

<div>Higher Education - Administrative Accountability Report</div> <div>Special Provisions, Sec. 5 - Fiscal Year 2026</div> <div>The University of Texas Southwestern Medical Center</div> <div>Institution Agency Code: 729</div>												
A	B	C	D	E	G						L	M
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		
Podolsky, Daniel	President	Designated	\$3,869,621	46.18%					\$1,198,361	\$3,177	\$5,071,159	FY26 Incentive (30% of base); Phone (\$720)
		General Revenue	\$65,945	0.00%							\$65,945	Non-Cash Compensation is parking
		Restricted	\$56,569	45.06%							\$56,569	Also has faculty appointment
			\$3,992,135	45.06%	\$0	\$0	\$0	\$0	\$1,198,361	\$3,177	\$5,193,673	Increase determined and approved by Board of Regents
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
		General Revenue	\$292,982	27.29%							\$292,982	Also has faculty appointment
			\$1,180,000	27.29%	\$0	\$250,000	\$0	\$0	\$225,720	\$3,177	\$1,658,897	Increase driven by market adjustment
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
		General Revenue	\$1,158,000	100.00%							\$1,158,000	Also has faculty appointment
			\$1,158,000	24.62%	\$0	\$220,000	\$0	\$0	\$74,108	\$3,177	\$1,455,285	Increase driven by market adjustment
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

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
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		
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	
			\$835,700	2.99%	\$0	\$75,000	\$0	\$0	\$85,720	\$3,177	\$999,597	
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	
			\$578,200	2.99%	\$0	\$170,465	\$0	\$0	\$50,720	\$3,177	\$802,562	
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 Increase driven by market adjustment
		General Revenue	\$97,643	35.09%							\$97,643	
			\$552,750	30.00%	\$0	\$87,588	\$0	\$0	\$128,470	\$3,177	\$771,985	
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

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
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		
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
		Restricted	\$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
		General Revenue	\$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
		General Revenue	\$197,520	3.00%							\$197,520	
			\$493,800	3.00%	\$0	\$140,000	\$0	\$0	\$50,720	\$1,645	\$686,165	

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
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		
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								\$440,300	
			\$440,300	2.99%	\$0	\$159,135	\$0	\$0	\$60,720	\$3,177	\$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%							\$268,550	
			\$537,100	2.99%	\$0	\$42,436	\$0	\$0	\$0	\$814	\$580,350	

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	G						K	L	M
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			
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
		General Revenue	\$114,868	37.93%								\$114,868	Also has faculty appointment
		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
		Restricted	\$133,681	4.00%								\$133,681	Also has faculty appointment
			\$389,900	4.00%	\$0	\$122,545	\$0	\$0	\$720	\$3,177	\$516,342		

<div>Higher Education - Administrative Accountability Report</div> <div>Special Provisions, Sec. 5 - Fiscal Year 2026</div> <div>The University of Texas Southwestern Medical Center</div> <div>Institution Agency Code: 729</div>												
A	B	C	D	E	G						L	M
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					F	G	H	I	J	K		
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
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

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
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		
		Restricted	\$19,422	3.01%							\$19,422	Also has faculty appointment
			\$431,600	3.01%							\$485,465	
					\$0	\$51,500	\$0	\$0	\$720	\$1,645		
Glazer, Craig	Associate Vice President and Chief Medical Officer, University Hospitals	Designated	\$380,379	3.00%							\$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%							\$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	\$120,191	-33.94%							\$211,772	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
			\$227,809	171.30%							\$227,809	
			\$33,500	139.37%							\$33,500	
			\$381,500	36.30%	\$0	\$30,000	\$0	\$0	\$60,767	\$814	\$473,081	
Green, Michael	Assistant Dean, Graduate Medical Education	Designated	\$81,600	8.92%							\$814	Non-Cash Compensation is parking Also has faculty appointment
			\$326,400	8.92%							\$326,400	
			\$408,000	8.92%	\$0	\$63,654	\$0	\$0	\$0	\$814	\$472,468	
Velez, Larissa	Associate Dean, Graduate Medical Education	Designated	\$409,600	1.06%							\$471,134	Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment
Scott, Daniel	Assistant Dean, Simulation and Student Integration	Designated	\$427,616	3.54%							\$462,588	Phone (\$720) Non-Cash Compensation is parking Also has faculty appointment
			\$3,184	-40.02%							\$3,184	
			\$430,800	2.99%	\$0	\$33,438	\$0	\$0	\$720	\$814	\$465,772	
Doren, Jennifer	Vice President, Communications, Marketing and Public Affairs	Designated	\$347,776	4.00%							\$459,711	Deferred Compensation (\$25,000); Incentive Compensation based on FY25 actual (\$45,000); Phone (\$720); 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	F	G	H	I	J	K	L	M
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		
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%							\$49,324	
			\$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 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	Non-Cash Compensation is parking
		Restricted	\$56,959	0.00%							\$56,959	Also has faculty appointment
			\$350,000	0.00%	\$0	\$100,000	\$0	\$0	\$0	\$1,645	\$451,645	
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 Also has faculty appointment Decrease driven by change in responsibilities and corresponding impact on clinical effort
Reed, William Gary	Associate Dean, Quality, Safety and Outcomes Education	Designated	\$289,814	3.10%	\$72,360					\$3,177	\$365,351	Non-Cash Compensation is parking
		General Revenue	\$18,052	2.99%							\$18,052	Also has faculty appointment
		Restricted	\$64,034	2.52%							\$64,034	
			\$371,900	2.99%	\$0	\$72,360	\$0	\$0	\$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) 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%							\$224,325	Also has faculty appointment
		Restricted	\$50,983	-76.75%							\$50,983	
			\$360,200	3.00%	\$0	\$50,000	\$0	\$0	\$30,000	\$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 Increase driven by market adjustment

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	G						K	L	M	
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				
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)	
		General Revenue	\$302	3.05%								\$302	Non-Cash Compensation is parking 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 Restricted	\$181,720	58.78%								\$181,720	Also has faculty appointment	
			\$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	F	G	H	I	J	K	L	M		
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				
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		

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
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		
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 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

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
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		
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

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

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
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		
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%							\$258,867	
			\$258,867	3.00%	\$0	\$30,389	\$0	\$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

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		
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				
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
			\$250,600	0.00%	\$0	\$25,000	\$0	\$0	\$28,750	\$814	\$305,164			
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
			\$260,300	8.01%	\$0	\$20,914	\$0	\$0	\$19,983	\$3,177	\$304,374			
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
			\$276,900	3.01%	\$0	\$15,000	\$0	\$0	\$720	\$3,177	\$295,797			
Thielemann, Laura	Associate Vice President, Cardiovascular Services	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
Farmer, Suzanne	Associate Vice President, Talent Development	Designated	\$0	100.00%	\$11,592						\$720	\$1,645	\$13,957	Phone (\$720) Non-Cash Compensation is parking
		Restricted	\$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			
Zippi, Pamela	Assistant Vice President, Market Development Strategies	Designated	\$253,239	3.00%							\$35,000	\$814	\$289,053	Incentive Compensation based on FY25 actual (\$35,000); 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	F	G	H	I	J	K	L	M
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		
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	
			\$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	\$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	\$219,103	-7.30%							\$219,103	
		Restricted	\$24,344	100.00%							\$24,344	
			\$243,447	3.00%	\$0	\$0	\$0	\$0	\$13,750	\$1,645	\$258,842	

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
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		
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	
			\$256,790	3.00%	\$0	\$0	\$0	\$0	\$720	\$814	\$258,324	
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

Institution Agency Code: 729

A	B	C	D	E	F	G	H	I	J	K	L	M
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		
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) Non-Cash Compensation is parking
		General Revenue	\$117,850	2.00%							\$117,850	
			\$214,273	2.00%	\$0	\$15,385	\$0	\$0	\$720	\$3,177	\$233,555	
Campbell, Krystle	Assistant Vice President, Education Operations	Designated	\$0	0.00%						\$814	\$814	Non-Cash Compensation is parking
		General Revenue	\$231,750	3.00%							\$231,750	Promoted from Director on 3-1-25
			\$231,750	3.00%	\$0	\$0	\$0	\$0	\$0	\$814	\$232,564	
Yin, Helen	Associate Dean, Office of Women's Careers	Designated	\$93,543	-16.28%		\$16,391				\$3,177	\$113,111	Non-Cash Compensation is parking
		General Revenue	\$60,831	-22.74%							\$60,831	Also has faculty appointment
		Restricted	\$58,101	100.00%							\$58,101	
			\$212,475	-22.74%	\$0	\$16,391	\$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%							\$172,058	Also has faculty appointment
			\$208,700	3.01%	\$0	\$20,000	\$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%							\$200,500	Also has faculty appointment
			\$200,500	2.98%	\$0	\$21,642	\$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	F	G	H	I	J	K	L	M
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		
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
		General Revenue	\$130,800	9.92%							\$130,800	Also has faculty appointment
			\$130,800	2.99%	\$0	\$42,583	\$0	\$0	\$0	\$1,645	\$175,028	
Gonzalez, Kelly	Assistant Vice President, Library Services	Designated	\$0	0.00%						\$814	\$814	Non-Cash Compensation is parking
		General Revenue	\$156,700	3.02%							\$156,700	Also has faculty appointment
			\$156,700	3.02%	\$0	\$0	\$0	\$0	\$0	\$814	\$157,514	
Diaz Vazquez, Arnaldo	Associate Dean, UTSW Graduate School	Designated	\$0	0.00%						\$814	\$814	Non-Cash Compensation is parking
		General Revenue	\$156,300	3.17%							\$156,300	Also has faculty appointment
			\$156,300	3.17%	\$0	\$0	\$0	\$0	\$0	\$814	\$157,114	
Carlson, Deborah	Assistant Dean, Research Support Facilities	Designated	\$144,500	7.04%						\$814	\$145,314	Non-Cash Compensation is parking Also has faculty appointment Promoted to Asst Dean on 3-21-25
Ravnik, Stuart	Associate Dean, UTSW Graduate School	Designated	\$0	0.00%					\$720	\$814	\$1,534	Phone (\$720); Non-Cash Compensation is parking
		General Revenue	\$129,900	2.77%							\$129,900	Also has faculty appointment
			\$129,900	2.77%	\$0	\$0	\$0	\$0	\$720	\$814	\$131,434	
Michaely, Peter	Assistant Dean, Basic Science Education	Designated	\$0	0.00%		\$30,172				\$814	\$30,986	Non-Cash Compensation is parking
		General Revenue	\$91,600	3.04%							\$91,600	Also has faculty appointment
			\$91,600	3.04%	\$0	\$30,172	\$0	\$0	\$0	\$814	\$122,586	
Gardner, Lisa	Associate Dean, UTSW Graduate School	Designated	\$0	0.00%						\$814	\$814	Non-Cash Compensation is parking
		General Revenue	\$121,100	2.80%							\$121,100	Also has faculty appointment
			\$121,100	2.80%	\$0	\$0	\$0	\$0	\$0	\$814	\$121,914	
Brekken, Deirdre	Associate Dean	Designated	\$0	0.00%						\$814	\$814	Non-Cash Compensation is parking
		General Revenue	\$109,225	3.21%							\$109,225	Also has faculty appointment
			\$109,225	3.21%	\$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
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		
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%							\$7,425	
			\$7,425	0.00%	\$0	\$0	\$0	\$0	\$0	\$814	\$8,239	