

## Higher Education - Administrative Accountability Report

### Special Provisions, Sec. 5 - Fiscal Year 2026

#### The University of Texas Southwestern Medical Center

Institution Agency Code: 729

A	B	C	D	E	Nonsalary Benefits FY 2026						L	M		
					Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	F	G	H	I	J	K		
Podolsky, Daniel	President	Designated	\$3,869,621	46.18%						\$1,198,361	\$3,177	\$5,071,159	FY26 Incentive (30% of base); Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment Increase determined and approved by Board of Regents	
			General Revenue	0.00%								\$65,945		
			Restricted	45.06%								\$56,569		
					\$3,992,135	45.06%	\$0	\$0	\$0	\$0	\$1,198,361	\$3,177	\$5,193,673	
Efron, Jonathan	Executive Vice President, Health System Affairs	Designated	\$887,018	27.29%			\$250,000			\$225,720	\$3,177	\$1,365,915	Deferred Compensation (\$75,000); Incentive Compensation based on FY25 actual (\$150,000); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment Increase driven by market adjustment	
			General Revenue	27.29%								\$292,982		
					\$1,180,000	27.29%	\$0	\$250,000	\$0	\$0	\$225,720	\$3,177	\$1,658,897	
Chung, Dai	Chief Medical Officer, Children's Health System of Texas - UTSW Joint Pediatric Enterprise	Designated	\$1,159,265	3.00%			\$225,101			\$200,720	\$1,645	\$1,586,731	Incentive Compensation based on FY25 actual (\$200,000); Phone (\$720); Non-Cash Compensation is parking Also has a faculty appointment	
Lee, Wei-Ping	Executive Vice President, Academic Affairs and Provost and Dean of UTSW Medical School	Designated	\$0	-100.00%			\$220,000			\$74,108	\$3,177	\$297,285	Incentive Compensation based on FY25 actual (\$73,388); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment Increase driven by market adjustment	
			General Revenue	100.00%								\$1,158,000		
					\$1,158,000	24.62%	\$0	\$220,000	\$0	\$0	\$74,108	\$3,177	\$1,455,285	
Crawford, Holly	Executive Vice President, Business Affairs	Designated	\$900,000	13.11%			\$200,000			\$149,108	\$3,177	\$1,252,285	Deferred Compensation (\$75,000); Incentive Compensation based on FY25 actual (\$73,388); Phone (\$720); Non-Cash Compensation is parking Increase driven by market adjustment	
Nivet, Marc	Executive Vice President, Institutional Advancement	Designated	\$825,000	10.62%			\$116,853			\$164,543	\$3,177	\$1,109,573	Deferred Compensation (\$87,500); Incentive Compensation based on FY25 actual (\$76,323); Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment Increase driven by equity adjustment	

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					Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments			
Name	Position	Funding Source			Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation							
Arteaga, Carlos	Associate Dean, Oncology Programs	Designated	\$447,927	196.53%		\$75,000		\$85,720	\$3,177	\$611,824	Incentive Compensation based on FY25 actual (\$85,000); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment						
		General Revenue	\$0	-100.00%						\$0							
		Restricted	\$387,773	2.99%						\$387,773							
			<u>\$835,700</u>	<u>2.99%</u>	<u>\$0</u>	<u>\$75,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$85,720</u>	<u>\$3,177</u>	<u>\$999,597</u>						
Rubio, Augustin	Vice President and Chief Operating Officer, Health System Affairs	Designated	\$725,000	20.83%		\$150,000		\$90,000	\$3,177	\$968,177	Deferred Compensation (\$40,000); Incentive Compensation based on FY25 actual (\$50,000) Non-Cash Compensation is parking Increase driven by market adjustment						
Madden, Christopher	Vice President and Senior Executive Officer, Medical Group	Designated	\$670,530	3.00%		\$133,855		\$140,720	\$3,177	\$948,282	Deferred Compensation (\$40,000); Incentive Compensation based on FY25 actual (\$100,000); Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment						
Daniel, William	Vice President and Chief Quality Officer	Designated	\$582,568	3.00%		\$129,558		\$200,000	\$3,177	\$915,303	Deferred Compensation (\$75,000); Incentive Compensation based on FY25 actual (\$125,000); Non-Cash Compensation is parking Also has faculty appointment						
Peterson, Eric	Vice Provost and Senior Associate Dean, Clinical Research	Designated	\$496,078	-8.17%		\$170,465		\$50,720	\$3,177	\$720,440	Incentive Compensation based on FY25 actual (\$50,000); Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment						
		Restricted	\$82,122	287.19%						\$82,122							
			<u>\$578,200</u>	<u>2.99%</u>	<u>\$0</u>	<u>\$170,465</u>	<u>\$0</u>	<u>\$0</u>	<u>\$50,720</u>	<u>\$3,177</u>	<u>\$802,562</u>						
Falke, Jeremy	Vice President and Chief Human Resources Officer	Designated	\$455,107	28.96%		\$87,588		\$128,470	\$3,177	\$674,342	Deferred Compensation (\$55,000); Incentive Compensation based on FY25 actual (\$72,750); Phone (\$720) Non-Cash Compensation is parking						
		General Revenue	\$97,643	35.09%						\$97,643							
			<u>\$552,750</u>	<u>30.00%</u>	<u>\$0</u>	<u>\$87,588</u>	<u>\$0</u>	<u>\$0</u>	<u>\$128,470</u>	<u>\$3,177</u>	<u>\$771,985</u>						
Schneider, Marcia	Chief Strategy Officer and Vice President, Health System Strategy and Business Development	Designated	\$525,000	18.45%		\$85,233		\$125,720	\$3,177	\$739,130	Deferred Compensation (\$50,000); Incentive Compensation based on FY25 actual (\$75,000); Phone (\$720) Non-Cash Compensation is parking Increase driven by market adjustment						

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Mitchell Jr., Mack	Vice President, Medical Affairs	Designated	\$505,726	-1.26%		\$137,916		\$56,340	\$3,177	\$703,159		Incentive Compensation based on FY25 actual (\$55,620); Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
			\$29,859	282.05%						\$29,859		
			\$535,585	3.00%	\$0	\$137,916	\$0	\$0	\$56,340	\$3,177	\$733,018	
Ibrahim, Hicham	Vice President and Senior Executive Officer, Ambulatory Services	Designated	\$515,000	3.00%		\$113,300		\$80,000	\$3,177	\$711,477		Deferred Compensation (\$40,000); Incentive Compensation based on FY25 actual (\$40,000); Non-Cash Compensation is parking
Meyer, Mark	Vice President and Health System Chief Financial Officer	Designated	\$520,150	3.00%		\$101,296		\$85,720	\$3,177	\$710,343		Deferred Compensation (\$40,000); Incentive Compensation based on FY25 actual (\$45,000); Phone (\$720) Non-Cash Compensation is parking Promoted to Vice Pres on 9-1-24
Slocum, Cameron	Vice President and Chief Operating Officer, Academic Affairs and Medical Group	Designated	\$98,880	-70.57%		\$97,850		\$113,391	\$3,177	\$313,298		Deferred Compensation (\$50,000); Incentive Compensation based on FY25 actual (\$62,671); Phone (\$720) Non-Cash Compensation is parking
			\$395,520	174.67%						\$395,520		
			\$494,400	3.00%	\$0	\$97,850	\$0	\$0	\$113,391	\$3,177	\$708,818	
Hernandez, Susan	Vice President and Chief Nursing Executive	Designated	\$525,000	9.38%		\$87,550		\$90,720	\$3,177	\$706,447		Deferred Compensation (\$40,000); Incentive Compensation based on FY25 actual (\$50,000); Phone (\$720) Non-Cash Compensation is parking
Rosamond, Matthew	Vice President, Finance and Chief Financial Officer	Designated	\$625,000	0.00%		\$25,000		\$50,720	\$3,177	\$703,897		Deferred Compensation (\$50,000); Phone (\$720) Non-Cash Compensation is parking Hired on 7-22-25
AbdelFattah, Kareem	Assistant Dean, Undergraduate Medical Education	Designated	\$296,280	3.00%		\$140,000		\$50,720	\$1,645	\$488,645		Incentive Compensation based on FY25 actual (\$50,000); Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment
			\$197,520	3.00%						\$197,520		
			\$493,800	3.00%	\$0	\$140,000	\$0	\$0	\$50,720	\$1,645	\$686,165	

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Toomay, Seth	Vice President and Health System Chief Medical Officer	Designated	\$495,430	3.00%		\$90,041		\$90,000	\$3,177	\$678,648	Deferred Compensation (\$40,000); Incentive Compensation based on FY25 actual (\$50,000); Non-Cash Compensation is parking Also has faculty appointment	
Huang, Sherry	Vice Provost and Senior Associate Dean, Education	Designated	\$0		\$159,135			\$60,720	\$3,177	\$223,032	Incentive Compensation based on FY25 actual (\$60,000); Phone (\$720) Non-Cash Compensation is parking Also has a faculty appointment	
		General Revenue	\$440,300			\$0	\$159,135	\$0	\$0	\$60,720	\$3,177	\$440,300
			\$440,300	2.99%		\$0						\$663,332
Sheehan, Maeve	Associate Vice President, Pediatric Group Practice	Designated	\$515,000	3.00%		\$103,000			\$720	\$1,645	\$620,365	Phone (\$720); Non-Cash Compensation is Parking Also has faculty appointment
Kubiliun, Nisa	Associate Vice President and Chief Medical Officer, Ambulatory Services	Designated	\$490,280	3.00%		\$108,150			\$16,099	\$1,645	\$616,174	Incentive Compensation based on FY25 actual (\$15,379); Phone (\$720) Non-Cash Compensation is parking Promoted to Asst Vice Pres on 3-1-25 Also has a faculty appointment
Girod, Carlos	Associate Vice President, Parkland Health and Hospital System Affairs	Designated	\$433,810	3.00%		\$109,273			\$50,720	\$1,645	\$595,448	Incentive Compensation based on FY25 actual (\$50,000); Phone (\$720); Non-Cash Compensation is parking 85% FTE Also has faculty appointment
Hommes, Daniel	Vice President and Chief Innovation Officer	Restricted	\$460,000	0.00%		\$80,000			\$50,720	\$3,177	\$593,897	Deferred Compensation (\$50,000); Phone (\$720) Non-Cash Compensation is parking Hired on 5-1-25
McCulley, Becky	Vice President, Clinical Programs and Facility Development	Designated	\$434,728	3.00%		\$45,020			\$110,720	\$3,177	\$593,645	Incentive Compensation based on FY25 actual (\$110,000); Phone (\$720) Non-Cash Compensation is parking
Moreland, Jessica	Associate Dean, Faculty Development	Designated	\$268,550	2.99%		\$42,436				\$814	\$311,800	Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$268,550	2.99%		\$0	\$42,436	\$0	\$0	\$814	\$268,550	
			\$537,100	2.99%		\$0						\$580,350

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Poole, Russell	Vice President, Institutional Chief Information Officer	Designated	\$417,338	3.00%			\$69,556		\$89,780	\$3,177	\$579,851		Deferred Compensation (\$50,000); Incentive Compensation based on FY25 actual (\$39,060); Phone (\$720) Non-Cash Compensation is parking	
Omer, Saad	Dean, School of Public Health	Designated	\$0	0.00%			\$82,400			\$3,177	\$85,577		Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$0	-100.00%							\$0			
		Restricted	\$466,800	157.50%							\$466,800			
			\$466,800	3.00%			\$0	\$82,400	\$0	\$0	\$0	\$3,177	\$552,377	
Guerra, Juan	Vice President, Facilities Management	Designated	\$409,108	24.80%			\$39,393		\$98,220	\$3,177	\$549,898		Deferred Compensation (\$50,000); Incentive Compensation based on FY25 actual (\$47,500); Phone (\$720) Non-Cash Compensation is parking Increase driven by market adjustment	
Ramello, Natalie	Vice President, Institutional Compliance	Designated	\$386,617	3.00%			\$91,026		\$57,877	\$3,177	\$538,697		Deferred Compensation (\$37,000); Incentive Compensation based on FY25 actual (\$20,157); Phone (\$720) Non-Cash Compensation is parking	
Kraus, William	Assistant Dean, Research Development	Designated	\$0	0.00%			\$155,000		\$10,000	\$3,177	\$168,177		Incentive Compensation based on FY25 actual (\$10,000); Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$183,100	39.92%							\$183,100			
		Restricted	\$183,100	-18.49%							\$183,100			
			\$366,200	3.01%			\$0	\$155,000	\$0	\$0	\$10,000	\$3,177	\$534,377	
Toto, Robert	Associate Dean, Clinical and Translational Research	Designated	\$187,380	0.00%			\$75,000		\$25,000	\$3,177	\$290,557		Incentive Compensation based on FY25 actual (\$25,000); Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$114,868	37.93%							\$114,868			
		Restricted	\$114,152	0.76%							\$114,152			
			\$416,400	0.00%			\$0	\$75,000	\$0	\$0	\$25,000	\$3,177	\$519,577	
Conaway, Joan	Vice Provost and Dean, Basic Research	Designated	\$256,219	0.00%			\$122,545		\$720	\$3,177	\$382,661		Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment	
		Restricted	\$133,681	4.00%			\$0	\$122,545	\$0	\$0	\$720	\$3,177	\$133,681	
			\$389,900	4.00%			\$0						\$516,342	

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Lakin, Anthony	Vice President and Chief Information Security Officer	Designated	\$397,837	3.00%		\$26,523		\$85,520	\$3,177	\$513,057	Deferred Compensation (\$50,000); Incentive Compensation based on FY25 actual (\$34,800); Phone (\$720) Non-Cash Compensation is parking	
Sine, Erin	Vice President and General Counsel	Designated	\$405,903	3.00%		\$67,531		\$35,720	\$3,177	\$512,331	Deferred Compensation (\$35,000); Phone (\$720) Non-Cash Compensation is parking	
Matulevicius, Susan	Associate Dean, Faculty Wellness	Designated	\$224,450	3.41%		\$40,000		\$22,556	\$814	\$287,820	Incentive Compensation based on FY25 actual (\$22,556); Non-Cash Compensation is parking	
		General Revenue	\$224,450	3.41%						\$224,450	Also has faculty appointment	
			\$448,900	3.41%	\$0	\$40,000	\$0	\$0	\$22,556	\$814	\$512,270	
Marin-Hill, Angelica	Vice President, Government Affairs and Policy	Designated	\$373,021	3.00%		\$90,474		\$35,720	\$3,177	\$502,392	Deferred Compensation (\$35,000); Phone (\$720) Non-Cash Compensation is parking	
Willett, Duwayne	Associate Vice President, Chief Health Information Officer	Designated	\$362,047	3.00%		\$30,900		\$15,720	\$1,645	\$410,312	Incentive Compensation based on FY25 actual (\$15,000); Phone (\$720) Non-Cash Compensation is parking	
		General Revenue	\$44,848	3.00%						\$44,848	Also has faculty appointment	
		Restricted	\$40,646	3.00%						\$40,646		
			\$447,541	3.00%	\$0	\$30,900	\$0	\$0	\$15,720	\$1,645	\$495,806	
Billings, Amanda	Vice President, Development and Alumni Relations	Designated	\$31,225	53.46%		\$94,685		\$65,000	\$3,177	\$194,087	Deferred Compensation (\$35,000); Incentive Compensation based on FY25 actual (\$30,000) Non-Cash Compensation is parking	
		Restricted	\$297,462	1.63%						\$297,462		
			\$328,687	5.00%	\$0	\$94,685	\$0	\$0	\$65,000	\$3,177	\$491,549	
Hasty, Alyssa	Vice Provost and Senior Associate Dean, Faculty Affairs and Career Development	Designated	\$0	-100.00%		\$113,300		\$720	\$3,177	\$117,197	Non-Cash Compensation is parking Also has faculty appointment	
		General Revenue	\$370,800	100.00%						\$370,800		
			\$370,800	3.00%	\$0	\$113,300	\$0	\$0	\$720	\$3,177	\$487,997	
Bloom, Steven	Associate Vice Provost, Faculty Affairs and Career Development	Designated	\$412,178	3.01%		\$51,500		\$720	\$1,645	\$466,043	Phone (\$720); Non-Cash Compensation is parking 80% FTE	

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Name	Position	Funding Source			Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments	
		Restricted			\$19,422	3.01%					\$19,422	Also has faculty appointment	
					\$431,600	3.01%	\$0	\$51,500	\$0	\$0	\$720	\$1,645	\$485,465
Glazer, Craig	Associate Vice President and Chief Medical Officer, University Hospitals	Designated	\$380,379	3.00%			\$67,531			\$30,000	\$1,645	\$479,555	Incentive Compensation based on FY25 actual (\$30,000); Non-Cash Compensation is parking Also has faculty appointment
Kloeckler-Thornton, Kelly	Associate Vice President, Revenue Cycle and Assistant Health System Chief Financial Officer	Designated	\$367,777	13.30%			\$76,491			\$30,000	\$1,645	\$475,913	Incentive Compensation based on FY25 actual (\$30,000); Non-Cash Compensation is parking job reclass on 9-1-25 added Asst Health Sys Chief Fin Off to title Increase due to increased responsibilities
Chong, Benjamin	Associate Dean, Medical Student	Designated General Revenue Restricted	\$120,191 \$227,809 \$33,500 \$381,500	-33.94% 171.30% 139.37% 36.30%			\$30,000			\$60,767	\$814	\$211,772 \$227,809 \$33,500 \$473,081	Incentive Compensation based on FY25 actual (\$60,046); Promoted to Assoc Dean on 9-1-25 Also has faculty appointment Increase due to market adjustment
Green, Michael	Assistant Dean, Graduate Medical Education	Designated General Revenue	\$81,600 \$326,400 \$408,000	8.92% 8.92% 8.92%			\$63,654				\$814	\$146,068 \$326,400 \$472,468	Non-Cash Compensation is parking Also has faculty appointment
Velez, Larissa	Associate Dean, Graduate Medical Education	Designated	\$409,600	1.06%			\$60,000			\$720	\$814	\$471,134	Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment
Scott, Daniel	Assistant Dean, Simulation and Student Integration	Designated Restricted	\$427,616 \$3,184 \$430,800	3.54% -40.02% 2.99%			\$33,438			\$720	\$814	\$462,588 \$3,184 \$465,772	Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment
Doren, Jennifer	Vice President, Communications, Marketing and Public Affairs	Designated	\$347,776	4.00%			\$38,038			\$70,720	\$3,177	\$459,711	Deferred Compensation (\$25,000); Incentive Compensation based on FY25 actual (\$45,000); Phone (\$720); Non-Cash Compensation is parking

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Basit, Mujeeb	Assistant Vice President and Chief Medical Information Officer, Advanced Analytics	Designated	\$305,676	26.93%	\$45,000						\$53,620	\$814	\$405,110	Incentive Compensation based on FY25 actual (\$53,620); Non-Cash Compensation is parking			
		General Revenue	\$0	-100.00%							\$0						Promoted from Assoc Professor on 7-1-25
		Restricted	\$49,324	-40.68%	\$355,000	0.00%	\$0	\$45,000	\$0	\$0	\$53,620	\$814	\$454,434				
Chowdhury, Shweta	Assistant Vice President and Chief Physician Advisor	Designated	\$320,000	0.00%	\$128,000						\$4,360	\$814	\$453,174	Incentive Compensation based on FY25 actual (\$4,360); Non-Cash Compensation is parking			
								\$4,360							Promoted from Clinical Assoc Professor on 9-1-25		
Chapman, Wendy	Associate Dean, Health Informatics	Designated	\$293,041	0.00%	\$100,000						\$1,645	\$394,686	\$394,686	Non-Cash Compensation is parking			
		Restricted	\$56,959	0.00%	\$350,000	0.00%	\$0	\$100,000	\$0	\$0	\$0	\$1,645	\$451,645	\$451,645	Also has faculty appointment		
		\$350,000						\$1,645									
Wukich, Dane	Associate Dean, Clinical Advancement Innovation, School of Health Professions	Designated	\$425,000	-32.00%							\$23,333	\$3,177	\$451,510	Incentive Compensation based on FY25 actual (\$23,333); Non-Cash Compensation is parking			
		\$425,000						\$3,177							Also has faculty appointment		
Reed, William Gary	Associate Dean, Quality, Safety and Outcomes Education	Designated	\$289,814	3.10%	\$72,360						\$3,177	\$365,351	\$365,351	Non-Cash Compensation is parking			
		General Revenue	\$18,052	2.99%	\$64,034	2.52%	\$0	\$72,360	\$0	\$0	\$0	\$18,052	\$64,034	\$64,034	Also has faculty appointment		
		Restricted	\$371,900	2.99%	\$0						\$3,177						\$447,437
Beckman, Lauren	Associate Vice President, Regional Medical Group Services	Designated	\$360,600	3.00%	\$43,709						\$40,720	\$1,645	\$446,674	Incentive Compensation based on FY25 actual (\$40,000); Phone (\$720)			
		\$360,600						\$1,645							Non-Cash Compensation is parking		
Xie, Yang	Associate Dean, Data Sciences	Designated	\$84,892	98.61%	\$50,000						\$30,000	\$0	\$164,892	Incentive Compensation based on FY25 actual (\$30,000);			
		General Revenue	\$224,325	155.75%	\$50,983	-76.75%	\$0	\$50,000	\$0	\$0	\$30,000	\$0	\$224,325	\$224,325	Also has faculty appointment		
		Restricted	\$360,200	3.00%	\$0						\$0						\$440,200
Eby, Anthonia	Associate Vice President and Chief Operating Officer Ambulatory Services	Designated	\$345,050	14.83%	\$61,800						\$25,720	\$1,645	\$434,215	Incentive Compensation based on FY25 actual (\$25,000); Phone (\$720); Non-Cash Compensation is parking			
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A Name	B Position	C Funding Source	D Salary (9.1.2025)	E Percentage Salary Increase Over Prior Year	F G H I J K Nonsalary Benefits FY 2026						L Total Compensation	M Explanation / Comments	
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation			
Swanson, Stephanie	Associate Vice President and Chief Financial Officer, Medical Group	Designated	\$380,000	0.00%		\$50,000		\$720	\$1,645	\$432,365	Phone (\$720); Non-Cash Compensation is parking Hired on 8-4-25		
Stickles, Margie	Associate Vice President, Perioperative Services	Designated	\$354,999	14.89%		\$37,132		\$30,720	\$1,645	\$424,496	Incentive Compensation based on FY25 actual (\$30,000); Phone (\$720); Non-Cash Compensation is parking Increase driven by market adjustment		
Nesbitt, Shawna	Vice President and Chief Institutional Opportunity Officer	Designated	\$354,834	3.00%		\$45,209		\$18,720	\$3,177	\$421,940	Incentive Compensation based on FY25 actual (\$18,000); Phone (\$720) Non-Cash Compensation is parking		
		General Revenue	\$302	3.05%						\$302	Also has faculty appointment		
			\$355,136	3.00%	\$0	\$45,209	\$0	\$0	\$18,720	\$3,177	\$422,242		
Willig, James	Associate Dean, Undergraduate Medical Education	General Revenue	\$345,100	3.01%		\$51,500		\$15,000	\$3,177	\$414,777	Incentive Compensation based on FY25 actual (\$15,000); Non-Cash Compensation is parking Also has faculty appointment Hired 2-10-25		
Satarino, Michael	Associate Vice President, Health System Planning and Business Development	Designated	\$329,608	24.16%		\$41,200		\$40,720	\$1,645	\$413,173	Incentive Compensation based on FY25 actual (\$40,000); Phone (\$720) Non-Cash Compensation is parking Increase driven by market adjustment		
Jacobe, Heidi	Associate Dean, Clinical Research Workforce Development	Designated	\$136,329	21.03%		\$30,000		\$720	\$814	\$167,863	Phone (\$720) Non-Cash Compensation is parking		
		General Revenue	\$181,720	58.78%						\$181,720	Also has faculty appointment		
		Restricted	\$63,451	-58.91%						\$63,451			
			\$381,500	0.00%	\$0	\$30,000	\$0	\$0	\$720	\$814	\$413,034		
Kramer, Alan	Associate Vice President, Health Systems Emerging Strategies	Designated	\$329,608	24.16%		\$41,200		\$40,000	\$1,645	\$412,453	Incentive Compensation based on FY25 actual (\$40,000); Non-Cash Compensation is parking Increase driven by market adjustment		
Dowling, Karen	Associate Vice President, Women and Infant Services	Designated	\$337,652	3.00%		\$40,000		\$30,120	\$1,645	\$409,417	Incentive Compensation based on FY25 actual (\$30,000); Phone (\$120) Non-Cash Compensation is parking		

# Higher Education - Administrative Accountability Report

## Special Provisions, Sec. 5 - Fiscal Year 2026

### The University of Texas Southwestern Medical Center

Institution Agency Code: 729													
A	B	C	D	E	Nonsalary Benefits FY 2026						L	M	
					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	
Taylor, Kyle	Associate Vice President, Clinical Cancer Programs	Designated	\$326,172	3.00%		\$56,549			\$20,720	\$1,645	\$405,086	Incentive Compensation based on FY25 actual (\$20,000); Phone (\$720); Non-Cash Compensation is parking	
McDonald, Samuel	Assistant Vice President and Chief Medical Information Officer	Designated	\$355,000	0.00%		\$25,000			\$23,243	\$814	\$404,057	Incentive Compensation based on FY25 actual (\$23,243); Non-Cash Compensation is parking Also has faculty appointment Promoted from Assoc Professor on 7-1-25	
Rodriguez-Baez, Norberto	Associate Dean, Student Affairs	Designated	\$178,600	3.00%		\$39,327			\$720	\$3,177	\$221,824	Phone (\$720) Non-Cash Compensation is parking	
		General Revenue	\$178,600	3.00%							\$178,600	Also has faculty appointment	
			\$357,200	3.00%	\$0	\$39,327	\$0	\$0	\$720	\$3,177	\$400,424		
Dandekar, Priya	Associate Vice President, Neuroscience Clinical Programs	Designated	\$318,270	3.00%		\$53,045			\$20,720	\$1,645	\$393,680	Incentive Compensation based on FY25 actual (\$20,000); Phone (\$720); Non-Cash Compensation is parking	
Carter, Bart	Assistant Dean, Animal Resources	Designated	\$366,600	3.01%		\$20,600			\$720	\$814	\$388,734	Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment	
Chu, Ling	Assistant Vice President and Chief Medical Information Officer	Designated	\$355,000	0.00%		\$25,000			\$4,746	\$814	\$385,560	Incentive Compensation based on FY25 actual (\$4,746); Non-Cash Compensation is parking Also has faculty appointment Promoted from Assoc Professor on 7-1-25	
Woods, Cynthia	Associate Vice President and Chief Nursing Office, Ambulatory Services	Designated	\$330,000	0.00%		\$50,000				\$1,645	\$381,645	Non-Cash Compensation is parking Hired 4-7-25	
Irland, Danny	Associate Vice President, Managed Care	Designated	\$300,760	3.00%		\$64,890			\$11,250	\$1,645	\$378,545	Incentive Compensation based on FY25 actual (\$11,250); Non-Cash Compensation is parking 80% FTE	
Marks, Megan	Associate Vice President, Sponsored Programs Administration	Designated	\$337,980	100.00%					\$37,800	\$1,645	\$377,425	Incentive Compensation based on FY25 actual (\$37,800); Non-Cash Compensation is parking	
		Restricted	\$0	-100.00%							\$0		
			\$337,980	3.00%	\$0	\$0	\$0	\$0	\$37,800	\$1,645	\$377,425		

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### Special Provisions, Sec. 5 - Fiscal Year 2026

#### The University of Texas Southwestern Medical Center

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A	B	C	D	E	Nonsalary Benefits FY 2026						L	M		
					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		
Mihalic, Angela	Dean of Medical Students and Associate Dean, Student Affairs	Designated	\$15,085	3.00%		\$67,899		\$720	\$3,177	\$86,881	Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment			
	General Revenue		\$286,615	3.00%						\$286,615				
			\$301,700	3.00%	\$0	\$67,899	\$0	\$0	\$720	\$3,177	\$373,496			
Grifno, Kenneth	Associate Vice President, Strategic Intelligence Advanced Analytics	Designated	\$329,608	0.00%		\$40,000				\$1,645	\$371,253	Non-Cash Compensation is parking Hired on 8-4-25		
Moser, Kaitlynn	Assistant Vice President Innovative Programs Partnerships	Restricted	\$320,000	0.00%		\$50,000				\$814	\$370,814	Non-Cash Compensation is parking Hired on 8-4-25		
Marlow, Thomas	Associate Vice President, Information Resources Operations	Designated	\$309,000	3.00%		\$30,900				\$24,888	\$1,645	\$366,433	Incentive Compensation based on FY25 actual (\$24,888); Non-Cash Compensation is parking	
Radicioni, Wade	Associate Vice President, Academic and Clinical Operations	Designated	\$0	0.00%		\$30,900				\$24,723	\$1,645	\$57,268	Incentive Compensation based on FY25 actual (\$24,003); Phone (\$720) Non-Cash Compensation is parking	
	General Revenue		\$309,000	3.00%							\$309,000		Promoted from Asst Vice Pres on 11-1-24	
			\$309,000	3.00%	\$0	\$30,900	\$0	\$0	\$24,723	\$1,645	\$366,268			
Flores, Kathryn Ann	Assistant Vice President, Chief Information Officer, University Hospitals	Designated	\$307,681	3.00%						\$55,249	\$814	\$363,744	Incentive Compensation based on FY25 actual (\$55,249); Non-Cash Compensation is parking	
Turpin, Jean	Associate Vice President, Information Resources Strategy Engagement	Designated	\$300,500	3.00%		\$32,781				\$24,784	\$1,645	\$359,710	Incentive Compensation based on FY25 actual (\$24,784); Non-Cash Compensation is parking	
Garrett, Tammye	Associate Vice President, Chief Data Officer	Designated	\$300,500	3.00%		\$32,781				\$22,448	\$1,645	\$357,374	Incentive Compensation based on FY25 actual (\$22,448); Non-Cash Compensation is parking	
Phillips, Leslie	Associate Vice President, Talent Acquisition	Designated	\$278,486	8.15%		\$31,827				\$40,720	\$1,645	\$352,678	Incentive Compensation based on FY25 actual (\$40,000); Phone (\$720); Non-Cash Compensation is parking	
			\$278,486	8.15%	\$0	\$31,827	\$0	\$0	\$40,720	\$1,645	\$352,678	Promoted from Asst Vice Pres on 9-1-25		
Huett, Owen	Associate Vice President, Chief Information Officer, Health Systems	Designated	\$320,000	0.00%		\$30,000				\$1,645	\$351,645	Non-Cash Compensation is parking Hired 9-1-25		
			\$320,000	0.00%	\$0	\$30,000	\$0	\$0	\$1,645	\$351,645				

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### Special Provisions, Sec. 5 - Fiscal Year 2026

#### The University of Texas Southwestern Medical Center

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A	B	C	D	E	Nonsalary Benefits FY 2026						L	M
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
Velez, Cardell	Associate Vice President, Health System Operations and Imaging Services	Designated	\$292,808	3.00%		\$31,827		\$20,720		\$1,645	\$347,000	Incentive Compensation based on FY25 actual (\$20,000); Phone (\$720); Non-Cash Compensation is parking job reclass from Asst Vice Pres on 6-1-25

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### Special Provisions, Sec. 5 - Fiscal Year 2026

#### The University of Texas Southwestern Medical Center

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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			
Perl-DeLisle, Trish	Associate Dean, Faculty Affairs, School of Public Health	Designated	\$64,080	2.99%						\$1,645	\$85,725	Non-Cash Compensation is parking	
		General Revenue	\$224,280	2.99%							\$224,280	Promoted to Assoc Dean on 4-1-25	
		Restricted	\$32,040	2.99%							\$32,040	Also has faculty appointment	
			<u>\$320,400</u>	<u>2.99%</u>	<u>\$0</u>	<u>\$20,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$1,645</u>	<u>\$342,045</u>		
Pfeifer, Dennis	Assistant Vice President and Chief Technology Officer, Health System	Designated	\$318,639	3.00%						\$22,526	\$814	\$341,979	Incentive Compensation based on FY25 actual (\$22,526); Non-Cash Compensation is parking
													Also has faculty appointment
Sundaresan, Renuka	Associate Vice President, Ambulatory Initiatives, Primary Care Services	Designated	\$278,100	3.00%						\$20,000	\$1,645	\$340,945	Incentive Compensation based on FY25 actual (\$20,000); Non-Cash Compensation is parking
													job reclass on 5-1-25
Su, Lih Chyun Joseph	Associate Dean, Academic Affairs, School of Public Health	Designated	\$0	0.00%							\$35,000		
		General Revenue	\$222,315	13.30%							\$222,315	Also has faculty appointment	
		Restricted	\$79,785	-18.99%							\$79,785		
			<u>\$302,100</u>	<u>2.51%</u>	<u>\$0</u>	<u>\$35,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$337,100</u>		
Barker, Blake	Associate Dean, Student Affairs	Designated	\$119,840	13.01%						\$3,177	\$151,585	Non-Cash Compensation is parking	
		General Revenue	\$179,760	13.01%							\$179,760	Also has faculty appointment	
			<u>\$299,600</u>	<u>13.01%</u>	<u>\$0</u>	<u>\$28,568</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$3,177</u>	<u>\$331,345</u>	Increase driven by promotion from Assoc Prof to Prof	
McGaha, Bethany	Assistant Vice President and Deputy General Counsel-Healthcare	Designated	\$304,870	3.00%						\$25,000	\$814	\$330,684	Deferred Compensation (\$25,000); Non-Cash Compensation is parking
Toney, Sherri	Associate Vice President, Employee Relations and Support	Designated	\$211,150	37.34%						\$27,720	\$1,645	\$265,470	Incentive Compensation based on FY25 actual (\$27,000); Phone (\$720)
		General Revenue	\$64,251	-36.33%							\$64,251	Non-Cash Compensation is parking	
			<u>\$275,401</u>	<u>8.15%</u>	<u>\$0</u>	<u>\$24,955</u>	<u>\$0</u>	<u>\$0</u>	<u>\$27,720</u>	<u>\$1,645</u>	<u>\$329,721</u>	Promoted from Asst Vice Pres on 9-1-25	
Messiah, Sarah	Associate Dean, Research, School of	Designated	\$26,390	1.50%						\$814	\$87,204	Non-Cash Compensation is parking	
		General Revenue	\$0	-100.00%							\$0	Also has faculty appointment	
		Restricted	\$237,510	5160.47%							\$237,510	Promoted to Assoc Dean on 10-1-24	
			<u>\$263,900</u>	<u>1.50%</u>	<u>\$0</u>	<u>\$60,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$814</u>	<u>\$324,714</u>		

## Higher Education - Administrative Accountability Report

### Special Provisions, Sec. 5 - Fiscal Year 2026

#### The University of Texas Southwestern Medical Center

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A	B	C	D	E	Nonsalary Benefits FY 2026						L	M	
					Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	F	G	H	I	J	K	
Washington, Martha	Associate Vice President, Human Resources Services	Designated	\$261,777	8.15%			\$26,523		\$27,720	\$1,645	\$317,665		Incentive Compensation based on FY25 actual (\$27,000); Phone (\$720) Non-Cash Compensation is parking Promoted from Asst Vice Pres on 9-1-25
Pappu, Bhanu	Associate Vice President, Clinical Research Services	Designated	\$0	0.00%			\$30,389		\$23,720	\$1,645	\$55,754		Incentive Compensation based on FY25 actual (\$23,000); Phone (\$720); Non-Cash Compensation is parking
		General Revenue	\$258,867	3.00%			\$0	\$30,389	\$0	\$0	\$258,867		
			\$258,867	3.00%			\$0	\$23,720	\$1,645	\$314,621			
Kellough Jr., Kenneth	Assistant Vice President, Budget and Resource Planning	Designated	\$303,671	3.00%					\$8,460	\$814	\$312,945		Incentive Compensation based on FY25 actual (\$8,100); Phone (\$360); Non-Cash Compensation is parking
Desai, Kajal	Associate Vice President, Radiation Oncology Services	Designated	\$256,819	3.00%			\$32,782		\$20,000	\$1,645	\$311,246		Incentive Compensation based on FY25 actual (\$20,000); Non-Cash Compensation is parking
Beheshti, Mike	Associate Vice President, Health System Planning	Designated	\$272,950	3.00%			\$20,600		\$15,720	\$1,645	\$310,915		Incentive Compensation based on FY25 actual (\$15,000); Phone (\$720); Non-Cash Compensation is parking Promoted from Asst Vice Pres on 3-1-25
Holroyd, Ashley	Associate Vice President, Health System Quality Operations	Designated	\$265,921	4.50%			\$22,927		\$20,000	\$1,645	\$310,493		Incentive Compensation based on FY25 actual (\$20,000); Non-Cash Compensation is parking
Williamson, Jon	Dean, School of Health Professions	Designated	\$2,792	-92.46%			\$27,324		\$720	\$3,177	\$34,013		Phone (\$720); Non-Cash Compensation is parking
		General Revenue	\$220,568	4.65%							\$220,568		Also has faculty appointment
		Restricted	\$55,840	139.51%							\$55,840		
			\$279,200	2.99%			\$0	\$27,324	\$0	\$0	\$720	\$3,177	\$310,421
Adams-Guess, Shashea	Associate Vice President, Advancement Strategic Operations	Designated	\$275,834	3.00%			\$31,827		\$720	\$1,645	\$310,026		Phone (\$720); Non-Cash Compensation is parking
Leary, Sharon	Assistant Vice President, Accounting and Fiscal Services	Designated	\$301,467	3.00%					\$7,100	\$814	\$309,381		Incentive Compensation based on FY25 actual (\$7,100); Non-Cash Compensation is parking
Evans, Brian	Associate Vice President, Chief Enterprise Architect	Designated	\$233,398	3.00%			\$31,827		\$40,800	\$1,645	\$307,670		Incentive Compensation based on FY25 actual (\$40,800); Non-Cash Compensation is parking

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A Name	B Position	C Funding Source	D Salary (9.1.2025)	E Percentage Salary Increase Over Prior Year	F G H I J K Nonsalary Benefits FY 2026						L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Singh, Manmohan	Assistant Vice President, Information Security	Designated	\$275,000	0.00%		\$30,000			\$814	\$305,814		Non-Cash Compensation is parking Hired on 3-17-25
Odedosu, Kehinde	Assistant Dean, Student Affairs	Designated	\$62,650	0.00%		\$25,000		\$28,750	\$814	\$117,214		Incentive Compensation based on FY25 actual (\$28,750); Non-Cash Compensation is parking
		General Revenue	\$187,950	0.00%						\$187,950		Also has faculty appointment
Baker, Sarah	Associate Dean, Student Affairs	Designated	\$104,120	8.01%		\$20,914		\$19,983	\$3,177	\$148,194		Incentive Compensation based on FY25 actual (\$19,983); Non-Cash Compensation is parking
		General Revenue	\$156,180	8.01%						\$156,180		Also has faculty appointment
Pool, Thomas	Associate Vice President, Development Programs	Designated	\$285,000	0.00%				\$14,935	\$1,645	\$301,580		Relocation cost based on FY25 actual (\$14,215); Phone (\$720) Non-Cash Compensation is parking
												Hired 4-7-25
Rivera, Jessica	Assistant Vice President, Clinical Lab Services	Designated	\$220,305	3.00%		\$28,137		\$52,209	\$814	\$301,465		Incentive Compensation based on FY25 actual (\$51,489); Phone (\$720) Non-Cash Compensation is parking
Zinn, Andrew	Dean, Graduate School of Biomedical Sciences	Designated	\$122,390	100.00%		\$15,000		\$720	\$3,177	\$141,287		Phone (\$720); Non-Cash Compensation is parking
		General Revenue	\$154,510	-42.52%						\$154,510		Also has faculty appointment
Thielemann, Laura	Associate Vice President, Cardiovascular Services	Designated	\$276,900	3.01%		\$0	\$15,000	\$0	\$0	\$720	\$3,177	\$295,797
Farmer, Suzanne	Associate Vice President, Talent Development	Designated	\$235,782	8.15%		\$33,929		\$20,720	\$1,645	\$292,076		Incentive Compensation based on FY25 actual (\$20,000); Phone (\$720) Non-Cash Compensation is parking
		Restricted	\$0	100.00%		\$11,592		\$720	\$1,645	\$13,957		Phone (\$720) Non-Cash Compensation is parking
Zippi, Pamela	Assistant Vice President, Market Development Strategies	Designated	\$277,088	8.15%						\$277,088		Job reclass on 9-1-25 from Asst Vice Pres
			\$277,088	8.15%		\$0	\$11,592	\$0	\$0	\$720	\$1,645	\$291,045

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A  Name	B  Position	C  Funding Source	D  Salary (9.1.2025)	E  Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						L  Total Compensation	M  Explanation / Comments
					F  Cash Bonuses	G  Practice Plan Benefits	H  Housing Allowance	I  Car Allowance	J  Other	K  Non-Cash Compensation		
Levy, Jodi	Associate Vice President, Administrative Systems	Designated	\$264,124	3.00%					\$22,660	\$1,645	\$288,429	Incentive Compensation based on FY25 actual (\$22,660); Non-Cash Compensation is parking Job reclass on 3-1-25 from Asst Vice Pres
Oilepo, Rhonda	Associate Vice President, Research and Regulatory Affairs	Designated	\$257,500	390.48%		\$20,600			\$7,418	\$1,645	\$287,163	Incentive Compensation based on FY25 actual (\$6,698); Phone (\$720) Non-Cash Compensation is parking
		General Revenue	\$0	-100.00%					\$0	\$1,645	\$287,163	
			\$257,500	3.00%	\$0	\$20,600	\$0	\$0	\$7,418	\$1,645	\$287,163	
Bell, Melody	Assistant Vice President, Research Academic Systems	Designated	\$254,364	16.39%					\$17,240	\$814	\$272,418	Incentive Compensation based on FY25 actual (\$17,240); Non-Cash Compensation is parking Increase driven by market adjustment
Bennett, Scott	Associate Vice President, Solid Organ Transplant	Designated	\$216,728	18.00%		\$33,147			\$20,720	\$1,645	\$272,240	Incentive Compensation based on FY25 actual (\$20,000); Phone (\$720) Non-Cash Compensation is parking Increase driven by market adjustment
Gill, Travis	Assistant Vice President, Access and Title IX	Designated	\$240,192	3.00%		\$27,583			\$814	\$1,645	\$268,589	Non-Cash Compensation is parking
Ortuzar, Adolfo	Assistant Vice President, Information Resources, Constituent Experience Compliance	Designated	\$248,006	16.39%					\$17,326	\$814	\$266,146	Incentive Compensation based on FY25 actual (\$17,326); Non-Cash Compensation is parking Increase driven by market adjustment
Koshy, Deena	Assistant Vice President, Health Systems, Accreditation Policy Management	Designated	\$237,575	3.00%		\$20,600			\$720	\$814	\$259,709	Phone (\$720) Non-Cash Compensation is parking job reclass from Director on 6-1-25
Marshall II, Martin	Assistant Vice President, Support Services	Designated	\$209,694	4.03%		\$28,138			\$20,720	\$814	\$259,366	Incentive Compensation based on FY25 actual (\$20,000); Phone (\$720) Non-Cash Compensation is parking
Dennis, Vicki	Associate Vice President, O'Donnell Brain Institute	Designated	\$0	0.00%					\$13,750	\$1,645	\$15,395	Incentive Compensation based on FY25 actual (\$13,750); Non-Cash Compensation is parking
		General Revenue Restricted	\$219,103	-7.30%					\$219,103			
			\$24,344	100.00%	\$0	\$0	\$0	\$0	\$13,750	\$1,645	\$24,344	
			\$243,447	3.00%	\$0	\$0	\$0	\$0	\$13,750	\$1,645	\$258,842	

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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		
Negusse, Thomas	Assistant Vice President, Utilities	Designated	\$0	-100.00%					\$720	\$814	\$1,534	Phone (\$720); Non-Cash Compensation is parking
		General Revenue	\$256,790	100.00%	\$256,790	\$0	\$0	\$0	\$720	\$814	\$256,790	
Jackson, Abigail	Assistant Vice President, Compliance Internal Audit Operations	Designated	\$230,698	3.00%		\$21,653			\$720	\$814	\$253,885	Phone (\$720) Non-Cash Compensation is parking
Moore, Kimberly	Associate Vice President, Business Affairs Administration	Designated	\$225,000	0.00%		\$25,000			\$720	\$1,645	\$252,365	Phone (\$720); Non-Cash Compensation is parking Hired 6-2-25
Gilmore, Sean	Associate Vice President, Nursing Business program Operations	Designated	\$206,000	3.00%		\$30,900			\$13,163	\$1,645	\$251,708	Incentive Compensation based on FY25 actual (\$12,443); Phone (\$720) Non-Cash Compensation is parking Promoted from Director on 2-1-25
Lewis, Marcus	Chief of Police	Designated	\$242,050	13.19%					\$720		\$242,770	Phone (\$720) Increase driven by market adjustment
Ranjan, Avee	Assistant Vice President, Advancement Intell	Designated	\$241,772	17.59%						\$814	\$242,586	Non-Cash Compensation is parking Increase driven by change in compensation components
Cronjaeger, Archana	Assistant Vice President, Facilities Management	Designated	\$240,400	3.00%					\$720	\$814	\$241,934	Phone (\$720) Non-Cash Compensation is parking
Manouchehripour, Sasha	Associate Vice President, Health System Administration	Designated	\$236,900	3.00%					\$720	\$1,645	\$239,265	Phone (\$720) Non-Cash Compensation is parking Promoted from Director on 12-1-24
Brown, Bruce	Associate Vice President, Safety and Business Continuity	Designated	\$236,900	10.50%						\$1,645	\$238,545	Non-Cash Compensation is parking Increase driven by market adjustment
Termine, Hickory	Assistant Vice President, Patient Centralized Services-Patient Access	Designated	\$214,117	3.00%		\$21,960			\$720	\$814	\$237,611	Phone (\$720) Non-Cash Compensation is parking
Munoz, Isaac	Assistant Vice President, Marketing and Digital	Designated	\$221,450	3.00%					\$14,935	\$814	\$237,199	Incentive Compensation based on FY25 actual (\$14,215); Phone (\$720) Non-Cash Compensation is parking Hired 2-15-25

# Higher Education - Administrative Accountability Report

## Special Provisions, Sec. 5 - Fiscal Year 2026

### The University of Texas Southwestern Medical Center

A	B	C	D	E	F						G	H	I	J	K	L	M
					Nonsalary Benefits FY 2026												
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					
Lai Howard, Anne	Assistant Vice President and Deputy General Counsel-Medical Risk Management	Designated	\$236,310	3.00%						\$814	\$237,124	Non-Cash Compensation is parking					
Taylor, Keith	Assistant Vice President, Clinical Facilities and Design Integration	Designated	\$208,997	3.00%					\$26,690	\$814	\$236,501	Incentive Compensation based on FY25 actual (\$26,690); Non-Cash Compensation is parking					
Esquivel, Ruben	Vice President, Community and Corporate Relations	Designated	\$96,423	2.00%		\$15,385			\$720	\$3,177	\$115,705	Phone (\$720)					
		General Revenue	\$117,850	2.00%	\$0	\$15,385	\$0	\$0	\$720	\$3,177	\$117,850	Non-Cash Compensation is parking					
Campbell, Krystle	Assistant Vice President, Education Operations	Designated	\$0	0.00%						\$814	\$814						
		General Revenue	\$231,750	3.00%	\$0	\$0	\$0	\$0	\$0	\$814	\$231,750	Non-Cash Compensation is parking					
			\$231,750	3.00%	\$0	\$0	\$0	\$0	\$0	\$814	\$232,564	Promoted from Director on 3-1-25					
Yin, Helen	Associate Dean, Office of Women's Careers	Designated	\$93,543	-16.28%		\$16,391				\$3,177	\$113,111						
		General Revenue	\$60,831	-22.74%							\$60,831	Non-Cash Compensation is parking					
		Restricted	\$58,101	100.00%	\$0	\$16,391	\$0	\$0	\$0	\$3,177	\$58,101	Also has faculty appointment					
			\$212,475	-22.74%	\$0	\$0	\$0	\$0	\$0	\$3,177	\$232,043	Became 75% FTE on 9-1-25					
Zentz, Jennifer	Assistant Vice President, Post Acute Care Services	Designated	\$200,000	0.00%		\$20,000			\$9,802	\$814	\$230,616	Incentive Compensation based on FY25 actual (\$9,082); Phone (\$720)					
												Non-Cash Compensation is parking					
												Promoted from Director on 3-17-25					
Smith, Scott	Associate Dean, Research, School of Health Professions	Designated	\$36,642	100.00%		\$20,000				\$1,645	\$58,287	Non-Cash Compensation is parking					
		General Revenue	\$172,058	-15.08%	\$0	\$20,000	\$0	\$0	\$0	\$1,645	\$172,058	Also has faculty appointment					
			\$208,700	3.01%	\$0	\$0	\$0	\$0	\$0	\$1,645	\$230,345						
Bradley-Guidry, Carolyn	Associate Dean, Student Affairs and Engagement, School of Health Professions	Designated	\$0	-100.00%		\$21,642				\$1,645	\$23,287	Non-Cash Compensation is parking					
		General Revenue	\$200,500	414.89%	\$0	\$21,642	\$0	\$0	\$0	\$1,645	\$200,500	Also has faculty appointment					
			\$200,500	2.98%	\$0	\$0	\$0	\$0	\$0	\$1,645	\$223,787						
Carrick, Stephen	Assistant Vice President, Health System Planning	Designated	\$200,000	0.00%					\$720	\$814	\$201,534	Phone (\$720)					
												Non-Cash Compensation is parking					
												Promoted from Director on 3-23-25					

## Higher Education - Administrative Accountability Report

### Special Provisions, Sec. 5 - Fiscal Year 2026

#### The University of Texas Southwestern Medical Center

Institution Agency Code: 729

A	B	C	D	E	Nonsalary Benefits FY 2026						L	M	
					Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	F	G	H	I	J	K	
Westervelt-Lutz, Austin	Assistant Vice President, Advancement Services	Designated	\$185,400	3.00%						\$720	\$814	\$186,934	Phone (\$720) Non-Cash Compensation is parking
Dorough, Ramona	Associate Dean, Academic Affairs and Faculty Development, School of Health Professions	Designated	\$0	-100.00%			\$42,583				\$1,645	\$44,228	Non-Cash Compensation is parking
Gonzalez, Kelly	Assistant Vice President, Library Services	Designated	\$130,800	9.92%							\$130,800		Also has faculty appointment Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$130,800	2.99%	\$0	\$42,583	\$0	\$0	\$0	\$0	\$1,645	\$175,028	
Diaz Vazquez, Arnaldo	Associate Dean, UTSW Graduate School	Designated	\$0	0.00%							\$814	\$814	Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$156,700	3.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$814	\$156,700	
Carlson, Deborah	Assistant Dean, Research Support Facilities	Designated	\$156,700	3.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$814	\$157,514	Non-Cash Compensation is parking Also has faculty appointment Promoted to Asst Dean on 3-21-25
		General Revenue	\$156,300	3.17%	\$0	\$0	\$0	\$0	\$0	\$0	\$814	\$156,300	
Ravnik, Stuart	Associate Dean, UTSW Graduate School	Designated	\$0	0.00%						\$720	\$814	\$1,534	Phone (\$720); Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$129,900	2.77%	\$0	\$0	\$0	\$0	\$0	\$720	\$814	\$129,900	
Michaely, Peter	Assistant Dean, Basic Science Education	Designated	\$0	0.00%			\$30,172				\$814	\$30,986	Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$91,600	3.04%	\$0	\$30,172	\$0	\$0	\$0	\$0	\$814	\$91,600	
Gardner, Lisa	Associate Dean, UTSW Graduate School	Designated	\$91,600	3.04%	\$0	\$0	\$0	\$0	\$0	\$0	\$814	\$122,586	Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$121,100	2.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$814	\$121,100	
Brekken, Deirdre	Associate Dean	Designated	\$121,100	2.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$814	\$121,914	Non-Cash Compensation is parking Also has faculty appointment
		General Revenue	\$109,225	3.21%	\$0	\$0	\$0	\$0	\$0	\$0	\$814	\$109,225	
			\$109,225	3.21%	\$0	\$0	\$0	\$0	\$0	\$0	\$814	\$110,039	

## Higher Education - Administrative Accountability Report

## Special Provisions, Sec. 5 - Fiscal Year 2026

The University of Texas Southwestern Medical Center

**Institution Agency Code: 729**

A	B	C	D	E	F						G	H	I	J	K	L	M
					Nonsalary Benefits FY 2026												
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					
Hillman, Merritt	Assistant Vice President, Health System Planning	Designated	\$100,000	-50.00%						\$720	\$814	\$101,534	Phone (\$720); Non-Cash Compensation is parking Promoted from Director 3-23-25 Became 50% FTE on 9-1-25				
Alexander, Drew Wilson	Assistant Dean	Designated	\$0	0.00%						\$814	\$814		Non-Cash Compensation is parking Also has faculty appointment				
		General Revenue	\$7,425	0.00%	\$0	\$0	\$0	\$0	\$0	\$814	\$7,425						
			\$7,425	0.00%							\$8,239						