

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2024**

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

Institution Agency Code: 785

A Name	B Position	C Funding Source	D Salary (9.1.2023)	E Percentage Salary Increase Over Prior Year	F G H I J K L Nonsalary Benefits FY 2024						M Explanation / Comments	
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		L Total Compensation
Calhoun, Kirk	President, Professor of Medicine	E&G	\$65,891	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,891	Incentive compensation
		Designated	\$864,838	0.00%	\$0	\$167,227	\$0	\$0	\$120,000	\$0	\$1,152,065	
			\$930,729	0.00%	\$0	\$167,227	\$0	\$0	\$120,000	\$0	\$1,217,956	
Philly, Julie	Executive Vice President, Health Affairs	E&G	\$310,218	21.72%	\$0	\$0	\$0	\$0	\$100,374	\$0	\$410,592	Performance-based incentive pay
		Designated	\$352,782	2.00%	\$0	\$0	\$0	\$0	\$137,107	\$0	\$489,889	Performance-based incentive pay, on-call pay and productivity pay
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
			\$663,000	2.00%	\$0	\$0	\$0	\$0	\$237,481	\$0	\$900,481	
Willis, Brigham	Dean, School of Medicine	E&G	\$699,978	7.69%	\$0	\$0	\$0	\$0	\$0	\$0	\$699,978	
			\$699,978	7.69%	\$0	\$0	\$0	\$0	\$0	\$0	\$699,978	
Cox, Steven	President, University Practice Plan	E&G	\$303,877	13.70%	\$0	\$67,428	\$0	\$0	\$0	\$0	\$371,306	
		Designated	\$303,877	13.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$303,877	
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
			\$607,754	10.00%	\$0	\$67,428	\$0	\$0	\$0	\$0	\$675,183	
Deslatte, Daniel	Senior Vice President Business Affairs and Chief Operating Officer	E&G	\$484,500	2.00%	\$0	\$0	\$0	\$0	\$100,000	\$0	\$584,500	Performance-based incentive pay
			\$484,500	2.00%	\$0	\$0	\$0	\$0	\$100,000	\$0	\$584,500	
Kavasch, Kris	Senior Vice President, Finance, Chief Financial Officer	E&G	\$332,777	2.00%	\$0	\$0	\$0	\$0	\$90,500	\$0	\$423,277	Performance-based incentive pay
		Designated	\$34,932	2.00%	\$0	\$0	\$0	\$0	\$9,500	\$0	\$44,432	Performance-based incentive pay
			\$367,710	2.00%	\$0	\$0	\$0	\$0	\$100,000	\$0	\$467,710	Retired as of 10/31/2023
Mylona Papadopoulos, Zoe Eleni	Vice Dean, Academic and Faculty Affairs	E&G	\$454,230	28.68%	\$0	\$0	\$0	\$0	\$0	\$0	\$454,230	
			\$454,230	28.68%	\$0	\$0	\$0	\$0	\$0	\$0	\$454,230	New position, hire date 10/1/2022; received stipends for additional duties
Elueze, Ifeanyi	Associate Dean, GME and Professional Development	E&G	\$143,906	16.80%	\$0	\$0	\$0	\$0	\$12,000	\$0	\$155,906	Additional duty pay
		Designated	\$198,960	-17.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$198,960	
		Restricted	\$69,134	94.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$69,134	
			\$412,000	3.00%	\$0	\$0	\$0	\$0	\$12,000	\$0	\$424,000	

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Scott, Cynthia	Senior Vice President, Human Resources, Chief Human Resource Officer	E&G	\$203,693	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$203,693	
		Designated	\$135,795	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$135,795	
			\$339,488	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$339,488	
Pearl, Jeffrey	Assistant Dean, Structure and Simulation	E&G	\$319,300	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$319,300	
			\$319,300	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$319,300	
Tucker, Torry	Associate Dean, Research	E&G	\$246,034	37.49%	\$0	\$0	\$0	\$0	\$0	\$0	\$246,034	
		Restricted	\$48,766	25.95%	\$0	\$0	\$0	\$0	\$0	\$0	\$48,766	
			\$294,800	20.42%	\$0	\$0	\$0	\$0	\$0	\$0	\$294,800	Received stipend for additional duties
Byrd,Theresa L	Dean, School of Health Professions	E&G	\$280,000	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$280,000	Hire date 3/13/2023
			\$280,000	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$280,000	
Morris, Susan Cox	Associate Dean, Accreditation, Strategy, and Quality	E&G	\$265,000	17.78%	\$0	\$0	\$0	\$0	\$0	\$0	\$265,000	
			\$265,000	17.78%	\$0	\$0	\$0	\$0	\$0	\$0	\$265,000	0.70 FTE
Baranowski, Carl	Vice President, Legal Affairs and Chief Legal Officer	E&G	\$234,000	17.91%	\$0	\$0	\$0	\$0	\$0	\$0	\$234,000	
		Designated	\$26,000	17.91%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,000	
			\$260,000	17.91%	\$0	\$0	\$0	\$0	\$0	\$0	\$260,000	
Fenter, Stephanie	Chief of Staff and Vice President Strategic Planning	E&G	\$124,800	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,800	
		Designated	\$124,800	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$124,800	
			\$249,600	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$249,600	
Racataian-Gavan, Rebeca	Assistant Dean, Clinical Competency	E&G	\$211,151	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$211,151	
			\$211,151	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$211,151	
Bryce, Crystal	Associate Dean, Student Affairs	E&G	\$200,850	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,850	
			\$200,850	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,850	
Beck Dallaghan, Gary	Assistant Dean, Assessment and Evaluation	E&G	\$193,743	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$193,743	
			\$193,743	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$193,743	

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Harms, Natalie	Vice President, Finance	E&G	\$190,550	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,550		
			\$190,550	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,550		
Ford, Stephen	Vice President, Chief Audit Executive	E&G	\$167,092	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$167,092		
		Designated	\$18,566	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$18,566		
			\$185,658	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$185,658		
Kurdowska, Anna	Associate Vice President, Research Compliance, Research Compliance Officer	E&G	\$96,989	-32.87%	\$0	\$0	\$0	\$0	\$0	\$0	\$96,989		
		Designated	\$79,355	196.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$79,355		
			\$176,344	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$176,344		
Cooper,Susan A	Associate Vice President, Practice Plan Administration	E&G	\$165,000	26.92%	\$0	\$0	\$0	\$0	\$0	\$0	\$165,000	Hire date 5/08/2023	
			\$165,000	26.92%	\$0	\$0	\$0	\$0	\$0	\$0	\$165,000	Compensation increase based on prior occupant's base salary	
Abron, Gisele	Associate Dean, Admissions	E&G	\$164,800	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$164,800		
			\$164,800	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$164,800		
Jones, Kathleen	Assistant Dean, Scientific Foundations	E&G	\$150,000	-40.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,000	Reduced time from 1 FTE to 0.60 FTE	
			\$150,000	-40.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,000		
Cope, Matthew	Associate Vice President, Government Relations	E&G	\$88,374	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$88,374		
			Designated	\$58,916	10.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$58,916
				\$147,290	10.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$147,290
Morales, Carolyn	Associate Dean, Diversity, Inclusion, Culture, Community, and Equity*	E&G	\$147,249	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$147,249		
			\$147,249	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$147,249		

\*Position titles reflect official records as of September 1, 2023