

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

**Institution Agency Code: 745**

A	B	C	D	E	F						L	M	
					Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						
Name	Position	Funding Source			Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments	
Cigarroa, Francisco	Senior Executive Vice President for Health Affairs and Health System, John P. Howe III, M.D. Distinguished Chair in Health Policy and Professor	General Revenue			\$65,850	23.77%	\$0	\$0	\$0	\$0	\$0	\$65,850	Incentive Compensation (\$146,167). Deferred Compensation \$100,000 Effective 03/01/2025, Franciso Cigarroa was appointed to the role of Senior Executive Vice President for Health Affairs and Health System.
			Designated		\$1,322,700	46.81%	\$0	\$0	\$0	\$0	\$316,167	\$1,638,867	
			Restricted		\$111,450	3084.29%	\$0	\$0	\$0	\$0	\$0	\$111,450	
			Total		\$1,500,000	56.63%	\$0	\$0	\$0	\$0	\$316,167	\$1,816,167	
Hromas, Robert	Dean, Joe R. and Teresa Lozano Long President Distinguished Chair for the Dean of School of Medicine and Professor	General Revenue			\$242,000	-60.00%	\$0	\$0	\$0	\$0	\$0	\$242,000	Incentive Compensation (\$88,871). Effective 02/01/2025, he returned to the role of Dean of the Long School of Medicine.
			Designated		\$770,000	75.00%	\$0	\$0	\$0	\$0	\$88,871	\$858,871	
			Restricted		\$88,000	60.00%	\$0	\$0	\$0	\$0	\$0	\$88,000	
			Total		\$1,100,000	0.00%	\$0	\$0	\$0	\$0	\$88,871	\$1,188,871	
Marks, Andrea	Senior Executive Vice President and Chief Operating Officer	General Revenue			\$404,638	17.92%	\$0	\$0	\$0	\$0	\$0	\$404,638	Incentive Compensation (\$115,315). Effective 9/1/25, Andrea Marks was appointed to Senior Executive Vice President and Chief Operating Officer for the newly integrated institution, The University of Texas at San Antonio.
			Designated		\$479,816	17.92%	\$0	\$0	\$0	\$0	\$115,315	\$595,131	
			Total		\$884,454	17.92%	\$0	\$0	\$0	\$0	\$115,315	\$999,769	
Zheng, Lei	Executive Director, Mays Cancer Center and Vice President, Oncology	Designated			\$191,572	12.60%	\$0	\$0	\$0	\$0	\$0	\$191,572	Recruitment Incentive Compensation (\$125,000).
			Restricted		\$478,428	-4.29%	\$0	\$0	\$0	\$0	\$125,000	\$603,428	
			Total		\$670,000	0.00%	\$0	\$0	\$0	\$0	\$125,000	\$795,000	
Leverence, Robert	Senior Vice President for Clinical Affairs	Designated			\$666,700	6.75%	\$0	\$0	\$0	\$0	\$113,850	\$780,550	Incentive Compensation (\$113,850).
			Total		\$666,700	6.75%	\$0	\$0	\$0	\$0	\$113,850	\$780,550	Also has a 10% faculty appointment. A portion of the incentive may be associated with faculty effort.
Potter, Jennifer	Senior Executive Vice President Research and Innovation	General Revenue			\$382,119	13.61%	\$0	\$0	\$0	\$0	\$0	\$382,119	Incentive Compensation (\$93,492). Deferred Compensation - \$75,000 Also has a 20% faculty appointment. A portion of the incentive may be associated with faculty effort.
			Designated		\$49,522	0.00%	\$0	\$0	\$0	\$0	\$168,492	\$218,014	
			Restricted		\$104,099	-24.04%	\$0	\$0	\$0	\$0	\$0	\$104,099	
			Total		\$535,740	13.17%	\$0	\$0	\$0	\$0	\$168,492	\$704,232	
Gomez-Leon, Ginny	Senior Vice President and Chief Financial Officer	General Revenue			\$530,253	10.00%	\$0	\$0	\$0	\$0	\$0	\$530,253	

		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$86,769	\$0	\$86,769	Incentive Compensation (\$86,769).
		Total	<u>\$530,253</u>	<u>10.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$86,769</u>	<u>\$0</u>	<u>\$617,022</u>	
Flowers, Jeffery	Vice President and Chief Executive Officer, Multispecialty and Research Hospital	Designated	\$533,500	10.00%	\$0	\$0	\$0	\$0	\$81,844	\$0	\$615,344	Incentive Compensation (\$81,844).
		Total	<u>\$533,500</u>	<u>10.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$81,844</u>	<u>\$0</u>	<u>\$615,344</u>	
Ramachandran, Vasan	Dean, Frank Harrison, M.D., PhD. Distinguished Chair in Public Health	General Revenue	\$223,070	-7.58%	\$0	\$0	\$0	\$0	\$0	\$223,070		
		Designated	\$25,000	-89.13%	\$0	\$0	\$0	\$0	\$70,221	\$0	\$95,221	Incentive Compensation (\$70,221).
		Restricted	\$295,336	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$295,336	
		Total	<u>\$543,406</u>	<u>15.30%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$70,221</u>	<u>\$0</u>	<u>\$613,627</u>	
Fink, Walter	Associate Vice President and Chief Medical Officer	Designated	\$525,330	5.65%	\$0	\$0	\$0	\$0	\$78,488	\$0	\$603,818	Incentive Compensation (\$78,488).
		Total	<u>\$525,330</u>	<u>5.65%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$78,488</u>	<u>\$0</u>	<u>\$603,818</u>	Also has a 10% faculty appointment. A portion of the incentive may be associated with faculty effort.
Seshadri, Sudha	Director, Glenn Biggs Institute for Alzheimer's and Neurodegenerative Diseases	General Revenue	\$204,543	-17.31%	\$0	\$0	\$0	\$0	\$0	\$204,543		
		Designated	\$59,315	0.00%	\$0	\$0	\$0	\$0	\$129,552	\$0	\$188,867	Incentive Compensation (\$39,552). Deferred compensation (\$90,000).
		Restricted	\$201,457	27.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$201,457	
		Total	<u>\$465,315</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$129,552</u>	<u>\$0</u>	<u>\$594,867</u>	
Tawney, Amy	Senior Vice President and Chief Human Resources Officer	General Revenue	\$493,152	10.00%	\$0	\$0	\$0	\$0	\$0	\$493,152		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$80,698	\$0	\$80,698	Incentive Compensation (\$80,698).
		Total	<u>\$493,152</u>	<u>10.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$80,698</u>	<u>\$0</u>	<u>\$573,850</u>	Effective 10/01/2025, Amy Tawney assumed the role of Chief Human Resource Officer of the integrated University of Texas San Antonio and UT Health San Antonio.
Schnabel, Michael	Vice President and Chief Information Officer	General Revenue	\$495,000	10.00%	\$0	\$0	\$0	\$0	\$0	\$495,000		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$76,814	\$0	\$76,814	Incentive Compensation (\$76,814).
		Total	<u>\$495,000</u>	<u>10.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$76,814</u>	<u>\$0</u>	<u>\$571,814</u>	Effective 10/01/2025, Michael Schnabel assumed the role of Chief Information Officer of the integrated University of Texas San Antonio and UT Health San Antonio.
Hardin, Sonya	Dean, School of Nursing	General Revenue	\$434,067	16.55%	\$0	\$0	\$0	\$0	\$0	\$434,067		
		Designated	\$53,649	0.00%	\$0	\$0	\$0	\$0	\$59,413	\$0	\$113,062	Incentive Compensation (\$59,413).
		Total	<u>\$487,716</u>	<u>10.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$59,413</u>	<u>\$0</u>	<u>\$547,129</u>	
Hargreaves, Kenneth	Dean, School of Dentistry	General Revenue	\$236,250	N/A	\$0	\$0	\$0	\$0	\$0	\$236,250		
		Designated	\$45,000	N/A	\$0	\$0	\$0	\$0	\$67,805	\$0	\$112,805	Incentive Compensation (\$67,805).
		Restricted	\$168,750	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$168,750	Effective 05/01/2025, Kenneth Hargreaves assumed the role of Dean of School of Dentistry.
		Total	<u>\$450,000</u>	<u>N/A</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$67,805</u>	<u>\$0</u>	<u>\$517,805</u>	

Adkins, Heather	Senior Vice President and Chief Marketing and Communications Officer	General Revenue										
		Designated	\$445,000	10.36%	\$0	\$0	\$0	\$0	\$0	\$445,000		
			\$0	0.00%	\$0	\$0	\$0	\$0	\$72,580	\$0	Incentive Compensation (\$72,580).	
		Total	<u>\$445,000</u>	<u>10.36%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$72,580</u>	<u>\$0</u>	Effective 09/01/2025, Heather Adkins assumed the role of Chief Marketing and Communications Officer of the integrated University of Texas San Antonio and UT Health San Antonio.	
Bhat, Manzoor	Vice Dean for Research, School of Medicine	General Revenue	\$237,800	23.68%	\$0	\$0	\$0	\$0	\$0	\$237,800		
		Designated	\$170,000	0.00%	\$0	\$0	\$0	\$0	\$50,600	\$0	\$220,600	Incentive Compensation (\$50,600).
		Restricted	\$52,200	-46.59%	\$0	\$0	\$0	\$0	\$0	\$0	\$52,200	
		Total	<u>\$460,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$50,600</u>	<u>\$0</u>	<u>\$510,600</u>	
Kaminski, Patrick	Vice President and Chief Strategy Officer	General Revenue	\$442,342	10.00%	\$0	\$0	\$0	\$0	\$0	\$442,342		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$66,351	\$0	\$66,351	Incentive Compensation (\$66,351).
		Total	<u>\$442,342</u>	<u>10.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$66,351</u>	<u>\$0</u>	<u>\$508,693</u>	
Nuttall, Richard	Vice President and Vice Dean for Finance and Administration, Long School of Medicine	General Revenue	\$396,650	0.00%	\$0	\$0	\$0	\$0	\$0	\$396,650		
		Designated	\$40,000	0.00%	\$0	\$0	\$0	\$0	\$60,039	\$0	\$100,039	Incentive Compensation (\$60,039).
		Total	<u>\$436,650</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$60,039</u>	<u>\$0</u>	<u>\$496,689</u>	
Sankary, Edward	Vice President and Chief Health Information and Value Officer	Designated	\$428,400	0.00%	\$0	\$0	\$0	\$0	\$64,260	\$0	\$492,660	Incentive Compensation (\$64,260).
		Total	<u>\$428,400</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$64,260</u>	<u>\$0</u>	<u>\$492,660</u>	
Shelledy, David	Dean, School of Health Professions	General Revenue	\$408,215	10.17%	\$0	\$0	\$0	\$0	\$0	\$408,215		
		Designated	\$6,408	0.00%	\$0	\$0	\$0	\$0	\$67,847	\$0	\$74,255	Incentive Compensation (\$67,847).
		Total	<u>\$414,623</u>	<u>10.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$67,847</u>	<u>\$0</u>	<u>\$482,470</u>	Also has a 2% faculty appointment.
Mok, Jacqueline	Vice President, Academic, Faculty, and Student Affairs	General Revenue	\$183,985	-46.80%	\$0	\$0	\$0	\$0	\$0	\$183,985		
		Designated	\$210,664	0.00%	\$0	\$0	\$0	\$0	\$82,654	\$0	\$293,318	Incentive Compensation (\$67,654). Retention Incentive (\$15,000).
		Total	<u>\$394,649</u>	<u>14.11%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$82,654</u>	<u>\$0</u>	<u>\$477,303</u>	
Weiss, David	Dean, Dielmann Chair in Basic Biomedical Investigation, Graduate School of Biomedical Sciences	General Revenue	\$358,687	4.84%	\$0	\$0	\$0	\$0	\$0	\$358,687		
		Designated	\$31,850	5.51%	\$0	\$0	\$0	\$0	\$50,325	\$0	\$82,175	Incentive Compensation (\$50,325).
		Restricted	\$25,536	6.62%	\$0	\$0	\$0	\$0	\$0	\$0	\$25,536	
		Total	<u>\$416,073</u>	<u>5.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$50,325</u>	<u>\$0</u>	<u>\$466,398</u>	Also has a 25% faculty appointment. A portion of the incentive may be associated with faculty effort.
Evans, Timothy	Healthcare Chief Financial Officer	Designated	\$383,400	8.00%	\$0	\$0	\$0	\$0	\$39,938	\$0	\$423,338	Incentive Compensation (\$39,938).
		Total	<u>\$383,400</u>	<u>8.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$39,938</u>	<u>\$0</u>	<u>\$423,338</u>	

Miller, Robert	Associate Vice President, Military Health Institute	General Revenue	\$315,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$315,000		
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$68,906	\$0	\$68,906	Incentive Compensation (\$68,906).	
		Restricted	\$35,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$35,000		
		Total	<u>\$350,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$68,906</u>	<u>\$0</u>	<u>\$418,906</u>		
Mullican, Hailey	Vice President and Chief Legal Officer	General Revenue	\$153,300	18.77%	\$0	\$0	\$0	\$0	\$0	\$153,300		
		Designated	\$211,700	16.83%	\$0	\$0	\$0	\$53,452	\$0	\$265,152	Incentive Compensation (\$53,452).	
		Total	<u>\$365,000</u>	<u>17.64%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$53,452</u>	<u>\$0</u>	<u>\$418,452</u>	Effective 06/01/2025, Hailey Mullican assumed her role Vice President for Legal Affairs and Chief Legal Officer of the integrated University of Texas San Antonio and UT Health San Antonio.	
Charlton, Michael	Senior Vice President, Facilities and Capital Planning	General Revenue	\$358,400	12.00%	\$0	\$0	\$0	\$0	\$0	\$358,400		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$57,600	\$0	\$57,600	Incentive Compensation (\$57,600).	
		Total	<u>\$358,400</u>	<u>12.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$57,600</u>	<u>\$0</u>	<u>\$416,000</u>		
Loredo, Gilbert	Vice President, Governmental Relations	General Revenue	\$355,667	5.00%	\$0	\$0	\$0	\$0	\$0	\$355,667		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$55,890	\$0	\$55,890	Incentive Compensation (\$55,890).	
		Total	<u>\$355,667</u>	<u>5.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$55,890</u>	<u>\$0</u>	<u>\$411,557</u>		
Conway, Deborah	Vice Dean for Undergraduate Medical Education, School of Medicine	General Revenue	\$315,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$315,000		
		Designated	\$35,000	0.00%	\$0	\$0	\$0	\$38,308	\$0	\$73,308	Incentive Compensation (\$38,308).	
		Total	<u>\$350,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$38,308</u>	<u>\$0</u>	<u>\$388,308</u>	Also has a 10% faculty appointment. A portion of the incentive may be associated with faculty effort.	
Francis, Anthony	Associate Vice President for Innovation and Development	Designated	\$346,500	5.00%	\$0	\$0	\$0	\$37,620	\$0	\$384,120	Incentive Compensation (\$37,620).	
		Total	<u>\$346,500</u>	<u>5.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$37,620</u>	<u>\$0</u>	<u>\$384,120</u>		
Keeton, Kathryn	Vice President, Presidential Initiatives and Chief of Staff	General Revenue	\$325,000	32.65%	\$0	\$0	\$0	\$0	\$43,725	\$0	\$368,725	
		Total	<u>\$325,000</u>	<u>32.65%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$43,725</u>	<u>\$0</u>	<u>\$368,725</u>	Incentive Compensation (\$43,725). Effective 09/01/2025, Kathryn Keeton assumed Vice President of Presidential Initiatives and Chief of Staff of the integrated University of Texas San Antonio and UT Health San Antonio.
Williams, Janet	Vice Dean for Faculty, School of Medicine	General Revenue	\$297,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$297,000		
		Designated	\$25,000	-92.24%	\$0	\$0	\$0	\$41,520	\$0	\$66,520	Incentive Compensation (\$41,520).	
		Total	<u>\$322,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$41,520</u>	<u>\$0</u>	<u>\$363,520</u>	Also has a 10% faculty appointment. A portion of the incentive may be associated with faculty effort.	
Zhao, Shan	Vice Dean, Finance and Administration, School of Dentistry	General Revenue	\$321,000	7.00%	\$0	\$0	\$0	\$0	\$0	\$321,000		
		Designated	\$0	0.00%	\$0	\$0	\$0	\$36,000	\$0	\$36,000	Incentive Compensation (\$36,000).	
		Total	<u>\$321,000</u>	<u>7.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$36,000</u>	<u>\$0</u>	<u>\$357,000</u>		
Delgado, Claudia	Associate Vice President, Research Administration	General Revenue	\$152,460	-44.56%	\$0	\$0	\$0	\$0	\$0	\$152,460		
		Designated	\$165,165	0.00%	\$0	\$0	\$0	\$31,075	\$0	\$196,240	Incentive Compensation (\$31,075).	

			Total	\$317,625	15.50%	\$0	\$0	\$0	\$0	\$31,075	\$0	\$348,700	
Lazarine, John	Associate Vice President and Chief Audit Executive for Internal Audit	General Revenue	Designated	\$273,645	9.63%	\$0	\$0	\$0	\$0	\$0	\$273,645		Incentive Compensation (\$40,560). Effective 09/01/2025, John Lazarine assumed Chief Audit Executive for Internal Audit of the integrated University of Texas San Antonio and UT Health San Antonio.
			Designated	\$23,795	14.43%	\$0	\$0	\$0	\$0	\$40,560	\$0	\$64,355	
			Total	\$297,440	10.00%	\$0	\$0	\$0	\$0	\$40,560	\$0	\$338,000	
Delapo, Nicholas	Associate Vice President for Oncology and Chief Operating Officer, Mays Cancer Center	General Revenue	Designated	\$30,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$30,000		Incentive Compensation (\$37,500). Effective 11/11/2024, Nicolas Delapo assumed the role Associate Vice President for Oncology.
			Designated	\$270,000	0.00%	\$0	\$0	\$0	\$0	\$37,500	\$0	\$307,500	
			Total	\$300,000	0.00%	\$0	\$0	\$0	\$0	\$37,500	\$0	\$337,500	
Hartman, Brandon	Associate Vice President and Ambulatory Chief Operating Officer	Designated	Total	\$292,950	0.00%	\$0	\$0	\$0	\$0	\$43,943	\$0	\$336,893	Incentive Compensation (\$43,943).
			Total	\$292,950	0.00%	\$0	\$0	\$0	\$0	\$43,943	\$0	\$336,893	
Esterl, Robert	Associate Dean for Undergraduate Medical Education, School of Medicine	General Revenue	Designated	\$314,874	0.00%	\$0	\$0	\$0	\$0	\$0	\$314,874		Incentive Compensation (\$16,059).
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,059	\$0	\$16,059	
			Total	\$314,874	0.00%	\$0	\$0	\$0	\$0	\$16,059	\$0	\$330,933	
Horton, Jennifer	Associate Vice President of Marketing and Communication	General Revenue	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		Incentive Compensation (\$31,860).
			Designated	\$295,000	0.00%	\$0	\$0	\$0	\$0	\$31,860	\$0	\$326,860	
			Total	\$295,000	0.00%	\$0	\$0	\$0	\$0	\$31,860	\$0	\$326,860	
Saldivar, Jessica	Associate Vice President Chief Compliance and Privacy Officer	General Revenue	Designated	\$154,988	8.00%	\$0	\$0	\$0	\$0	\$0	\$154,988		Incentive Compensation (\$36,708).
			Designated	\$132,292	8.00%	\$0	\$0	\$0	\$0	\$36,708	\$0	\$169,000	
			Total	\$287,280	8.00%	\$0	\$0	\$0	\$0	\$36,708	\$0	\$323,988	
Jones, Woodson	Vice Dean for Graduate Medical Education, Lois L. Bready, M.D. Endowed Professorship, School of Medicine	General Revenue	Designated	\$240,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$240,000		Incentive Compensation (\$32,544). Also has a 20% faculty appointment. A portion of the incentive may be associated with faculty effort.
			Designated	\$51,000	0.00%	\$0	\$0	\$0	\$0	\$32,544	\$0	\$83,544	
			Total	\$291,000	0.00%	\$0	\$0	\$0	\$0	\$32,544	\$0	\$323,544	
Guerra, Alberto	Associate Vice President for Supply Chain Management	General Revenue	Designated	\$275,000	22.99%	\$0	\$0	\$0	\$0	\$0	\$275,000		Incentive Compensation (\$33,000).
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$33,000	\$0	\$33,000	
			Total	\$275,000	12.24%	\$0	\$0	\$0	\$0	\$33,000	\$0	\$308,000	
Cartee, Brian	Assistant Vice President for Information Technology Services	General Revenue	Designated	\$261,850	8.00%	\$0	\$0	\$0	\$0	\$0	\$261,850		Incentive Compensation (\$28,060).
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$28,060	\$0	\$28,060	
			Total	\$261,850	8.00%	\$0	\$0	\$0	\$0	\$28,060	\$0	\$289,910	

Patterson, Jan	Associate Dean, School of Medicine	Designated	\$255,984	0.00%	\$0	\$0	\$0	\$0	\$33,476	\$0	\$289,460	Incentive Compensation (\$33,476). Also has a 28% faculty appointment. A portion of the incentive may be associated with faculty effort.
		Total	\$255,984	0.00%	\$0	\$0	\$0	\$0	\$33,476	\$0	\$289,460	
Vasquez, Sonia	Assistant Vice President for Schools and Foundations	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated	\$260,024	0.00%	\$0	\$0	\$0	\$0	\$26,948	\$0	\$286,972	Incentive Compensation (\$26,948).
		Total	\$260,024	10.00%	\$0	\$0	\$0	\$0	\$26,948	\$0	\$286,972	
Wingate, Julie	Assistant Vice President for Clinical Systems	Designated	\$255,000	0.00%	\$0	\$0	\$0	\$0	\$30,600	\$0	\$285,600	Incentive Compensation (\$30,600).
		Total	\$255,000	0.00%	\$0	\$0	\$0	\$0	\$30,600	\$0	\$285,600	
Kellaway, Judianne	Associate Dean for Admissions, School of Medicine	General Revenue	\$263,610	3.45%	\$0	\$0	\$0	\$0	\$0	\$0	\$263,610	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$19,144	\$0	\$19,144	Incentive Compensation (\$19,144). Also has a 10% faculty appointment. A portion of the incentive may be associated with faculty effort.
		Total	\$263,610	0.00%	\$0	\$0	\$0	\$0	\$19,144	\$0	\$282,754	
Sharp, Amber	Associate Vice President for Financial Planning Services	General Revenue	\$123,203	45.36%	\$0	\$0	\$0	\$0	\$0	\$0	\$123,203	
		Designated	\$128,797	-8.16%	\$0	\$0	\$0	\$0	\$30,240	\$0	\$159,037	Incentive Compensation (\$30,240).
		Total	\$252,000	12.00%	\$0	\$0	\$0	\$0	\$30,240	\$0	\$282,240	
Valdez, Carmen	Associate Dean, School of Public Health	General Revenue	\$240,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$240,000	
		Designated	\$24,000	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$39,000	\$15,000 reflects FY 2025 incentives
		Total	\$264,000	0.00%	\$0	\$0	\$0	\$0	\$15,000	\$0	\$279,000	Effective 10/21/2024, Carmen Valdez assumed the role of Associate Dean.
Hanson, Joshua	Associate Dean for Student Affairs and Associate Dean for Faculty Education and Development, School of Medicine	Designated										Incentive Compensation (\$14,971).
		Total	\$249,522	3.10%	\$0	\$0	\$0	\$0	\$14,971	\$0	\$264,493	
			\$249,522	3.10%	\$0	\$0	\$0	\$0	\$14,971	\$0	\$264,493	
Challa, Suman	Associate Dean for Advanced Education Programs and Strategic Initiatives, School of Dentistry	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$29,000	\$0	\$29,000	Incentive Compensation (\$29,000).
		Restricted										
		Total	\$225,060	9.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$225,060	Also has a 7% faculty appointment. A portion of the incentive may be associated with faculty effort.
			\$225,060	9.30%	\$0	\$0	\$0	\$0	\$29,000	\$0	\$254,060	
Cavazos, Jose	Associate Dean for MD and PhD Program, Graduate School of Biomedical Sciences and Associate Dean for Resident and Fellow Research Programs, School of Medicine	General Revenue										
		Designated	\$139,825	31.68%	\$0	\$0	\$0	\$0	\$0	\$0	\$139,825	
		Total	\$111,713	-23.14%	\$0	\$0	\$0	\$0	\$144	\$0	\$111,857	Also has a 35% faculty appointment.
			\$251,538	0.00%	\$0	\$0	\$0	\$0	\$144	\$0	\$251,682	\$144 reflects FY 2025 incentive
Reistetter, Timothy	Associate Dean, School of Health Professions	General Revenue	\$171,645	0.07%	\$0	\$0	\$0	\$0	\$0	\$0	\$171,645	
		Restricted	\$47,011	9.64%	\$0	\$0	\$0	\$0	\$31,312	\$0	\$78,323	Incentive Compensation (\$31,312).
		Total	\$218,656	1.99%	\$0	\$0	\$0	\$0	\$31,312	\$0	\$249,968	

White, Eve	Associate Vice President, Engagement and Pipeline Development	General Revenue	\$225,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$225,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$23,850	\$0	\$23,850
		Total	<u>\$225,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$23,850</u>	<u>\$0</u>	<u>\$248,850</u>
											Incentive Compensation (\$23,850).
Vasquez, Ernest	Assistant Vice President, Human Resources Operations And Human Resources Information Systems	General Revenue	\$220,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$220,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,326	\$0	\$25,326
		Total	<u>\$220,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$25,326</u>	<u>\$0</u>	<u>\$245,326</u>
											Effective 12/01/2024, Ernest Vasquez assumed the role of Assistant Vice President
Green, Christopher	Assistant Vice President for Sponsored Programs	Designated	\$215,000	0.00%	\$0	\$0	\$0	\$0	\$24,295	\$0	\$239,295
		Total	<u>\$215,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$24,295</u>	<u>\$0</u>	<u>\$239,295</u>
Stafford, Scott	Associate Dean, School of Dentistry	General Revenue	\$158,510	0.00%	\$0	\$0	\$0	\$0	\$0	\$158,510	Augmentation pay effective 02/01/2025
		Designated	\$48,000	-66.69%	\$0	\$0	\$0	\$0	\$31,218	\$0	\$79,218
		Total	<u>\$206,510</u>	<u>43.31%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$31,218</u>	<u>\$0</u>	<u>\$237,728</u>
											Incentive Compensation (\$31,218).
											Also has a 40% faculty appointment. A portion of the incentive may be associated with faculty effort.
Pineda, Juanita	Associate Dean, School of Dentistry	General Revenue	\$152,851	5.68%	\$0	\$0	\$0	\$0	\$0	\$152,851	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$22,988	\$0	\$22,988
		Restricted	\$54,040	5.67%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,040
		Total	<u>\$206,891</u>	<u>5.68%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$22,988</u>	<u>\$0</u>	<u>\$229,879</u>
											Also has a 10% faculty appointment. A portion of the incentive may be associated with faculty effort.
Song, Lixin	Vice Dean for Research and Scholarship, School of Nursing	General Revenue	\$172,025	88.57%	\$0	\$0	\$0	\$0	\$0	\$172,025	
		Designated	\$28,664	9.97%	\$0	\$0	\$0	\$0	\$14,335	\$0	\$42,999
		Restricted	\$14,343	-81.66%	\$0	\$0	\$0	\$0	\$0	\$0	\$14,343
		Total	<u>\$215,032</u>	<u>10.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$14,335</u>	<u>\$0</u>	<u>\$229,367</u>
											Also has a 25% faculty appointment. A portion of the incentive may be associated with faculty effort.
Seitz, Stefanie	Assistant Dean for Academic, Faculty and Student Affairs	General Revenue	\$137,422	51.40%	\$0	\$0	\$0	\$0	\$0	\$137,422	Incentive Compensation (\$19,269).
		Designated	\$70,000	78.42%	\$0	\$0	\$0	\$0	\$19,269	\$0	\$89,269
		Total	<u>\$207,422</u>	<u>59.55%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$19,269</u>	<u>\$0</u>	<u>\$226,691</u>
											Also has a 10% faculty appointment. A portion of the incentive may be associated with faculty effort.
											Effective 03/01/2025, Stefanie Seitz assumed the role of Assistant Dean.
Raabe, Timothy	Associate Dean for Academic Affairs, Graduate School of Biomedical	General Revenue	\$225,794	13.79%	\$0	\$0	\$0	\$0	\$0	\$225,794	
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0
		Total	<u>\$225,794</u>	<u>10.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$225,794</u>
											Also has a 10% faculty appointment.
Clark, Robert	Associate Vice President, Clinical and Translational Science	General Revenue	\$133,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$133,000	
		Designated	\$30,000	-81.60%	\$0	\$0	\$0	\$0	\$61,005	\$0	\$91,005
		Total	<u>\$133,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$61,005</u>	<u>\$0</u>	<u>\$91,005</u>
											Incentive Compensation (\$61,005).



Auxiliary	\$166,401	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$166,401
Total	\$166,401	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$166,401

Sowan, Azizeh	Associate Dean for Strategic Initiatives, Thelma and Joe Crow Endowed Professorship, School of Nursing	General Revenue									
		Designated	\$145,350	2.00%	\$0	\$0	\$0	\$0	\$0	\$145,350	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$19,380	\$0	Incentive Compensation (\$19,380).
			\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	<u>\$145,350</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$19,380</u>	<u>\$0</u>	<u>\$164,730</u>
											Also has a 25% faculty appointment. A portion of the incentive may be associated with faculty effort.
O'Neal, Cynthia	Associate Dean, School of Nursing	General Revenue	\$143,809	50.96%	\$0	\$0	\$0	\$0	\$0	\$143,809	
		Designated	\$1,938	-95.93%	\$0	\$0	\$0	\$0	\$18,786	\$0	Incentive Compensation (\$18,786).
											Also has a 25% faculty appointment. A portion of the incentive may be associated with faculty effort.
		Total	<u>\$145,747</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$18,786</u>	<u>\$0</u>	<u>\$164,533</u>
Taylor, Barbara	Assistant Dean, School of Medicine	General Revenue	\$150,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$150,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$10,939	\$0	Incentive Compensation (\$10,939).
											Also has a 50% faculty appointment. A portion of the incentive may be associated with faculty effort.
		Total	<u>\$150,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$10,939</u>	<u>\$0</u>	<u>\$160,939</u>
Henzi, David	Associate Dean for Academic and Student Affairs, School of Health Professions	General Revenue	\$150,797	2.00%	\$0	\$0	\$0	\$0	\$0	\$150,797	
		Designated	\$9,425	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$9,425
											Also has a 20% faculty appointment.
		Total	<u>\$160,222</u>	<u>8.38%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$160,222</u>
Botros-Brey, Sylvia	Associate Dean for Faculty, School of Medicine	Designated	\$139,500	12.50%	\$0	\$0	\$0	\$0	\$17,662	\$0	Incentive Compensation (\$17,662).
											Also has a 55% faculty appointment. A portion of the incentive may be associated with faculty effort.
		Total	<u>\$139,500</u>	<u>12.50%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$17,662</u>	<u>\$0</u>	<u>\$157,162</u>
Lemke, Kelly	Assistant Dean of Admissions, School of Dentistry	General Revenue	\$128,300	13.24%	\$0	\$0	\$0	\$0	\$16,145	\$0	\$144,445
											\$16,145 reflects FY 2025 incentives Effective 03/01/2025, Kelly Lemke Assistant Dean percentage change from 50% to 100%.
		Total	<u>\$128,300</u>	<u>13.24%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$16,145</u>	<u>\$0</u>	<u>\$144,445</u>
Palm, Michael	Assistant Dean, School of Medicine	General Revenue	\$138,245	82.86%	\$0	\$0	\$0	\$0	\$0	\$138,245	
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$4,539	\$0	Incentive Compensation (\$4,539).
											Effective 09/01/2025, Assistant Dean percentage change from 30% to 50%. Also has a 50% faculty appointment.
		Total	<u>\$138,245</u>	<u>44.61%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$4,539</u>	<u>\$0</u>	<u>\$142,784</u>
Peel, Jennifer	Assistant Dean, School of Medicine	General Revenue	\$141,589	10.00%	\$0	\$0	\$0	\$0	\$0	\$141,589	
		Total	<u>\$141,589</u>	<u>10.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$141,589</u>
											Also has a 5% faculty appointment.
Miller, Kenneth	Associate Dean, School of Nursing	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	
		Designated	\$137,700	27.50%	\$0	\$0	\$0	\$0	\$2,754	\$0	Incentive Compensation (\$2,754).
											Also has a 25% faculty appointment. A portion of the incentive may be associated with faculty effort.
		Total	<u>\$137,700</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$2,754</u>	<u>\$0</u>	<u>\$140,454</u>
Cunningham, John	Assistant Dean, School of Medicine	Designated	\$110,500	0.00%	\$0	\$0	\$0	\$0	\$26,110	\$0	\$136,610
											Incentive Compensation (\$26,110).
		Total	<u>\$110,500</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$26,110</u>	<u>\$0</u>	<u>\$136,610</u>
											Also has a 50% faculty appointment. A portion of the incentive may be associated with faculty effort. Effective 09/01/2025, John Cunningham assumed the role of Assistant Dean.

English, Dana	Assistant Dean for Educational and Faculty Development, School of Dentistry	General Revenue									
		Designated	\$103,185	0.00%	\$0	\$0	\$0	\$0	\$0	\$103,185	
			\$15,000	100.00%	\$0	\$0	\$0	\$0	\$15,478	\$0	\$30,478
		Total	<u>\$118,185</u>	<u>14.54%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$15,478</u>	<u>\$0</u>	<u>\$133,663</u>
Meling, Vanessa	Associate Dean, School of Nursing	General Revenue	\$119,340	2.00%	\$0	\$0	\$0	\$0	\$0	\$119,340	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$13,259	\$0	\$13,259
		Total	<u>\$119,340</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$13,259</u>	<u>\$0</u>	<u>\$132,599</u>
McCormick, Sekinat	Assistant Dean, President's Council and Dielmann Chair in Pediatric Orthopaedic Surgery, School of Medicine	Designated									
			\$106,250	0.00%	\$0	\$0	\$0	\$0	\$2,021	\$0	\$108,271
		Total	<u>\$106,250</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$2,021</u>	<u>\$0</u>	<u>\$108,271</u>
Lathrop, Kate	Assistant Dean for Research, School of Medicine	General Revenue	\$91,065	200.00%	\$0	\$0	\$0	\$0	\$0	\$91,065	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$11,783	\$0	\$11,783
		Total	<u>\$91,065</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$11,783</u>	<u>\$0</u>	<u>\$102,848</u>
Gius, David	Assistant Dean for Special Programs, School of Medicine	Designated	\$56,000	0.00%	\$0	\$0	\$0	\$0	\$38,963	\$0	\$94,963
		Total	<u>\$56,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$38,963</u>	<u>\$0</u>	<u>\$94,963</u>
Segura, Adriana	Associate Dean, School of Dentistry	General Revenue	\$89,894	-63.08%	\$0	\$0	\$0	\$0	\$0	\$89,894	
		Total	<u>\$89,894</u>	<u>-63.08%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$89,894</u>
Piernik-Yoder, Bridgett	Associate Dean, School of Health Professionals	General Revenue	\$87,210	2.00%	\$0	\$0	\$0	\$0	\$0	\$87,210	
		Total	<u>\$87,210</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$87,210</u>
ElHachem, Lea	Associate Dean, School of Dentistry	Designated	\$86,000	N/A	\$0	\$0	\$0	\$0	\$0	\$86,000	
		Total	<u>\$86,000</u>	<u>N/A</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$86,000</u>
Singh, Brij	Associate Dean, School of Dentistry	General Revenue	\$30,240	8.00%	\$0	\$0	\$0	\$0	\$0	\$30,240	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$36,288	\$0	\$36,288
		Total	<u>\$30,240</u>	<u>8.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$36,288</u>	<u>\$0</u>	<u>\$66,528</u>

\$15,478 reflects FY 2025 incentives

Incentive Compensation (\$13,259).

Also has a 25% faculty appointment. A portion of the incentive may be associated with faculty effort.

Incentive Compensation (\$2,021).

Also has a 25% faculty appointment. A portion of the incentive may be associated with faculty effort.

\$11,783 reflects FY 2025 incentives

Also has a 70% faculty appointment.

Incentive Compensation (\$38,963).

Also has a 80% faculty appointment. A portion of the incentive may be associated with faculty effort.

Effective 06/01/2025, Adriana Segura assumed the role of Associate Dean for Academic, Faculty and Student Affairs as a work retiree with 0.4 FTE.

Also has a 50% faculty appointment.

Also has a 50% faculty appointment.

Effective 07/01/2025, Lea ElHachem assumed role of Associate Dean.

Incentive Compensation (\$36,288).

Also has a 90% faculty appointment. A portion of the incentive may be associated with faculty effort.

Ogbeide, Stacy	Assistant Dean, School of Medicine	General Revenue	\$40,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$40,000	
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$4,251	\$0	\$4,251
		Total	<u>\$40,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$4,251</u>	<u>\$0</u>	<u>\$44,251</u>
											Incentive Compensation (\$4,251).
											Also has a 80% faculty appointment. A portion of the incentive may be associated with faculty effort.
Wang, Jinjiao	Assistant Dean of Research, William and Berneice Castella Distinguished Professorship in Aging Studies	General Revenue	\$33,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$33,000	
		Designated	\$11,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$11,000
		Total	<u>\$44,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$44,000</u>
											Also has a 80% faculty appointment.