



**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2025**

**University of Texas Health Science Center at Tyler**

Institution Agency Code: 785

A	B	C	D	E	F						G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments					
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation							
			250,920	-14.88%	-	-	-	-	-	-	-	250,920	2.5% Merit Increase				
Racataian-Gavan, Rebeca	Assistant Dean, SOM	E&G	229,789	8.83%	-	-	-	-	-	-	-	229,789	8.83% Merit Increase				
			229,789	8.83%	-	-	-	-	-	-	-	229,789					
Bryce, Crystal	Associate Dean, Student Affairs	E&G	199,785	-0.53%	-	-	-	-	-	-	-	199,785					
		Restricted	6,179	100.00%	-	-	-	-	-	-	-	6,179					
			205,964	2.55%	-	-	-	-	-	-	-	205,964	2.55% Merit Increase				
Griffin, Daniel	Associate Dean, Undergraduate Med Educ	E&G	204,780	2.40%	-	-	-	-	-	-	-	204,780	2.4% Merit Increase				
			204,780	2.40%	-	-	-	-	-	-	-	204,780					
Yoder, John	Chief Technology Officer	E&G	199,619	2.50%	-	-	-	-	-	-	-	199,619	2.5% Merit Increase				
			199,619	2.50%	-	-	-	-	-	-	-	199,619					
Harms, Natalie	VP, Finance	E&G	195,314	2.50%	-	-	-	-	-	-	-	195,314	2.5% Merit Increase				
			195,314	2.50%	-	-	-	-	-	-	-	195,314					
Ford, Stephen	VP, Chief Audit Executive	E&G	171,269	2.50%	-	-	-	-	-	-	-	171,269					
		Designated	19,030	2.50%	-	-	-	-	-	-	-	19,030					
			190,299	2.50%	-	-	-	-	-	-	-	190,299	2.5% Merit Increase				
Bush, Lisa	Associate VP, Research Administration	E&G	190,000	77.74%	-	-	-	-	-	-	-	190,000	Promotion				
			190,000	77.74%	-	-	-	-	-	-	-	190,000					
Cooper, Susan	AVP, Practice Plan Administration	E&G	182,655	10.70%	-	-	-	-	-	-	-	182,655	Equity Adjustment				
			182,655	10.70%	-	-	-	-	-	-	-	182,655					
Kurdowska, Anna	Associate VP, Research Compliance	E&G	99,414	2.50%	-	-	-	-	-	-	-	99,414					
		Designated	81,338	2.50%	-	-	-	-	-	-	-	81,338					
			180,752	2.50%	-	-	-	-	-	-	-	180,752	2.5% Merit Increase				
McLuen, Tamra	Assistant VP, GME	E&G	180,000		-	-	-	-	-	-	-	180,000					
			180,000	0.00%	-	-	-	-	-	-	-	180,000					
Smith, Courtney	AVP, Government Relations	E&G	175,000	59.09%	-	-	-	-	-	-	-	175,000	Promotion				
			175,000	59.09%	-	-	-	-	-	-	-	175,000					
Abron, Gisele	Associate Dean, Admissions	E&G	167,544	1.67%	-	-	-	-	-	-	-	167,544	1.67% Merit Increase				
			167,544	1.67%	-	-	-	-	-	-	-	167,544					
Kjosa, Kevin	Assistant VP of Info Security	E&G	160,000		-	-	-	-	-	-	-	160,000					
			160,000	0.00%	-	-	-	-	-	-	-	160,000					