

Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2026

The University of Texas Health Science Center at Houston

Institution Agency Code: 744

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		
Kibbe, Melina	President, Professor, and Alkek-Williams Distinguished Chair	E&G	\$65,600	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$65,600	Hired on 9/9/25
		Designated	\$1,534,400	N/A	\$0	\$0	\$0	\$0	\$260,000	\$0	\$1,794,400	Other - Deferred Compensation and Relocation Expense Reimbursement
			\$1,600,000	N/A	\$0	\$0	\$0	\$0	\$260,000	\$0	\$1,860,000	
Lowe, Walter R.	Vice President, Strategy and Development for Orthopedics, Professor and Chair, and Edward T. Smith, M.D. Chair in Orthopaedic Surgery, McGovern Medical School	Designated	\$582,761	5.00%	\$0	\$0	\$0	\$0	\$1,716,491	\$0	\$2,299,252	Other - Supplement Clinical, Supplement Chair, Supplement Administration, Augmentation, and Clinical Incentive; Compensation also includes faculty appointment
Tandon, Nitin	Vice President of Strategy and Development in UTHealth Houston Neurosciences, Professor, Nancy, Clive and Pierce Runnells Distinguished Chair in Neuroscience of the Vivian L. Smith Center for Neurologic Research, and BCMS Distinguished Professor in Neurological Disorders and Neurosurgery, McGovern Medical School	Designated	\$149,000	18.25%	\$0	\$0	\$0	\$0	\$1,525,000	\$0	\$1,674,000	Other - Supplement Interim Chair, Supplement Clinical Director, Supplement Administration, Supplement Program Director, Augmentation, Clinical Incentive, Reimbursed Professional Services, and On Call Pay; Compensation also includes faculty appointment; Promoted to Vice President on 8/1/25
			\$51,000	-31.08%	\$0	\$0	\$0	\$0	\$0	\$0	\$51,000	
		Restricted	\$200,000	0.00%	\$0	\$0	\$0	\$0	\$1,525,000	\$0	\$1,725,000	
Dean, Brian	Executive Vice President, Health Affairs, Administrative Support	E&G	\$950,000	222.58%	\$0	\$0	\$0	\$0	\$0	\$0	\$950,000	Other - Supplement Administration, Deferred Compensation, and Incentive
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$595,000	\$0	\$595,000	
			\$950,000	0.00%	\$0	\$0	\$0	\$0	\$595,000	\$0	\$1,545,000	
Kar, Biswajit	Vice President and Professor, Strategy and Development for Heart and Vascular, and Memorial Hermann Chair, McGovern Medical School	Designated	\$775,514	0.00%	\$0	\$0	\$0	\$0	\$670,365	\$0	\$1,445,879	Other - Supplement Clinical, Supplement Clinical Director, Supplement Program Director, and Augmentation; Compensation also includes faculty appointment
Cox Jr, Charles S.	Vice President and Professor, Strategy and Development for Children's Surgical Services, George and Cynthia Mitchell Distinguished Chair in Neurosciences, Glassell Family Distinguished Chair, and James H. Red Duke Jr., MD Distinguished Professor in Surgery, McGovern Medical School	Designated	\$358,168	1.05%	\$0	\$0	\$0	\$0	\$821,520	\$0	\$1,179,688	Other - Supplement Clinical Director, Supplement Administration, Augmentation, and On Call Pay; Compensation also includes faculty appointment
			\$265,301	8.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$265,301	
		Restricted	\$623,469	4.10%	\$0	\$0	\$0	\$0	\$821,520	\$0	\$1,444,989	

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Dillon, Kevin	Senior Executive Vice President and Chief Operating Officer, Administrative Support	E&G	\$772,885	-3.08%	\$0	\$0	\$0	\$0	\$0	\$0	\$772,885	
		Designated	\$515,257	5.00%	\$0	\$0	\$0	\$0	\$128,814	\$0	\$644,071	Other - Incentive
			\$1,288,142	0.00%	\$0	\$0	\$0	\$0	\$128,814	\$0	\$1,416,956	
McPherson, David D.	Vice President, Clinical and Translational Sciences, Professor and Chair, James T. and Nancy B. Willerson Chair, and Francine J. and Frederick M. Pevow, MD Chair of Internal Medicine, McGovern Medical School	Designated	\$464,212	3.35%	\$0	\$0	\$0	\$0	\$513,333	\$0	\$977,545	Other - Supplement Administration, Supplement Chair, Supplement Division Director, Supplement Clinical, Augmentation, On Call Pay, and Chair Incentive; Compensation also includes faculty appointment
		Restricted	\$60,677	19.59%	\$0	\$0	\$0	\$0	\$0	\$0	\$60,677	
			\$524,889	5.00%	\$0	\$0	\$0	\$0	\$513,333	\$0	\$1,038,222	
Narula, Jagat	Executive Vice President, Chief Academic Officer, Professor and K. Lance Gould Distinguished University Chair in Coronary Pathophysiology, Administrative Support	E&G	\$587,727	0.20%	\$0	\$0	\$0	\$0	\$320,000	\$0	\$907,727	Other - Supplement Administration
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$63,000	\$0	\$63,000	Other - Incentive
		Restricted	\$42,273	-2.69%	\$0	\$0	\$0	\$0	\$0	\$0	\$42,273	
			\$630,000	0.00%	\$0	\$0	\$0	\$0	\$383,000	\$0	\$1,013,000	
Love, LaTanya J.	Dean and Professor, Executive Vice President for Student and University Affairs, and H. Wayne Hightower Distinguished Professor in the Medical Sciences, Office of the President, McGovern Medical School	E&G	\$168,800	-34.01%	\$0	\$0	\$0	\$0	\$96,750	\$0	\$265,550	Other - Supplement Administration; Compensation also includes faculty appointment; Promoted to Interim President on 3/1/25 and Dean and Executive Vice President on 9/10/25
		Designated	\$253,200	100.00%	\$0	\$0	\$0	\$0	\$467,200	\$0	\$720,400	Other - Supplement Dean and Incentive
			\$422,000	64.98%	\$0	\$0	\$0	\$0	\$563,950	\$0	\$985,950	
Hariharan, Ramesh	Vice President, Professor, and Senior Physician Executive - Practice Plan, Advanced Cardio Pulmonary Therapies and Transplantation, McGovern Medical School	Designated	\$971,726	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$971,726	Also has a faculty appointment not included here

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Hancock, John F.	Executive Dean McGovern Medical School, Professor, Senior Executive Director Brown Foundation Institute of Molecular Medicine, John S. Dunn Distinguished University Chair in Physiology and Medicine, Senior Vice President of Research Strategy and Innovation, McGovern Medical School	E&G	\$219,077	-15.55%	\$0	\$0	\$0	\$0	\$140,000	\$0	\$359,077	Other - Supplement Dean; Compensation also includes faculty appointment
		Designated	\$38,220	5.00%	\$0	\$0	\$0	\$0	\$203,220	\$0	\$241,440	Other - Supplement Administration and Incentive
		Restricted	\$124,903	44.58%	\$0	\$0	\$0	\$0	\$110,000	\$0	\$234,903	Other - Supplement Center Director
			\$382,200	0.00%	\$0	\$0	\$0	\$0	\$453,220	\$0	\$835,420	
Sessler, Daniel Ira	Vice President for Clinical and Outcomes Research, and Professor, McGovern Medical School	E&G	\$352,811	-4.86%	\$0	\$0	\$0	\$0	\$0	\$0	\$352,811	Compensation also includes faculty appointment
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$429,167	\$0	\$429,167	Other - Supplement Administration, Augmentation, and Incentive
		Restricted	\$18,022	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$18,022	
			\$370,833	0.00%	\$0	\$0	\$0	\$0	\$429,167	\$0	\$800,000	
Foyle, Kevin J.	Senior Vice President, Development and Public Affairs, Administrative Support	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$25,000	Other - Supplement Administration
		Designated	\$670,570	0.00%	\$0	\$0	\$0	\$0	\$67,057	\$0	\$737,627	Other - Incentive
			\$670,570	0.00%	\$0	\$0	\$0	\$0	\$92,057	\$0	\$762,627	
Soares, Jair C.	Vice President, Behavioral Sciences, Professor and Chair, and Pat R. Rutherford, Jr. Chair in Psychiatry, McGovern Medical School and Dunn Behavioral Sciences Center	E&G	\$375,586	-0.65%	\$0	\$0	\$0	\$0	\$172,551	\$0	\$548,137	Other - Supplement Chair, Supplement Administration; Compensation also includes faculty appointment
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$150,000	\$0	\$150,000	Other - Supplement Dean and Supplement Administration
		Restricted	\$51,216	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$51,216	
			\$426,802	0.00%	\$0	\$0	\$0	\$0	\$322,551	\$0	\$749,353	
Boerwinkle, Eric	Dean, M. David Low Chair in Public Health, and Kozmetsky Family Chair In Human Genetics, School of Public Health	Designated	\$217,944	-9.27%	\$0	\$0	\$0	\$0	\$242,804	\$0	\$460,748	Other - Supplement Dean and Incentive
		Restricted	\$280,100	8.63%	\$0	\$0	\$0	\$0	\$0	\$0	\$280,100	
			\$498,044	0.00%	\$0	\$0	\$0	\$0	\$242,804	\$0	\$740,848	

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Tramonte, Michael	Senior Vice President, Finance and Business Services, and Chief Financial Officer, Administrative Support	E&G	\$620,701	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$620,701	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$93,105	\$0	\$93,105	Other - Incentive
			\$620,701	0.00%	\$0	\$0	\$0	\$0	\$93,105	\$0	\$713,806	
McCullough, Louise D.	Associate Vice President, Research UTHN, Professor, Chair, and Roy M. and Phyllis Gough Huffington Distinguished Chair, McGovern Medical School	Designated	\$362,989	21.43%	\$0	\$0	\$0	\$0	\$100,000	\$0	\$462,989	Other - Supplement Academic and Augmentation; Compensation also includes faculty appointment
			\$138,654	-31.60%	\$0	\$0	\$0	\$0	\$100,000	\$0	\$238,654	Other - Supplement Chair
			\$501,643	0.00%	\$0	\$0	\$0	\$0	\$200,000	\$0	\$701,643	
Xie, Zhongcong	Vice President of Translational Perioperative Research and Innovation, and Professor, McGovern Medical School	Designated	\$142,188	-56.25%	\$0	\$0	\$0	\$0	\$325,000	\$0	\$467,188	Other - Supplement Administration, Supplement Center Director, and Augmentation; Hired on 5/1/25; Compensation also includes faculty appointment
			\$182,813	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$182,813	
			\$325,001	0.00%	\$0	\$0	\$0	\$0	\$325,000	\$0	\$650,001	
Zhang, Jiajie	Dean and Professor, Glassell Family Foundation Distinguished Chair, School of Biomedical Informatics	E&G	\$227,477	-29.34%	\$0	\$0	\$0	\$0	\$0	\$0	\$227,477	
			\$38,948	-16.70%	\$0	\$0	\$0	\$0	\$205,447	\$0	\$244,395	Other - Supplement Dean and Incentive; Compensation also includes faculty appointment
			\$142,705	252.84%	\$0	\$0	\$0	\$0	\$0	\$0	\$142,705	
Eltzschig, Holger K.	Associate Vice President for Translational Research and Perioperative Programs, Administrative Support	E&G	\$409,130	0.00%	\$0	\$0	\$0	\$0	\$205,447	\$0	\$614,577	
			\$26,934	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,934	
			\$289,107	15.65%	\$0	\$0	\$0	\$0	\$60,000	\$0	\$349,107	Other - Supplement Academic; Compensation also includes faculty appointment
Sridhar, Srikanth	Assistant Vice President and Professor Non-Tenure Clinical, Health Care Quality and Safety, McGovern Medical School	Designated	\$222,641	-14.94%	\$0	\$0	\$0	\$0	\$0	\$0	\$222,641	
			\$538,682	0.00%	\$0	\$0	\$0	\$0	\$60,000	\$0	\$598,682	
			\$395,833	6.74%	\$0	\$0	\$0	\$0	\$184,167	\$0	\$580,000	Other - Supplement Administration, Supplement Vice Chair, Supplement Program Director, and Augmentation; Compensation also includes faculty appointment

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Spillar, Karen K.	Senior Vice President and Chief Human Resources Officer, Administrative Support	E&G	\$486,123	15.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$486,123	
		Designated	\$25,585	15.00%	\$0	\$0	\$0	\$0	\$51,171	\$0	\$76,756	Other - Incentive; Promoted to Senior Vice President on 4/16/25
			\$511,708	15.00%	\$0	\$0	\$0	\$0	\$51,171	\$0	\$562,879	
Pifko, Melissa	Senior Vice President and Chief Legal Officer, Administrative Support	E&G	\$505,056	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$505,056	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$50,506	\$0	\$50,506	Other - Incentive
			\$505,056	0.00%	\$0	\$0	\$0	\$0	\$50,506	\$0	\$555,562	
Santa Maria, Diane M.	Dean, Jane and Robert Cizik Distinguished Chair, and Huffington Foundation Endowed Chair in Nursing Education Leadership, Cizik School of Nursing	E&G	\$268,422	-11.13%	\$0	\$0	\$0	\$0	\$100,000	\$0	\$368,422	Other - Supplement Dean; Compensation also includes faculty appointment
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$40,609	\$0	\$40,609	Other - Incentive
		Restricted	\$137,663	32.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$137,663	
			\$406,085	0.00%	\$0	\$0	\$0	\$0	\$140,609	\$0	\$546,694	
Jiang, Xiaoqian	Associate Vice President for Medical AI, Chair, Department of Health Data Science, and AI and Christopher Sarofim Family Professorship in Biomedical Informatics and Engineering, School of Biomedical Informatics	E&G	\$84,927	4.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$84,927	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$251,110	\$0	\$251,110	Other - Supplement Administration, Supplement Center Director, and Incentive
		Restricted	\$189,474	5.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$189,474	
			\$274,401	5.00%	\$0	\$0	\$0	\$0	\$251,110	\$0	\$525,511	
Patel, Bela	Vice Dean for Healthcare Quality, Professor, and Graham Distinguished University Chair, Internal Medicine, McGovern Medical School	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$520,890	\$0	\$520,890	Other - Supplement Administration; Also has a faculty appointment not included here
Ko, Tien C.	Associate Dean for Harris Health Programs, McGovern Medical School	Designated	\$344,000	0.00%	\$0	\$0	\$0	\$0	\$164,000	\$0	\$508,000	Other - Supplement Associate Dean and Augmentation; Also has a faculty appointment not included here

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Liu, Hongfang	Vice President of Learning Health Systems, Professor and Bradley McWilliams Chair, School of Biomedical Informatics	E&G	\$104,364	11.32%	\$0	\$0	\$0	\$0	\$0	\$0	\$104,364	
		Designated	\$31,200	4.00%	\$0	\$0	\$0	\$0	\$193,630	\$0	\$224,830	Other - Supplement Administration, Supplement Center Director, and Incentive; Compensation also includes faculty appointment
		Restricted	\$176,436	0.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$176,436	
			\$312,000	4.00%	\$0	\$0	\$0	\$0	\$193,630	\$0	\$505,630	
Yousif, Amar	Vice President and Chief Information Officer, Administrative Support	E&G	\$431,361	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$431,361	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$64,704	\$0	\$64,704	Other - Incentive
			\$431,361	0.00%	\$0	\$0	\$0	\$0	\$64,704	\$0	\$496,065	
Holmes, Holly M.	Vice President of Community Engagement, Professor and Joan and Stanford Alexander Professor in Gerontology, McGovern Medical School	Designated	\$167,400	-24.30%	\$0	\$0	\$0	\$0	\$224,000	\$0	\$391,400	Other - Supplement Administration, Supplement Division Director, Supplement Center Director, Augmentation, and Incentive; Compensation also includes faculty appointment
		Restricted	\$84,600	174.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$84,600	
			\$252,000	0.00%	\$0	\$0	\$0	\$0	\$224,000	\$0	\$476,000	
Zhao, Zhongming	Vice President for Office of Cancer Genomic Medicine, Professor, and Chair for Precision Health, School of Biomedical Informatics	E&G	\$90,900	13.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,900	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$173,630	\$0	\$173,630	Other - Supplement Administration, Supplement Center Director, and Incentive; Compensation also includes faculty appointment
		Restricted	\$199,145	0.35%	\$0	\$0	\$0	\$0	\$0	\$0	\$199,145	
			\$290,045	4.00%	\$0	\$0	\$0	\$0	\$173,630	\$0	\$463,675	
Huehlefeld, Cynthia	Interim Chief Operating Officer, McGovern Medical School	Designated	\$399,965	60.01%	\$0	\$0	\$0	\$0	\$59,995	\$0	\$459,960	Other - Incentive; Promoted to Interim Chief Operating Officer on 4/1/25
Zhang, Guo-Qiang	Vice President, Professor, Chief Data Scientist, and Distinguished Chair in Digital Innovation, McGovern Medical School	E&G	\$31,008	-21.21%	\$0	\$0	\$0	\$0	\$0	\$0	\$31,008	
		Service	\$4,770	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$4,770	Other - Supplement Program Director and Augmentation; Compensation also includes faculty appointment
		Designated	\$57,436	-15.89%	\$0	\$0	\$0	\$0	\$215,000	\$0	\$272,436	
		Restricted	\$145,308	31.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,308	
			\$238,522	0.00%	\$0	\$0	\$0	\$0	\$215,000	\$0	\$453,522	

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Bala, Bijal A.	Regional Campus Dean, Professor, and Rockwell Distinguished Chair in Society and Health, School of Public Health	E&G	\$161,030	23.86%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$181,030	Other - Supplement Regional Dean; Compensation also includes faculty appointment	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$76,612	\$0	\$76,612	Other - Supplement Administration	
		Restricted	\$155,087	-12.33%	\$0	\$0	\$0	\$0	\$37,584	\$0	\$192,671	Other - Supplement Endowment	
			\$316,117	3.00%	\$0	\$0	\$0	\$0	\$134,196	\$0	\$450,313		
North, Kari Ellen	Vice President of Border Health, Professor, and Director, Border Health Research Center, School of Public Health	E&G	\$177,584	14.62%	\$0	\$0	\$0	\$0	\$0	\$0	\$177,584		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$115,000	\$0	\$115,000	Other - Supplement Administration and Supplement Center Director; Hired on 5/5/25	
		Restricted	\$157,417	-12.58%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,417		
			\$335,001	0.00%	\$0	\$0	\$0	\$0	\$115,000	\$0	\$450,001		
Morano, Kevin A.	Senior Vice President for Academic and Faculty Affairs, and Senior Associate Dean for Faculty Affairs, Administrative Support and McGovern Medical School	E&G	\$274,120	9.88%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$304,120	Other - Supplement Senior Associate Dean; Also has a faculty appointment not included here	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$145,000	\$0	\$145,000	Other - Supplement Administration	
			\$274,120	9.88%	\$0	\$0	\$0	\$0	\$175,000	\$0	\$449,120		
Forbes, Scott	Senior Vice President of Governmental Relations, Governmental Relations, Administrative Support	Designated	\$405,279	15.50%	\$0	\$0	\$0	\$0	\$40,528	\$0	\$445,807	Other - Incentive; Market adjustment 9/1/25	
Valenza, John A.	Dean and William N. Finnegan III Distinguished Professor in The Dental Sciences, School of Dentistry	Designated	\$309,379	0.00%	\$0	\$0	\$0	\$0	\$130,938	\$0	\$440,317	Other - Supplement Dean and Incentive; Compensation also includes faculty appointment	
Miller, Charles C.	Associate Vice President, Clinical Research and Health Care Quality, Professor, and Associate Dean for Hospital Quality Initiatives, Cardiothoracic and Vascular Surgery, McGovern Medical School	E&G	\$91,200	121.36%	\$0	\$0	\$0	\$0	\$225,000	\$0	\$316,200	Other - Supplement Associate Dean and Supplement Administration; Compensation also includes faculty appointment	
		Service	\$42,040	-4.45%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$42,040	
		Designated	\$50,000	-50.69%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$50,000	
		Restricted	\$17,960	23.08%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$17,960	
			\$201,200	0.00%	\$0	\$0	\$0	\$0	\$225,000	\$0	\$426,200		

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An, Zhiqiang	Vice President of Drug Discovery, Professor, Robert A. Welch Distinguished University Chair in Chemistry, McGovern Medical School	E&G	\$121,279	-18.76%	\$0	\$0	\$0	\$0	\$0	\$0	\$121,279		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$100,000	\$0	\$100,000	Other - Supplement Administration	
		Restricted	\$168,932	19.87%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$198,932	Other - Supplement Center Director; Compensation also includes faculty appointment	
			\$290,211	0.00%	\$0	\$0	\$0	\$0	\$130,000	\$0	\$420,211		
Bradley, Kristi Lyn	Vice President and Chief Revenue Cycle Officer, McGovern Medical School	Service	\$365,011	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$365,011		
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$54,752	\$0	\$54,752	Other - Incentive	
			\$365,011	0.00%	\$0	\$0	\$0	\$0	\$54,752	\$0	\$419,763		
Hochner, Rose	Senior Vice President, Marketing and Communications and Chief of Staff to the President, Office of the President, Administrative Support	E&G	\$379,000	20.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$379,000	Market adjustment 9/1/25	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$37,900	\$0	\$37,900	Other - Incentive	
			\$379,000	20.03%	\$0	\$0	\$0	\$0	\$37,900	\$0	\$416,900		
Fernandez, Maria E.	Vice President of Population Health and Implementation Science, Professor and Lorne Bain Chair in Public Health and Medicine, and Director, Center for Health Promotion and Prevention Research, School of Public Health	E&G	\$151,834	-2.61%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$166,834	Other - Supplement Center Director; Compensation also includes faculty appointment	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$50,000	\$0	\$50,000	Other - Supplement Administration	
		Restricted	\$183,480	7.26%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$193,480	Other - Supplement Endowment	
			\$335,314	2.55%	\$0	\$0	\$0	\$0	\$75,000	\$0	\$410,314		
Kubychек, Christopher H.	Vice President and Chief Administrative Officer, Orthopaedic Surgery, McGovern Medical School	Designated	\$339,816	0.00%	\$0	\$0	\$0	\$0	\$67,963	\$0	\$407,779	Other - Incentive	
Crawford, Kara Gwen	Vice President of Governmental Relations, Governmental Relations, Administrative Support	Designated	\$368,276	15.50%	\$0	\$0	\$0	\$0	\$36,828	\$0	\$405,104	Other - Incentive; Market adjustment 9/1/25	
Smith, Angela Hintzel	Senior Associate Dean for Finance at the Medical School, McGovern Medical School	Designated	\$358,093	0.00%	\$0	\$0	\$0	\$0	\$35,809	\$0	\$393,902	Other - Incentive	

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Higher Education - Administrative Accountability Report

Special Provisions, Sec. 5 - Fiscal Year 2026

The University of Texas Health Science Center at Houston

Institution Agency Code: 744

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		
Naik, Aanand Dinkar	Associate Dean for Learning and Health Systems, Professor and Chair, Management, Policy and Community Health, Director, Institute on Aging, Nancy P. and Vincent F. Guinee, MD Distinguished Chair, and Uzi and Micki Halevy and Carmel Dyer, MD Interprofessional Research Fellowship, School of Public Health	E&G	\$85,078	-4.91%	\$0	\$0	\$0	\$0	\$40,000	\$0	\$125,078	Other - Supplement Assistant Dean and Supplement Chair; Also has a faculty appointment not included here
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$200,534	6.01%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$230,534	Other - Supplement Endowment
			\$285,612	2.50%	\$0	\$0	\$0	\$0	\$70,000	\$0	\$355,612	
Tortolero Emery, Susan	Senior Associate Dean for Academic and Research Affairs, and Guy S. Parcel Chair in Public Health, School of Public Health	E&G	\$26,464	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,464	
		Designated	\$152,317	16.23%	\$0	\$0	\$0	\$0	\$45,000	\$0	\$197,317	Other - Supplement Senior Associate Dean; Compensation also includes faculty appointment
		Restricted	\$115,267	-8.69%	\$0	\$0	\$0	\$0	\$12,842	\$0	\$128,109	Other - Supplement Endowment
			\$294,048	4.00%	\$0	\$0	\$0	\$0	\$57,842	\$0	\$351,890	
Butler, Bruce D.	Vice President of Research and Technology, Administrative Support	Designated	\$338,413	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$338,413	Also has a faculty appointment not included here
		Restricted	\$12,274	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,274	
			\$350,687	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$350,687	
Choucair, Bassel	Associate Vice President and Deputy Chief Information Officer, Administrative Support	E&G	\$314,760	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$314,760	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$31,476	\$0	\$31,476	Other - Incentive
			\$314,760	0.00%	\$0	\$0	\$0	\$0	\$31,476	\$0	\$346,236	
Sherman, Daniel	Vice President and Chief Audit Officer, Auditing, Administrative Support	E&G	\$306,547	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$306,547	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$30,655	\$0	\$30,655	Other - Incentive
			\$306,547	0.00%	\$0	\$0	\$0	\$0	\$30,655	\$0	\$337,202	
Kadiyala, Naga Krishna	Associate Vice President, Human Resources Innovation, Analytics and Technology Services, Administrative Support	E&G	\$291,775	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$291,775	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$43,766	\$0	\$43,766	Other - Incentive
			\$291,775	10.00%	\$0	\$0	\$0	\$0	\$43,766	\$0	\$335,541	

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Moylan, Deana K.	Associate Vice President, University Relations and Equal Opportunity, Administrative Support	E&G	\$286,989	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$286,989	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$43,048	\$0	\$43,048	Other - Incentive
			\$286,989	10.00%	\$0	\$0	\$0	\$0	\$43,048	\$0	\$330,037	
Pierson, Lois K.	Chief Financial Officer, Dunn Behavioral Sciences Center	E&G	\$298,852	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$298,852	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$29,885	\$0	\$29,885	Other - Incentive
			\$298,852	0.00%	\$0	\$0	\$0	\$0	\$29,885	\$0	\$328,737	
Wootton, Susan H.	Assistant Vice President, Human Research Protection Program, Administrative Support	Service	\$133,950	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$133,950	Other - Supplement Administration; Hired on 4/1/25; Compensation also includes faculty appointment
		Designated Restricted	\$122,913	0.00%	\$0	\$0	\$0	\$0	\$50,000	\$0	\$172,913	
			\$11,037	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$11,037	
			\$267,900	0.00%	\$0	\$0	\$0	\$0	\$50,000	\$0	\$317,900	
Dickerson, Mary Elizabeth	Associate Vice President and Chief Information Security Officer, Administrative Support	E&G	\$288,000	5.49%	\$0	\$0	\$0	\$0	\$28,800	\$0	\$316,800	Other - Incentive
Wooldridge, Connie	Associate Vice President of Administrative and Academic Technologies, Administrative Support	E&G	\$281,942	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$281,942	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$28,194	\$0	\$28,194	Other - Incentive
			\$281,942	0.00%	\$0	\$0	\$0	\$0	\$28,194	\$0	\$310,136	
Reininger, Belinda M.	Regional Campus Dean and Professor, School of Public Health	E&G	\$90,688	133.79%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$110,688	Other - Supplement Regional Dean; Compensation also includes faculty appointment
		Designated	\$59,004	-26.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$59,004	
		Restricted	\$135,490	-14.13%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,490	
			\$285,182	3.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$305,182	
Stimming, Erin Furr	Assistant Dean for Admissions and Student Affairs, Professor Non-Tenure Clinical, and Memorial Hermann Chair, McGovern Medical School	E&G	\$44,000	0.00%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$54,000	Other - Supplement Assistant Dean; Rehired as Assistant Dean on 6/1/25; Compensation also includes faculty appointment
		Designated	\$95,520	14.26%	\$0	\$0	\$0	\$0	\$59,050	\$0	\$154,570	
		Restricted	\$96,480	4.42%	\$0	\$0	\$0	\$0	\$0	\$0	\$96,480	
			\$236,000	7.27%	\$0	\$0	\$0	\$0	\$69,050	\$0	\$305,050	

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Jackson, Melissa	Associate Vice President, Talent Experience, Administrative Support	E&G	\$264,998	10.00%	\$0	\$0	\$0	\$0	\$39,750	\$0	\$304,748	Other - Incentive
Qashqai, Sahar Maya	Associate Vice President, Quality and Strategy, Practice Plan, McGovern Medical School	Designated	\$244,062	0.00%	\$0	\$0	\$0	\$0	\$59,109	\$0	\$303,171	Other - Supplement Administration and Incentive
Kreidler, Kathleen	Associate Vice President, Sponsored Projects Administration, Administrative Support	E&G	\$269,509	-2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$269,509	
		Service Designated	\$5,500	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,500	Other - Incentive
			\$0	0.00%	\$0	\$0	\$0	\$0	\$27,501	\$0	\$27,501	
			\$275,009	0.00%	\$0	\$0	\$0	\$0	\$27,501	\$0	\$302,510	
Hoelscher, Deanna M.	Regional Campus Dean and John P. McGovern Professorship in Health Promotion, School of Public Health	E&G	\$147,532	0.87%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$172,532	Other - Supplement Regional Dean and Supplement Center Director
		Restricted	\$129,628	4.42%	\$0	\$0	\$0	\$0	\$0	\$0	\$129,628	
			\$277,160	2.50%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$302,160	
Willis, Rita S.	Vice President and Chief Operations Officer, Obstetrics and Gynecology, McGovern Medical School	Designated	\$287,670	0.00%	\$0	\$0	\$0	\$0	\$14,383	\$0	\$302,053	Other - Incentive
Griffiths, James J.	Associate Vice President of Healthcare IT, McGovern Medical School	Designated	\$273,861	0.00%	\$0	\$0	\$0	\$0	\$27,386	\$0	\$301,247	Other - Incentive
Mena, Kristina D.	Vice President of Civic and Business Engagement, Professor, El Paso Regional Dean, Chair, Department of Environmental and Occupational Health Sciences, and Jane Dale Owen Chair in Environmental Health Protection, School of Public Health	E&G	\$143,182	77.32%	\$0	\$0	\$0	\$0	\$40,000	\$0	\$183,182	Other - Supplement Regional Dean and Supplement Chair; Compensation also includes faculty appointment
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$69,130	\$0	\$69,130	Other - Supplement Administration and Incentive
		Restricted	\$48,120	-55.04%	\$0	\$0	\$0	\$0	\$0	\$0	\$48,120	
			\$191,302	1.88%	\$0	\$0	\$0	\$0	\$109,130	\$0	\$300,432	
Khan, Tariq	Associate Vice President, EPIC Applications, McGovern Medical School	Designated	\$272,674	0.00%	\$0	\$0	\$0	\$0	\$27,267	\$0	\$299,941	Other - Incentive
Hormann, Mark D.	Vice Dean of Educational Programs, McGovern Medical School	E&G	\$183,906	0.00%	\$0	\$0	\$0	\$0	\$115,000	\$0	\$298,906	Other - Supplement Vice Dean; Also has a faculty appointment not included here
Ballard, Deborah Lynn	Vice President of Principal Gifts and Strategic Initiatives, Administrative Support	Designated	\$270,988	0.00%	\$0	\$0	\$0	\$0	\$27,099	\$0	\$298,087	Other - Incentive

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Murphy, Thomas J.	Associate Dean for Community Affairs and Health Policy, McGovern Medical School	Designated	\$82,582	0.00%	\$0	\$0	\$0	\$0	\$200,000	\$0	\$282,582	Other - Supplement Administration; Also has a faculty appointment not included here
		Restricted	\$13,892	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$13,892	
			\$96,474	0.00%	\$0	\$0	\$0	\$0	\$200,000	\$0	\$296,474	
Bernstam, Elmer Victor	Associate Dean for Research and Reynolds and Reynolds Professorship in Clinical Informatics Professor, School of Biomedical Informatics	E&G	\$56,839	-24.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$56,839	Other - Supplement Associate Dean and Supplement Clinical Director; Also has a faculty appointment not included here
		Service Designated	\$13,389	-48.49%	\$0	\$0	\$0	\$0	\$0	\$0	\$13,389	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$52,190	\$0	\$52,190	
		Restricted	\$170,749	29.17%	\$0	\$0	\$0	\$0	\$0	\$0	\$170,749	
			\$240,977	3.00%	\$0	\$0	\$0	\$0	\$52,190	\$0	\$293,167	
Bihm, Cynthia C.	Associate Dean for Management III, School of Public Health	E&G	\$264,865	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$264,865	Other - Incentive
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$26,486	\$0	\$26,486	
			\$264,865	0.00%	\$0	\$0	\$0	\$0	\$26,486	\$0	\$291,351	
Andrassy, Richard	Senior Vice President for Clinical Affairs and Strategy, McGovern Medical School	Designated	\$124,215	0.00%	\$0	\$0	\$0	\$0	\$165,000	\$0	\$289,215	Other - Supplement Administration; Also has a faculty appointment not included here
Emery, Robert J.	Vice President, Safety, Health, Environment and Risk Management, Administrative Support	E&G	\$273,066	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$273,066	Other - Incentive; Also has a faculty appointment not included here
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$13,653	\$0	\$13,653	
			\$273,066	0.00%	\$0	\$0	\$0	\$0	\$13,653	\$0	\$286,719	
Chavers, Jason Lee	Assistant Vice President, Community Based Clinics, Practice Plan, McGovern Medical School	Designated	\$246,543	0.00%	\$0	\$0	\$0	\$0	\$36,981	\$0	\$283,524	Other - Incentive
Murry, Tony F.	Associate Vice President of IT Infrastructure, Administrative Support	Service	\$257,281	0.00%	\$0	\$0	\$0	\$0	\$25,728	\$0	\$283,009	Other - Incentive
Siegfried, Courtenay Ann	Associate Vice President, Marketing and Communication, Office of the President, Administrative Support	E&G	\$245,476	0.00%	\$0	\$0	\$0	\$0	\$36,821	\$0	\$282,297	Other - Incentive
Valerio, Melissa A.	Associate Dean of Faculty Affairs and Professor, School of Public Health	E&G	\$35,819	55.12%	\$0	\$0	\$0	\$0	\$35,000	\$0	\$70,819	Other - Supplement Associate Dean; Compensation also includes faculty appointment
		Designated	\$61,849	31.93%	\$0	\$0	\$0	\$0	\$0	\$0	\$61,849	
		Restricted	\$149,531	0.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$149,531	

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
			\$247,199	13.37%	\$0	\$0	\$0	\$0	\$35,000	\$0	\$282,199	
Stanfill, Ansley Grimes	Associate Dean for Research, Professor, and Cizik Distinguished Chair, Cizik School of Nursing	Designated	\$226,559	2.04%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$246,559	Other - Supplement Associate Dean; Compensation also includes faculty appointment; Hired on 8/29/25
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$30,000	Other - Supplement Endowment
			\$226,559	0.00%	\$0	\$0	\$0	\$0	\$50,000	\$0	\$276,559	
Williams, Eric	Associate Vice President, Supply Chain Management, Administrative Support	E&G	\$250,049	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$250,049	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,005	\$0	\$25,005	Other - Incentive
			\$250,049	0.00%	\$0	\$0	\$0	\$0	\$25,005	\$0	\$275,054	
Gary, Miranda D.	Assistant Vice President, Compensation Strategic Services, Administrative Support	E&G	\$243,000	0.00%	\$0	\$0	\$0	\$0	\$24,300	\$0	\$267,300	Promoted to Assistant Vice President on 6/16/25; Other - Incentive
Ballarta, Oscar	Assistant Vice President, Finance, Administrative Support	E&G	\$240,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$240,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$24,000	\$0	\$24,000	Other - Incentive
			\$240,000	0.00%	\$0	\$0	\$0	\$0	\$24,000	\$0	\$264,000	
Cain, Lisa Diann	Associate Vice President of Faculty Affairs and Development, Associate Dean for Professional Development and Faculty Affairs, and Professor, School of Dentistry	E&G	\$175,839	4.00%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$200,839	Other - Supplement Associate Dean; Compensation also includes faculty appointment
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$60,000	\$0	\$60,000	Other - Supplement Administration
			\$175,839	4.00%	\$0	\$0	\$0	\$0	\$85,000	\$0	\$260,839	
Boye, Diarra	Assistant Vice President, Accounting and Financial Analytics, Administrative Support	E&G	\$222,300	-1.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$222,300	
		Designated	\$11,700	100.00%	\$0	\$0	\$0	\$0	\$23,400	\$0	\$35,100	Other - Incentive
			\$234,000	4.00%	\$0	\$0	\$0	\$0	\$23,400	\$0	\$257,400	
Deegan, Jennifer	Vice President of Health Policy and Systems Strategy, Administrative Support	E&G	\$227,668	10.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$227,668	
		Restricted	\$22,187	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$22,187	
			\$249,855	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$249,855	
Lahoti, Sheela L.	Vice Dean for Admissions and Student Affairs, McGovern Medical School	E&G	\$134,143	-17.33%	\$0	\$0	\$0	\$0	\$115,000	\$0	\$249,143	Other - Supplement Vice Dean; Also has a faculty appointment not included here; Promoted to Vice Dean on 8/1/25; FTE decreased from .75 to .62

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Barnett, Scott	Assistant Vice President, Budget and Financial Reporting, Administrative Support	E&G	\$202,508	28.57%	\$0	\$0	\$0	\$0	\$0	\$0	\$202,508	
		Designated	\$22,501	-66.67%	\$0	\$0	\$0	\$0	\$22,501	\$0	\$45,002	Other - Incentive
			\$225,009	0.00%	\$0	\$0	\$0	\$0	\$22,501	\$0	\$247,510	
Zeitz, Sharay	Associate Vice President, Revenue Integrity, McGovern Medical School	Service	\$213,847	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$213,847	
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$32,077	\$0	\$32,077	Other - Incentive
			\$213,847	0.00%	\$0	\$0	\$0	\$0	\$32,077	\$0	\$245,924	
Smith-Jenkins, Gwendolyn	Assistant Vice President, Executive Recruitment, Leadership and Learning, Administrative Support	E&G	\$223,000	0.00%	\$0	\$0	\$0	\$0	\$22,300	\$0	\$245,300	Promoted to Assistant Vice President on 3/16/25; Other - Incentive
Jeske, Arthur H.	Associate Dean for Strategic Planning and Continuing Dental Education, and Professor, School of Dentistry	Designated	\$215,476	4.28%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$240,476	Other - Supplement Associate Dean
		Restricted	\$4,397	-7.96%	\$0	\$0	\$0	\$0	\$0	\$0	\$4,397	
			\$219,873	4.00%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$244,873	
Olson, Gregory William	Associate Dean for Technology Services and Informatics, Professor, and Catherine M. Flaitz, DDS Professorship in Pediatric Dentistry, School of Dentistry	Designated	\$175,787	3.41%	\$0	\$0	\$0	\$0	\$50,000	\$0	\$225,787	Other - Supplement Clinical and Supplement Associate Dean; Compensation also includes faculty appointment
		Restricted	\$17,386	-25.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$17,386	
			\$193,173	0.00%	\$0	\$0	\$0	\$0	\$50,000	\$0	\$243,173	
Peskin, Melissa Fleschler	Assistant Dean of Students, Vice-Chair, and Professor, School of Public Health	E&G	\$21,309	3.00%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$31,309	Other - Supplement Vice Chair
		Designated	\$42,618	3.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$62,618	Other - Supplement Assistant Dean; Compensation also includes faculty appointment
		Restricted	\$149,161	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$149,161	
			\$213,088	3.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$243,088	
Madrigal, Claudia Monica	Associate Vice President and Chief Compliance Officer, Administrative Support	E&G	\$135,239	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,239	
		Designated	\$72,821	0.00%	\$0	\$0	\$0	\$0	\$31,209	\$0	\$104,030	Other - Incentive
			\$208,060	0.00%	\$0	\$0	\$0	\$0	\$31,209	\$0	\$239,269	
Garcia-Villarreal, Maria D.	Assistant Vice President for Research Strategy and Innovation at UTHealth Houston and Director Management Operations III-IMM, McGovern Medical School	E&G	\$194,187	100.00%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$219,187	Other - Supplement Assistant Director

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$19,419	\$0	\$19,419	Other - Supplement Administration
			\$194,187	0.00%	\$0	\$0	\$0	\$0	\$44,419	\$0	\$238,606	
Kasavich, Christopher James	Assistant Vice President for Development, Administrative Support	Designated	\$236,900	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$236,900	
Ruppert, Susan D.	Associate Dean, Graduate Programs, Professor of Nursing, and Clinical, PARTNERS Endowed Professor in Nursing, Cizik School of Nursing	E&G	\$21,385	-88.30%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$41,385	Other - Supplement Associate Dean; Compensation also includes faculty appointment
			\$166,800	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$166,800	
			\$25,662	3.00%	\$0	\$0	\$0	\$0	\$1,500	\$0	\$27,162	
Hernandez, Deanne M.	Associate Vice President of Institutional Research, Assessment and Accreditation, Administrative Support	E&G	\$213,847	3.00%	\$0	\$0	\$0	\$0	\$21,500	\$0	\$235,347	Other - Supplement Endowment
			\$233,906	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$233,906	
Pulverenti, Shelby Cummings	Associate Vice President of Strategy and Business Development, McGovern Medical School	Designated	\$210,000	0.00%	\$0	\$0	\$0	\$0	\$21,000	\$0	\$231,000	Hired on 3/3/25; Other - Incentive
Kenworthy, Magdalena	Associate Vice President, Charge Capture and Coding Operations, McGovern Medical School	Service	\$200,000	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,000	Rehired as Assistant Vice President on 4/28/25
			\$0	-100.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$30,000	
Raine, Meredith E.	Associate Vice President, Public Affairs, Administrative Support	E&G	\$200,000	0.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$230,000	Other - Incentive
			\$200,000	0.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$230,000	
Williams, Moleshay	Associate Vice President, Revenue Cycle Management, McGovern Medical School	Service	\$230,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$230,000	Promoted to Assistant Vice President on 2/1/25
			\$200,000	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,000	
Burnett, Kevin E.	Associate Vice President, Revenue Cycle Management, McGovern Medical School	Service	\$0	-100.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$30,000	Other - Incentive
			\$200,000	0.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$230,000	
Burnett, Kevin E.	Associate Dean for Management II, Cizik School of Nursing	E&G	\$207,696	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$207,696	Other - Incentive
			\$207,696	0.00%	\$0	\$0	\$0	\$0	\$20,770	\$0	\$228,466	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Prieto, Vuong Trung-Tran	Assistant Dean for Simulation and Assistant Professor, Cizik School of Nursing	E&G	\$129,301	3.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$144,301	Other - Supplement Assistant Dean; Compensation also includes faculty appointment
Ethington, Melissa Domingeaux	Assistant Dean, Admissions and Student Affairs, and Assistant Professor, Cizik School of Nursing	E&G	\$144,256	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$144,256	Compensation also includes faculty appointment
Cheatham, Latarsha S.	Assistant Dean and Assistant Professor, Cizik School of Nursing	E&G	\$118,785	3.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$133,785	Other - Supplement Assistant Dean; Compensation also includes faculty appointment
		Restricted	\$10,329	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,329	
			\$129,114	3.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$144,114	
Huang, Peggy Hsieh	Assistant Dean for Educational Programs and Professor, McGovern Medical School	E&G	\$60,669	0.00%	\$0	\$0	\$0	\$0	\$4,000	\$0	\$64,669	Other - Supplement Assistant Dean; Compensation also includes faculty appointment
		Designated	\$71,220	0.00%	\$0	\$0	\$0	\$0	\$6,000	\$0	\$77,220	Other - Supplement Assistant Dean
			\$131,889	0.00%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$141,889	
Reddy, Bal	Assistant Dean for Admissions and Student Affairs, McGovern Medical School	E&G	\$121,275	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$141,275	Other - Supplement Associate Dean; Also has a faculty appointment not included here
Citardi, Martin J.	Vice Dean for Clinical Technology, Memorial Hermann Chair, Professor, and Chair, Otorhinolaryngology, McGovern Medical School	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$140,000	\$0	\$140,000	Other - Supplement Vice Dean and Supplement Administration; Also has a faculty appointment not included here
Hall, David Ryan	Assistant Dean for Admissions and Student Affairs and Associate Professor, McGovern Medical School	E&G	\$125,000	0.00%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$135,000	Other - Supplement Assistant Dean; Also has a faculty appointment not included here; Hired on 1/1/25
Hartos, Jessica	Assistant Dean for Education and Assessment, Cizik School of Nursing	E&G	\$132,613	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$132,613	
Salinas, Raquel Ybanez	Assistant Dean, Career and Alumni Engagement, Graduate School of Biomedical Sciences	E&G	\$120,642	4.99%	\$0	\$0	\$0	\$0	\$6,032	\$0	\$126,674	Promoted to Assistant Dean on 1/1/25; Other - Incentive
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$120,642	0.00%	\$0	\$0	\$0	\$0	\$6,032	\$0	\$126,674	
Findley, Jonathan Chase	Assistant Dean for Accreditation and Educational Quality Improvement, McGovern Medical School	E&G	\$90,427	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$110,427	Other - Supplement Associate Dean; Also has a faculty appointment not included here
Orlander, Philip R.	Associate Dean for Educational Programs, McGovern Medical School	E&G	\$86,194	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$106,194	Other - Supplement Associate Dean; Also has a faculty appointment not included here
Harlin, Stuart Anthony	Assistant Vice President and Professor, Community Programs - Cardiology and Heart Failure, McGovern Medical School	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$100,000	\$0	\$100,000	Other - Supplement Administration; Also has a faculty appointment not included here

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Khan, Amir M.	Assistant Vice President, Community Programs- Neonatology, David R. Park Professor in Pediatric Medicine, and Richard Warren Mithoff Professor in Neonatal Perinatal Medicine, Pediatrics, McGovern Medical School	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$100,000	\$0	\$100,000	Other - Supplement Administration; Also has a faculty appointment not included here
Luber, Samuel D.	Assistant Dean, Graduate Medical Education, McGovern Medical School	Designated	\$67,653	0.00%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$77,653	Other - Supplement Assistant Dean; Also has a faculty appointment not included here
Thomas, Eric	Associate Dean for Healthcare Quality, Professor, and Griff T. Ross Professor in Humanities and Technology in Health Care, McGovern Medical School	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$75,000	\$0	\$75,000	Other - Supplement Associate Dean and Supplement Administration; Also has a faculty appointment not included here
Farach-Carson, Mary Cynthia	Associate Dean of Research and Professor, School of Dentistry	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$70,000	\$0	\$70,000	Other - Supplement Administration and Supplement Associate Dean; Also has a faculty appointment not included here
Dougherty, Anne H.	Vice President, Human Research Protection Programs, Administrative Support	Designated	\$62,333	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$62,333	Also has a faculty appointment not included here
Rozmus, Cathy L.	Vice Dean for Academic Affairs and Professor, Cizik School of Nursing	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$35,000	\$0	\$35,000	Other - Supplement Vice Dean; Also has a faculty appointment not included here
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$24,468	\$0	\$24,468	Other - Supplement Administration
			\$0	0.00%	\$0	\$0	\$0	\$0	\$59,468	\$0	\$59,468	
Tyson, Jon E.	Vice Dean for Clinical Research and Healthcare Quality, Professor, and Michelle Bain Distinguished Professor in Medicine and Public Health, McGovern Medical School	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$57,257	\$0	\$57,257	Other - Supplement Vice Dean; Also has a faculty appointment not included here
Frost, Jeffrey A.	Associate Dean for Academic and Faculty Affairs, Graduate School of Biomedical Sciences	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$50,000	\$0	\$50,000	Other - Supplement Associate Dean; Also has a faculty appointment not included here
Aballay, Alejandro	Dean, Professor and John P. McGovern Endowed Distinguished Professor, Graduate School of Biomedical Sciences	E&G	\$35,320	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$35,320	
Baker, Kimberly Ann	Assistant Dean of Practice and Assistant Professor, School of Public Health	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$30,000	Other - Supplement Assistant Dean; Also has a faculty appointment not included here

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Doyle, Peter D.	Assistant Dean, Harris County Programs, Associate Professor Non-Tenure Clinical and Director, Anesthesiology, McGovern Medical School	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$30,000	Other - Supplement Assistant Dean; Also has a faculty appointment not included here
Fenton, Susan Hrachovy	Vice Dean of Education and Dr. Doris L. Ross Professorship, and Professor of Health Informatics, School of Biomedical Informatics	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$30,000	Other - Supplement Vice Dean; Also has a faculty appointment not included here
Murphy, Robert Eugene	Associate Dean for Applied Informatics and Associate Professor of Health Informatics, School of Biomedical Informatics	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$30,000	Other - Supplement Associate Dean; Also has a faculty appointment not included here
Patel, Shalizeh	Associate Dean for Patient Care and Professor, School of Dentistry	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$30,000	Other - Supplement Associate Dean; Also has a faculty appointment not included here
Spears, Robert D.	Associate Dean for Student and Academic Affairs and Professor, School of Dentistry	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$30,000	Other - Supplement Associate Dean and Supplement Administration; Also has a faculty appointment not included here
Gleason Jr, Wallace A.	Associate Dean for Admissions and Student Affairs and Professor, McGovern Medical School	E&G	\$19,442	-72.97%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$29,442	Other - Supplement Associate Dean; Compensation also includes faculty appointment; Reduced to .10 FTE
Perrier, Nancy Dugal	Assistant Dean for Admissions and Student Affairs and Professor, McGovern Medical School	Designated	\$25,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$25,000	
Yu, Teng-Yuan	Associate Dean, Associate Professor of Nursing - Clinical, Undergraduate Programs, and Margaret A. Barnett PARTNERS Professor in Nursing, Cizik School of Nursing	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,000	\$0	\$25,000	Other - Supplement Assistant Dean and Supplement Administration; Also has a faculty appointment not included here
Cooley, Ralph Andrew	Assistant Dean, Admissions and Student Services, and Professor, School of Dentistry	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$20,000	Other - Supplement Assistant Dean; Also has a faculty appointment not included here
Coviello, Jessica Shank	Associate Dean for Faculty Practice, Professor, and Patricia L. Starck PARTNERS Endowed Professorship in Nursing, Cizik School of Nursing	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$20,000	Other - Supplement Associate Dean; Also has a faculty appointment not included here
Franklin, Amy	Associate Dean for Student, Faculty, and Community Affairs, and Associate Professor, School of Biomedical Informatics	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$20,000	\$0	\$20,000	Other - Supplement Associate Dean; Also has a faculty appointment not included here

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Byrne, John H.	Associate Dean for Research, June, Professor, and Virgil Waggoner Chair, Neurobiology and Anatomy, McGovern Medical School	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$15,000	Other - Supplement Associate Dean; Also has a faculty appointment not included here
Roberts, Leissa A.	Associate Dean for Practice and Community Engagement, and Professor, Cizik School of Nursing	E&G	\$0	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$15,000	Other - Supplement Associate Dean; Also has a faculty appointment not included here
Akkanti, Bindu	Assistant Dean of Clinical Education, McGovern Medical School	E&G	\$0	N/A	\$0	\$0	\$0	\$0	\$10,000	\$0	\$10,000	Other - Supplement Assistant Dean; Also has a faculty appointment not included here; Hired on 9/1/25
Blackwell, Sean C.	Vice President, Strategy and Development for Obstetrics and Gynecology, Professor, Assistant Dean, Memorial Hermann Chair, and Emma Sue Hightower Development Board Professor in Obstetrics, Gynecology and Reproductive Sciences, McGovern Medical School	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$10,000	\$0	\$10,000	Other - Supplement Assistant Dean; Also has a faculty appointment not included here