a one-time special adjustment to offset changes made to UTMB's deferred compensation program that affected eligibility and reduced potential total cash compensation.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$66,080	\$0	\$66,080	Incentive Compensation (\$66,080)
		Total	\$330,400	22.37%	\$0	\$0	\$0	\$0	\$66,080	\$0	\$396,480	Base salary increase % due to receiving a merit increase and a market adjustment
Moreno, Michelle	Chief of Staff- Provost	E&G	\$196,167	12.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$196,167	
		Designated	\$130,778	12.02%	\$0	\$0	\$0	\$0	\$49,042	\$0	\$179,820	Incentive Compensation (\$49,042)
		Total	\$326,945	12.02%	\$0	\$0	\$0	\$0	\$49,042	\$0	\$375,987	
Hernandez, Gabe	Associate Vice President, Decision Support	E&G	\$326,280	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$326,280	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$48,942	\$0	\$48,942	Incentive Compensation (\$48,942)
		Total	\$326,280	0.00%	\$0	\$0	\$0	\$0	\$48,942	\$0	\$375,222	Hired or transferred to this position on 01/01/2025
Mainard, Rachelle	Associate Vice President, Strategic Integration	E&G	\$319,770	7.37%	\$0	\$0	\$0	\$0	\$0	\$0	\$319,770	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$47,966	\$0	\$47,966	Incentive Compensation (\$47,966)

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		Explanation / Comments
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Keiser, Philip	Associate Dean Public Health Practice - School of Public and Population Health	Total	\$319,770	2.00%	\$0	\$0	\$0	\$0	\$47,966	\$0	\$367,736	
		E&G	\$237,798	34.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$237,798	
		Designated	\$13,200	-90.06%	\$0	\$0	\$0	\$0	\$29,700	\$0	\$42,900	Incentive Compensation (\$29,700)
		Restricted	\$79,002	46.26%	\$0	\$0	\$0	\$0	\$0	\$0	\$79,002	
Willbanks, Brad	Associate Vice President, Institutional Compliance	Total	\$330,000	-9.09%	\$0	\$0	\$0	\$0	\$29,700	\$0	\$359,700	
		E&G	\$300,805	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$300,805	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$45,121	\$0	\$45,121	Incentive Compensation (\$45,121)
		Total	\$300,805	2.00%	\$0	\$0	\$0	\$0	\$45,121	\$0	\$345,926	
Varghese, Ann	Administrator Clear Lake Campus and League City Campus	Designated	\$294,168	2.00%	\$0	\$0	\$0	\$0	\$44,125	\$0	\$338,293	Incentive Compensation (\$44,125)
		Total	\$294,168	2.00%	\$0	\$0	\$0	\$0	\$44,125	\$0	\$338,293	
		E&G	\$291,016	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$291,016	
Garcia, Francisco	Associate Vice President International Affairs	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$43,652	\$0	\$43,652	Incentive Compensation (\$43,652)
		Total	\$291,016	2.00%	\$0	\$0	\$0	\$0	\$43,652	\$0	\$334,668	
		E&G	\$290,000	20.48%	\$0	\$0	\$0	\$0	\$0	\$0	\$290,000	
Streeter, Frances	Associate Vice President Legal Affairs	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$43,500	\$0	\$43,500	Incentive Compensation (\$43,500)
		Total	\$290,000	20.48%	\$0	\$0	\$0	\$0	\$43,500	\$0	\$333,500	
		E&G	\$286,604	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$286,604	
Cherian, Ruby	Associate Vice President Legal Affairs	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$42,991	\$0	\$42,991	Incentive Compensation (\$42,991)
		Total	\$286,604	2.00%	\$0	\$0	\$0	\$0	\$42,991	\$0	\$329,595	
		E&G	\$199,364	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$199,364	
Kovacevich, Craig	Associate Vice President, Alternative Care Models Optimization	Designated	\$85,442	2.00%	\$0	\$0	\$0	\$0	\$42,721	\$0	\$128,163	Incentive Compensation (\$42,721)
		Total	\$284,806	2.00%	\$0	\$0	\$0	\$0	\$42,721	\$0	\$327,527	
		E&G	\$282,057	2.00%	\$0	\$0	\$0	\$0	\$42,309	\$0	\$324,366	Incentive Compensation (\$42,309)
Brining, Douglas	Assistant Vice President, Animal Program Administration	Designated	\$282,057	2.00%	\$0	\$0	\$0	\$0	\$42,309	\$0	\$324,366	
		Total	\$282,057	2.00%	\$0	\$0	\$0	\$0	\$42,309	\$0	\$324,366	

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		

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					F	G	H	I	J	K	Total Compensation	
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Starnes-Ott, Yvonne	Vice Dean, School of Nursing	E&G	\$270,713	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$270,713	Incentive Compensation (\$42,299)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$42,299	\$0	\$42,299	
		Restricted	\$11,280	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$11,280	
		Total	\$281,993	2.00%	\$0	\$0	\$0	\$0	\$42,299	\$0	\$324,292	
Patel, Darpan	Vice Dean for Research and Scholarship - School of Nursing	E&G	\$262,688	130.29%	\$0	\$0	\$0	\$0	\$0	\$0	\$262,688	Incentive Compensation (\$42,075)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$42,075	\$0	\$42,075	
		Restricted	\$17,812	-88.93%	\$0	\$0	\$0	\$0	\$0	\$0	\$17,812	
		Total	\$280,500	2.00%	\$0	\$0	\$0	\$0	\$42,075	\$0	\$322,575	
Beamon, Lauren	Associate Vice President Legal Affairs	E&G	\$278,409	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$278,409	Incentive Compensation (\$41,761)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$41,761	\$0	\$41,761	
		Total	\$278,409	2.00%	\$0	\$0	\$0	\$0	\$41,761	\$0	\$320,170	
Hebbar, Rohan	Associate Vice President Legal Affairs	E&G	\$278,156	3.87%	\$0	\$0	\$0	\$0	\$0	\$0	\$278,156	Incentive Compensation (\$41,723)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$41,723	\$0	\$41,723	
		Total	\$278,156	3.87%	\$0	\$0	\$0	\$0	\$41,723	\$0	\$319,879	
Zepeda, Stephanie	Associate Vice President, Pharmacy Services	Designated	\$273,778	0.00%	\$0	\$0	\$0	\$0	\$41,067	\$0	\$314,845	Incentive Compensation (\$41,067)
		Total	\$273,778	0.00%	\$0	\$0	\$0	\$0	\$41,067	\$0	\$314,845	
Syed, Misha	Assistant Dean Education Affairs	E&G	\$218,400	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$218,400	Incentive Compensation (\$40,950)
		Designated	\$54,600	0.00%	\$0	\$0	\$0	\$0	\$40,950	\$0	\$95,550	
		Total	\$273,000	0.00%	\$0	\$0	\$0	\$0	\$40,950	\$0	\$313,950	
Viner, Rebekah	Associate Vice President for Academic and Research Affairs	E&G	\$272,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$272,000	Incentive Compensation (\$40,800) Hired or transferred to this position on 05/01/2025
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$40,800	\$0	\$40,800	
		Total	\$272,000	0.00%	\$0	\$0	\$0	\$0	\$40,800	\$0	\$312,800	
Roberts, Melanie	Associate Vice President Health Informatics and Quality	Designated	\$271,766	0.00%	\$0	\$0	\$0	\$0	\$40,765	\$0	\$312,531	Incentive Compensation (\$40,765)
		Total	\$271,766	0.00%	\$0	\$0	\$0	\$0	\$40,765	\$0	\$312,531	
Conway, Craig	Associate Vice President, Institutional Compliance	E&G	\$270,424	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$270,424	Incentive Compensation (\$40,564)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$40,564	\$0	\$40,564	
		Total	\$270,424	2.00%	\$0	\$0	\$0	\$0	\$40,564	\$0	\$310,988	

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Gonzalez, Amy	Assistant Dean for Admissions and Recruiting	E&G	\$176,687	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$176,687	
		Designated	\$91,021	0.00%	\$0	\$0	\$0	\$0	\$40,156	\$0	\$131,177	Incentive Compensation (\$40,156)
		Total	\$267,708	0.00%	\$0	\$0	\$0	\$0	\$40,156	\$0	\$307,864	Hired or transferred to this position on 06/01/2025
Kelley, Stacy	Associate Vice President Supply Chain Services	E&G	\$263,999	2.16%	\$0	\$0	\$0	\$0	\$0	\$0	\$263,999	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$39,600	\$0	\$39,600	Incentive Compensation (\$39,600)
		Total	\$263,999	2.16%	\$0	\$0	\$0	\$0	\$39,600	\$0	\$303,599	
Baker, Ashlyn	Administrator - Academic Enterprise, Administrative Service Group V	E&G	\$197,842	4.96%	\$0	\$0	\$0	\$0	\$0	\$0	\$197,842	
		Designated	\$65,947	4.96%	\$0	\$0	\$0	\$0	\$39,568	\$0	\$105,515	Incentive Compensation (\$39,568)
		Total	\$263,789	4.96%	\$0	\$0	\$0	\$0	\$39,568	\$0	\$303,357	
Ott, Robert	Associate Vice President and Controller	E&G	\$261,788	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$261,788	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$39,268	\$0	\$39,268	Incentive Compensation (\$39,268)
		Total	\$261,788	2.00%	\$0	\$0	\$0	\$0	\$39,268	\$0	\$301,056	
Levine, Ruth	Associate Dean Admissions and Student Affairs	E&G	\$233,106	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$233,106	
		Designated	\$19,659	0.00%	\$0	\$0	\$0	\$0	\$38,851	\$0	\$58,510	Incentive Compensation (\$38,851)
		Restricted	\$6,242	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$6,242	
Philip, Merry	Associate Chief Nursing Officer	Designated	\$253,380	2.50%	\$0	\$0	\$0	\$0	\$38,007	\$0	\$291,387	Incentive Compensation (\$38,007)
		Total	\$253,380	2.50%	\$0	\$0	\$0	\$0	\$38,007	\$0	\$291,387	
Oberholtzer, Alice	Administrator - Academic Enterprise, Administrative Service Group VI	E&G	\$201,216	4.96%	\$0	\$0	\$0	\$0	\$0	\$0	\$201,216	
		Designated	\$50,304	4.96%	\$0	\$0	\$0	\$0	\$37,728	\$0	\$88,032	Incentive Compensation (\$37,728)
		Total	\$251,520	4.96%	\$0	\$0	\$0	\$0	\$37,728	\$0	\$289,248	
Hermstein, Scott	Associate Vice President, Clinical Business and Value Attainment	Designated	\$246,915	4.96%	\$0	\$0	\$0	\$0	\$37,037	\$0	\$283,952	Incentive Compensation (\$37,037)
		Total	\$246,915	4.96%	\$0	\$0	\$0	\$0	\$37,037	\$0	\$283,952	

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Moreno, Victor	Associate Vice President, Workforce Operations, Academic Enterprise	E&G	\$110,896	4.85%	\$0	\$0	\$0	\$0	\$0	\$0	\$110,896	Incentive Compensation (\$36,965)
		Designated	\$135,540	4.85%	\$0	\$0	\$0	\$0	\$36,965	\$0	\$172,505	
		Total	\$246,436	4.85%	\$0	\$0	\$0	\$0	\$36,965	\$0	\$283,401	
Vaughn, Leah	Associate Vice President, Financial Reporting	E&G	\$244,800	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$244,800	Incentive Compensation (\$36,720)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$36,720	\$0	\$36,720	
		Total	\$244,800	2.00%	\$0	\$0	\$0	\$0	\$36,720	\$0	\$281,520	
Dowless, Robert	Associate Vice President Finance - Government Reimbursement	E&G	\$244,107	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$244,107	Incentive Compensation (\$36,616)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$36,616	\$0	\$36,616	
		Total	\$244,107	2.00%	\$0	\$0	\$0	\$0	\$36,616	\$0	\$280,723	
Van Weelden, Susanne	Administrator - Academic Enterprise, Administrative Service Group III	Designated	\$239,852	2.00%	\$0	\$0	\$0	\$0	\$35,978	\$0	\$275,830	Incentive Compensation (\$35,978)
		Total	\$239,852	2.00%	\$0	\$0	\$0	\$0	\$35,978	\$0	\$275,830	
Leung, Brian	Associate Vice President, Data Analytics	E&G	\$237,564	6.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$237,564	Incentive Compensation (\$35,635)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$35,635	\$0	\$35,635	
		Total	\$237,564	6.00%	\$0	\$0	\$0	\$0	\$35,635	\$0	\$273,199	
Solano, Stephanie	Associate Vice President, Forecasting, Budgeting and Analysis	E&G	\$237,518	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$237,518	Incentive Compensation (\$35,628)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$35,628	\$0	\$35,628	
		Total	\$237,518	3.00%	\$0	\$0	\$0	\$0	\$35,628	\$0	\$273,146	
Boeh, Scott	Associate Vice President, Student Services and University Registrar	E&G	\$236,414	1.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$236,414	Incentive Compensation (\$35,462)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$35,462	\$0	\$35,462	
		Total	\$236,414	1.50%	\$0	\$0	\$0	\$0	\$35,462	\$0	\$271,876	
Patel, Dipak	Associate Vice President - Correctional Managed Care	Designated	\$235,000	24.31%	\$0	\$0	\$0	\$0	\$35,250	\$0	\$270,250	Incentive Compensation (\$35,250)
		Total	\$235,000	24.31%	\$0	\$0	\$0	\$0	\$35,250	\$0	\$270,250	
												Base salary increase % due to promotion from Sr. Director Finance - Correctional Managed Care

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
Garwood, William	Associate Vice President , Finance - Community Hospitals	E&G	\$234,931	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$234,931	
			Designated Total	\$0 0.00% \$234,931 2.00%	\$0	\$0	\$0	\$0	\$35,240	\$0	\$35,240	Incentive Compensation (\$35,240)
Szauter, Karen	Assistant Dean Education Affairs	E&G Designated Total	\$186,383 \$46,596 \$232,979	-20.00% 0.00% 0.00%	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$34,947	\$0 \$0 \$0	\$186,383 \$81,543 \$267,926	Incentive Compensation (\$34,947)
Ciejka, Patricia	Associate Vice President, Library Services and Academic Resources	E&G	\$232,661	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$232,661	
			Designated Total	\$0 0.00% \$232,661 2.00%	\$0	\$0	\$0	\$0	\$34,899	\$0	\$34,899	Incentive Compensation (\$34,899)
Laban, Jayson	Associate Vice President and Deputy Chief Information Officer	E&G	\$145,329	18.86%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,329	
			Designated Total	\$86,566 -6.15% \$231,895 8.11%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$34,784	\$0	\$121,350 \$266,679	Incentive Compensation (\$34,784)
King, Mike	Associate Vice President and Deputy Chief Information Officer	E&G	\$133,559	1.85%	\$0	\$0	\$0	\$0	\$0	\$0	\$133,559	
			Designated Total	\$96,715 1.85% \$230,274 1.85%	\$0 \$0	\$0 \$0	\$0 \$0	\$0 \$0	\$34,541	\$0	\$131,256 \$264,815	Incentive Compensation (\$34,541)
Thomas, Tarek	Associate Vice President, Facilities Design and Construction	E&G	\$34,203	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$34,203	
			Designated	\$0 0.00%	\$0	\$0	\$0	\$0	\$34,203	\$0	\$34,203	Incentive Compensation (\$34,203)
			Plant Fund	\$193,814 2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$193,814	
			Total	\$228,017 2.00%	\$0	\$0	\$0	\$0	\$34,203	\$0	\$262,220	
Torres, Johnny	Administrator - Academic Enterprise, Administrative Service Group II	E&G	\$159,464	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$159,464	
			Designated	\$68,342 2.00%	\$0	\$0	\$0	\$0	\$34,171	\$0	\$102,513	Incentive Compensation (\$34,171)
			Total	\$227,806 2.00%	\$0	\$0	\$0	\$0	\$34,171	\$0	\$261,977	
Moreno, Rosanna	Administrator and Associate Chief Nursing Officer	Designated	\$226,000	0.00%	\$0	\$0	\$0	\$0	\$33,900	\$0	\$259,900	Incentive Compensation (\$33,900)
			Total	\$226,000 0.00%	\$0	\$0	\$0	\$0	\$33,900	\$0	\$259,900	Hired or transferred to this position on 09/01/2025

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Pressley, Diana	Associate Dean for Admissions and Student Affairs School of Nursing	E&G	\$225,995	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$225,995	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$33,899	\$0	\$33,899	Incentive Compensation (\$33,899)
		Total	\$225,995	2.00%	\$0	\$0	\$0	\$0	\$33,899	\$0	\$259,894	
Flores, John	Associate Vice President Information Security	E&G	\$220,626	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$220,626	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$33,094	\$0	\$33,094	Incentive Compensation (\$33,094)
		Total	\$220,626	2.00%	\$0	\$0	\$0	\$0	\$33,094	\$0	\$253,720	
Boyett, Toby	Associate Vice President, Information Technology Services - Correctional Managed Care	Designated	\$220,500	0.00%	\$0	\$0	\$0	\$0	\$33,075	\$0	\$253,575	Incentive Compensation (\$33,075)
		Total	\$220,500	0.00%	\$0	\$0	\$0	\$0	\$33,075	\$0	\$253,575	
Krenz, Vanessa	Administrator - Academic Enterprise, Administrative Service Group IV	E&G	\$154,217	-10.34%	\$0	\$0	\$0	\$0	\$0	\$0	\$154,217	
		Designated	\$66,093	53.70%	\$0	\$0	\$0	\$0	\$33,047	\$0	\$99,140	Incentive Compensation (\$33,047)
		Total	\$220,310	2.47%	\$0	\$0	\$0	\$0	\$33,047	\$0	\$253,357	
Pennel, Cara	Associate Dean Academic Affairs - School of Public and Population Health	E&G	\$196,282	-5.26%	\$0	\$0	\$0	\$0	\$0	\$0	\$196,282	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$32,714	\$0	\$32,714	Incentive Compensation (\$32,714)
		Restricted	\$21,809	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$21,809	
		Total	\$218,091	0.00%	\$0	\$0	\$0	\$0	\$32,714	\$0	\$250,805	
McKee, John	Associate Vice President, Institutional Effectiveness	E&G	\$217,898	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$217,898	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$32,685	\$0	\$32,685	Incentive Compensation (\$32,685)
		Total	\$217,898	0.00%	\$0	\$0	\$0	\$0	\$32,685	\$0	\$250,583	
McGoff, Erin	Assistant Vice President, Health Education Center and Simulation	E&G	\$163,028	-23.46%	\$0	\$0	\$0	\$0	\$0	\$0	\$163,028	
		Designated	\$54,343	0.00%	\$0	\$0	\$0	\$0	\$32,606	\$0	\$86,949	Incentive Compensation (\$32,606)
		Total	\$217,371	2.05%	\$0	\$0	\$0	\$0	\$32,606	\$0	\$249,977	

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Birkmeyer, Ejay	Assistant Vice President, Revenue Cycle	E&G	\$126,559	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$126,559	Incentive Compensation (\$32,176)
			Designated	2.00%	\$0	\$0	\$0	\$0	\$32,176	\$0	\$120,124	
			Total	2.00%	\$0	\$0	\$0	\$0	\$32,176	\$0	\$246,683	
Krouse, Andy	Associate Vice President, Business Operations and Facilities	E&G	\$213,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$213,000	Incentive Compensation (\$31,950)
			Designated	0.00%	\$0	\$0	\$0	\$0	\$31,950	\$0	\$31,950	
			Total	0.00%	\$0	\$0	\$0	\$0	\$31,950	\$0	\$244,950	
Guajardo, Caryn	Associate Vice President, Facilities Portfolio Management	E&G	\$209,558	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$209,558	Incentive Compensation (\$31,434)
			Designated	0.00%	\$0	\$0	\$0	\$0	\$31,434	\$0	\$31,434	
			Total	2.00%	\$0	\$0	\$0	\$0	\$31,434	\$0	\$240,992	
Andersen, Nathan	Senior Legal Officer	E&G	\$209,100	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$209,100	Incentive Compensation (\$31,365)
			Designated	0.00%	\$0	\$0	\$0	\$0	\$31,365	\$0	\$31,365	
			Total	2.00%	\$0	\$0	\$0	\$0	\$31,365	\$0	\$240,465	
Pate, William	Associate Vice President Environmental Health	E&G	\$208,080	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$208,080	Incentive Compensation (\$31,212)
			Designated	0.00%	\$0	\$0	\$0	\$0	\$31,212	\$0	\$31,212	
			Total	2.00%	\$0	\$0	\$0	\$0	\$31,212	\$0	\$239,292	
Micks, Frederick	Assistant Vice President, Government Relations	E&G	\$103,588	10.39%	\$0	\$0	\$0	\$0	\$0	\$0	\$103,588	Incentive Compensation (\$31,077)
			Designated	10.39%	\$0	\$0	\$0	\$0	\$31,077	\$0	\$134,665	
			Total	10.39%	\$0	\$0	\$0	\$0	\$31,077	\$0	\$238,253	
Wild, Dana	Associate Dean Student Affairs	E&G	\$199,410	17.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$199,410	Incentive Compensation (\$29,911)
			Designated	0.00%	\$0	\$0	\$0	\$0	\$29,911	\$0	\$29,911	
			Total	17.30%	\$0	\$0	\$0	\$0	\$29,911	\$0	\$229,321	

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Elferink, Lisa	Assistant Dean Education Affairs	E&G	\$196,774	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$196,774	Incentive Compensation (\$29,516)
			\$0	0.00%	\$0	\$0	\$0	\$0	\$29,516	\$0	\$29,516	
			\$196,774	2.00%	\$0	\$0	\$0	\$0	\$29,516	\$0	\$226,290	
Mattamana, Sundeep	Executive Director, Office of Technology Transfer	E&G	\$195,547	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$195,547	Incentive Compensation (\$29,332)
			\$0	0.00%	\$0	\$0	\$0	\$0	\$29,332	\$0	\$29,332	
			\$195,547	2.00%	\$0	\$0	\$0	\$0	\$29,332	\$0	\$224,879	
Moriarty, Erin	Assistant Vice President, Development Services	Designated	\$187,500	0.00%	\$0	\$0	\$0	\$0	\$28,125	\$0	\$215,625	Incentive Compensation (\$28,125)
		Total	\$187,500	0.00%	\$0	\$0	\$0	\$0	\$28,125	\$0	\$215,625	Hired or transferred to this position on 04/12/2025
Prochaska, John	Associate Dean Student Affairs - School of Public and Population Health	E&G	\$149,507	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$149,507	Incentive Compensation (\$26,384)
			\$0	0.00%	\$0	\$0	\$0	\$0	\$26,384	\$0	\$26,384	
			\$26,384	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,384	
			\$175,891	0.00%	\$0	\$0	\$0	\$0	\$26,384	\$0	\$202,275	
Buck, Era	Assistant Dean Educational Development	E&G	\$156,983	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$156,983	Incentive Compensation (\$26,164)
			\$0	0.00%	\$0	\$0	\$0	\$0	\$26,164	\$0	\$26,164	
			\$17,443	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$17,443	
			\$174,426	2.00%	\$0	\$0	\$0	\$0	\$26,164	\$0	\$200,590	
von Wenckstern, Gerrit	Director, Marketing	E&G	\$167,500	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$167,500	Incentive Compensation (\$25,125)
			\$0	0.00%	\$0	\$0	\$0	\$0	\$25,125	\$0	\$25,125	
			\$167,500	0.00%	\$0	\$0	\$0	\$0	\$25,125	\$0	\$192,625	
Clark, Tilly	Director, Presidential Affairs and Event Planning	E&G	\$166,000	15.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$166,000	Incentive Compensation (\$24,900)
			\$0	0.00%	\$0	\$0	\$0	\$0	\$24,900	\$0	\$24,900	
			\$166,000	15.89%	\$0	\$0	\$0	\$0	\$24,900	\$0	\$190,900	

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Lancaster, Dylan	Associate Vice President, Institutional Preparedness	E&G	\$143,308	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$143,308	
			Designated	0.00%	\$0	\$0	\$0	\$0	\$23,885	\$0	\$23,885	Incentive Compensation (\$23,885)
			Restricted	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$15,923	
			Total	0.00%	\$159,231	\$0	\$0	\$0	\$23,885	\$0	\$183,116	Hired or transferred to this position on 08/16/2025
De Ore, David	Assistant Vice President and Assistant Chief University Police	E&G	\$152,656	4.91%	\$0	\$0	\$0	\$0	\$0	\$0	\$152,656	
			Designated	0.00%	\$0	\$0	\$0	\$0	\$22,898	\$0	\$22,898	Incentive Compensation (\$22,898)
			Total	4.91%	\$152,656	\$0	\$0	\$0	\$22,898	\$0	\$175,554	
Happ, Stefan	Assistant Vice President and Senior Inspector	E&G	\$152,296	4.92%	\$0	\$0	\$0	\$0	\$0	\$0	\$152,296	
			Designated	0.00%	\$0	\$0	\$0	\$0	\$22,844	\$0	\$22,844	Incentive Compensation (\$22,844)
			Total	4.92%	\$152,296	\$0	\$0	\$0	\$22,844	\$0	\$175,140	
Gatewood, Marquis	Assistant Dean Student Affairs	E&G	\$150,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,000	
			Designated	0.00%	\$0	\$0	\$0	\$0	\$22,500	\$0	\$22,500	Incentive Compensation (\$22,500)
			Total	0.00%	\$150,000	\$0	\$0	\$0	\$22,500	\$0	\$172,500	Hired or transferred to this position on 10/14/2024
Pérez Raifaisen, Norma	Assistant Dean Student Affairs	E&G	\$88,830	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$88,830	
			Designated	0.00%	\$0	\$0	\$0	\$0	\$22,207	\$0	\$22,207	Incentive Compensation (\$22,207)
			Restricted	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$59,220	
			Total	2.00%	\$148,050	\$0	\$0	\$0	\$22,207	\$0	\$170,257	
Wells, Alison	Assistant Dean Student Affairs	E&G	\$147,900	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$147,900	
			Designated	0.00%	\$0	\$0	\$0	\$0	\$22,185	\$0	\$22,185	Incentive Compensation (\$22,185)
			Total	2.00%	\$147,900	\$0	\$0	\$0	\$22,185	\$0	\$170,085	

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Wiltz-Beckham, Dana	Assistant Dean Professional Programs - School of Public and Population Health	E&G	\$142,800	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$142,800						
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$21,420	\$0	\$21,420	Incentive Compensation (\$21,420)					
		Total	\$142,800	2.00%	\$0	\$0	\$0	\$0	\$21,420	\$0	\$164,220						
Guyton, Bobbie	Senior Executive Assistant to the President	E&G	\$143,820	17.71%	\$0	\$0	\$0	\$0	\$0	\$0	\$143,820						
		Total	\$143,820	17.71%	\$0	\$0	\$0	\$0	\$0	\$0	\$143,820						