

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 FY2015**

Institution Code: 785

Institution Name: The University of Texas Health Science Center at Tyler

A Name	B Position	C Funding Source	D Salary (09.01.2014)	E Percentage Salary Increase Over FY 2014	F Nonsalary Benefits FY 2015						L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Calhoun, Kirk	President	GR	\$65,945	0.00%						\$2,400	\$68,345	Longevity \$2,400
		Designated-MSRDP	\$343,506	0.00%		\$105,503				\$175,575	\$624,584	Deferred Compensation \$150,000; Incentive Compensation \$25,575
			<u>\$409,451</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$105,503</u>	<u>\$0</u>	<u>\$0</u>	<u>\$177,975</u>	<u>\$0</u>	<u>\$692,929</u>	
<p>Note: Dr. Calhoun participates in an incentive compensation program where award opportunity levels are adjusted to reflect his/her success in attaining performance goals. The amount of compensation payable for FY 2015 will be determined by the Board of Regents at a future date. For FY 2014, the award opportunity was 10% of base salary adjusted depending on achievement of "Threshold, Target and Maximum" goals and was paid in January 2014. Achievement of Threshold goals earned 50%, Target goals earned 100%, and Maximum goals earned 150% of the award opportunity respectively. Incentive compensation reported above as "Other" is an estimate based on the actual amount paid in FY 2014 for FY 2013 performance.</p>												
Cox, Steven	VP, Chief Medical Officer/Physician in Chief	GR	\$101,265	0.00%							\$101,265	
		Other E&G	\$133,743	0.00%							\$133,743	
		Designated-MSRDP	\$234,996	0.00%							\$234,996	
			<u>\$470,004</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$470,004</u>	
Woelker, Joseph	Executive VP, Chief of Staff	GR	\$155,083	18.00%						\$480	\$155,563	Longevity \$480
		Other E&G	\$204,821	18.00%						\$98,025	\$302,846	Equity, market or scale adjustment; Deferred Compensation \$98,025
			<u>\$359,904</u>	<u>18.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$98,505</u>	<u>\$0</u>	<u>\$458,409</u>	
Idell, Steven	Sr. VP, Biomedical Research	GR	\$32,965	-41.37%						\$3,600	\$36,565	Longevity \$3,600
		Other E&G	\$43,537	-41.37%						\$51,270	\$94,807	Deferred Compensation \$51,270
		Designated-MSRDP	\$122,403	21.39%							\$122,403	
		Designated-Tobacco	\$65,622	-0.14%							\$65,622	
		Restricted-Gifts	\$22,101	2.61%							\$22,101	
		Restricted-Grants & C	\$53,381	797.38%							\$53,381	
			<u>\$340,008</u>	<u>4.77%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$54,870</u>	<u>\$0</u>	<u>\$394,878</u>	
Moore, Vernon	Sr. VP Finance, Chief Business Officer	GR	\$129,658	18.00%						\$1,440	\$131,098	Promoted to Sr. VP, Finance/CBO
		Other E&G	\$171,242	18.00%						\$83,433	\$254,675	Longevity \$1,440; Deferred Comp \$83,433
			<u>\$300,900</u>	<u>18.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$84,873</u>	<u>\$0</u>	<u>\$385,773</u>	
Levin, Jeffrey	Sr. VP Clinical and Academic Affairs	GR	\$69,801	-31.71%						\$3,120	\$72,921	Promoted to Sr. VP Clinical and Academic Affairs
		Other E&G	\$92,189	-31.71%							\$92,189	Longevity \$3,120
		Designated-MSRDP	\$131,618	100.00%						\$18,338	\$149,956	Incentive Compensation \$18,338
		Restricted-Grants & C	\$43,872	-2.32%							\$43,872	
			<u>\$337,480</u>	<u>19.62%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$21,458</u>	<u>\$0</u>	<u>\$358,938</u>	
<p>Note: Dr. Levin participates in the UTHSCT MSRDP Physician Practice Plan Incentive compensation program. Participants have the opportunity to receive an additional monthly salary payment above their fixed and at-risk portions of their salary. In order to attain this award, physicians not only have to achieve their individual monthly work Relative Value Unit (RVU) target, but generate additional wRVUs above the target. There is no upper limit on this incentive. A Practice Plan uniform dollar per wRVU is used to calculate this additional payment.</p>												
Ochran, Timothy	VP Clinical Integration and Ancillary Services	GR	\$101,353	27.14%						\$1,180	\$102,533	Promoted to VP Clinical Integration and Ancillary Services
		Other E&G	\$133,859	27.14%							\$133,859	Longevity \$1,180
			<u>\$235,212</u>	<u>27.14%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$1,180</u>	<u>\$0</u>	<u>\$236,392</u>	

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Hunt, Donald	VP, Patient Centered Care, Chief Nursing Officer	GR	\$69,465	6.62%						\$720	\$70,185	Promoted to VP, Patient Care, Chief Nursing Officer
		Other E&G	\$91,743	6.62%						\$25,207	\$116,950	Longevity \$720; Deferred Compensation \$25,207
			<u>\$161,208</u>	<u>6.62%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$25,927</u>	<u>\$0</u>	<u>\$187,135</u>	
Gomez, Jesse	VP, Human Resources, Chief HR Officer	GR	\$69,377	15.00%						\$2,200	\$71,577	Promoted to VP, Human Resources, Chief HR Officer
		Other E&G	\$91,627	15.00%							\$91,627	Longevity \$2,200
			<u>\$161,004</u>	<u>15.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$2,200</u>	<u>\$0</u>	<u>\$163,204</u>	
Yoder, John	AVP, Chief Information Officer	GR	\$64,635	7.86%						\$2,980	\$67,615	Promoted to AVP, Chief Information Officer
		Other E&G	\$85,365	7.86%							\$85,365	Longevity \$1,680; Cell Phone Allowance \$1,300
			<u>\$150,000</u>	<u>7.86%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$2,980</u>	<u>\$0</u>	<u>\$152,980</u>	