

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 Fiscal Year 2016

Institution Code: 785

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

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Calhoun, Kirk	President	GR	\$65,945						\$2,400	\$68,345	Longevity \$2,400.	
		Designated-MSRDP	\$343,506						\$218,137	\$667,146	Deferred Comp; \$150,000; Incentive Comp. \$68,137. See note.	
			\$409,451	0.00%	\$0	\$105,503	\$0	\$0	\$220,537	\$0	\$735,491	
		<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 award opportunity is 12.5% of FY 2015 base salary adjusted depending on achievement of "Threshold, Target, and Maximum" goals. Achievement of Threshold goals earned 50%, Target goals earned 100%, and Maximum goals earned 150% of the award opportunity respectively. The amount of compensation payable in FY 2016 for FY 2015 performance is determined by the Board of Regents in two parts. Qualitative awards were made in October 2015, while quantitative awards will be made in February 2016. Incentive compensation reported above as "other" is the actual qualitative award amount paid in October 2015 and an estimated quantitative award amount based on the actual quantitative payment made in the prior fiscal year.</p>										
Cox, Steven	Sr. VP, Chief Medical Officer/Physician in Chief	GR	\$227,902							\$227,902		
		Other E&G	\$302,102						\$30,000	\$332,102	Deferred Comp; \$30,000	
			\$530,004	12.77%	\$0	\$0	\$0	\$0	\$30,000	\$0	\$560,004	Promoted to Sr. VP
Woelkers, Joseph	Executive VP, Chief Operating Officer	GR	\$169,850						\$640	\$170,490	Longevity \$640.	
		Other E&G	\$225,150						\$60,000	\$285,150	Deferred Comp; \$60,000	
			\$395,000	9.75%	\$0	\$0	\$0	\$0	\$60,640	\$0	\$455,640	
Levin, Jeffrey	Sr. VP, Chief Clinical and Academic Affairs	GR	\$64,903						\$3,140	\$68,043	Longevity \$3,140	
		Other E&G	\$86,035						\$15,000	\$101,035	Deferred Comp; \$15,000	
		Designated-MSRDP	\$150,973								\$150,973	
		Restricted-Grants	\$50,090								\$50,090	
			\$352,001	4.30%	\$0	\$0	\$0	\$0	\$18,140	\$0	\$370,141	
<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 work RVUs above the target. There is no upper limit on this incentive. A Practice Plan uniform dollar amount per work RVU is used to calculate this additional payment.</p>												
Idell, Steven	Sr. VP, Chief Research Officer	GR	\$33,863						\$3,640	\$37,503	Longevity \$3,640	
		Other E&G	\$44,888						\$25,000	\$69,888	Deferred Comp; \$25,000	
		Designated-Other	\$67,550								\$67,550	
		Designated-MSRDP	\$126,000								\$126,000	
		Restricted-Grants	\$54,950								\$54,950	
		Restricted-Gifts	\$22,750								\$22,750	
			\$350,000	2.94%	\$0	\$0	\$0	\$0	\$28,640	\$0	\$378,640	
Lakey, David	Sr. VP, Population Health	GR	\$69,877						\$1,940	\$71,817	Longevity \$1,940	
		Other E&G	\$92,627						\$35,000	\$127,627	Deferred Comp; \$35,000	
		Designated-MSRDP	\$162,504								\$162,504	
			\$325,008	0.00%	\$0	\$0	\$0	\$0	\$36,940	\$0	\$361,948	
Moore, Vernon	Sr. VP Finance, Chief Business Officer	GR	\$135,450						\$1,620	\$137,070	Longevity \$1,620	
		Other E&G	\$179,550						\$50,000	\$229,550	Deferred Comp; \$50,000	
			\$315,000	4.69%	\$0	\$0	\$0	\$0	\$51,620	\$0	\$366,620	

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Ochran, Timothy	Sr. VP, Clinical Integration and Ancillary Services	GR	\$135,450						\$1,200	\$136,650	Longevity \$1,200
		Other E&G	\$179,550						\$50,000	\$229,550	Deferred Comp; \$50,000
			<u>\$315,000</u>	<u>33.92%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$51,200</u>	<u>\$0</u>	<u>\$366,200</u>
Witter, Terry	VP, Chief Legal Officer	GR	\$83,850						\$480	\$84,330	Longevity \$480
		Other E&G	\$111,150						\$15,000	\$126,150	Deferred Comp; \$15,000
			<u>\$195,000</u>	<u>30.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$15,480</u>	<u>\$0</u>	<u>\$210,480</u>
Deslatte, Daniel	VP, Planning & Public Policy	GR	\$75,250						\$1,440	\$76,690	Longevity \$1,440
		Other E&G	\$99,750						\$25,000	\$124,750	Deferred Comp; \$25,000
			<u>\$175,000</u>	<u>8.56%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$26,440</u>	<u>\$0</u>	<u>\$201,440</u>
Hunt, Donald	VP, Patient Centered Care and Chief Nursing Officer	GR	\$75,250						\$800	\$76,050	Longevity \$800
		Other E&G	\$99,750						\$15,000	\$114,750	Deferred Comp; \$15,000
			<u>\$175,000</u>	<u>8.56%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$15,800</u>	<u>\$0</u>	<u>\$190,800</u>
Yoder, John	VP, Technology & Chief Information Officer	GR	\$75,250						\$1,680	\$76,930	Longevity \$1,680
		Other E&G	\$99,750						\$15,000	\$114,750	Deferred Comp; \$15,000
			<u>\$175,000</u>	<u>16.76%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$16,680</u>	<u>\$0</u>	<u>\$191,680</u>
Brunette, Tom	AVP, Facilities	GR	\$64,500						\$440	\$64,940	Longevity \$440
		Other E&G	\$85,500						\$7,500	\$93,000	
			<u>\$150,000</u>	<u>8.23%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$7,940</u>	<u>\$0</u>	<u>\$157,940</u>
Booher, Lori	AVP, Medical Affairs	GR	\$64,500						\$480	\$64,980	Longevity \$480
		Other E&G	\$85,500						\$7,500	\$93,000	Deferred Comp; \$7,500
			<u>\$150,000</u>	<u>25.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$7,980</u>	<u>\$0</u>	<u>\$157,980</u>
Bondurant,Derrith	VP, Institutional Advancement	GR	\$62,350						\$940	\$63,290	Longevity \$940
		Other E&G	\$82,650						\$15,000	\$97,650	Deferred Comp; \$15,000
			<u>\$145,000</u>	<u>20.83%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$15,940</u>	<u>\$0</u>	<u>\$160,940</u>
Kavasch, Kris	AVP, Chief Audit Executive	GR	\$55,900						\$1,680	\$57,580	Longevity \$1,680
		Other E&G	\$74,100						\$7,500	\$81,600	Deferred Comp; \$7,500
			<u>\$130,000</u>	<u>17.29%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$9,180</u>	<u>\$0</u>	<u>\$139,180</u>
Neuenschwander, Pierre	AVP, Academic Affairs	GR	\$53,750						\$1,680	\$55,430	Longevity \$1,680
		Other E&G	\$71,250						\$7,500	\$78,750	Deferred Comp; \$7,500
			<u>\$125,000</u>	<u>19.05%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$9,180</u>	<u>\$0</u>	<u>\$134,180</u>
Armstrong, Bobby	AVP, Controller	GR	\$53,750						\$1,440	\$55,190	Longevity \$1,440
		Other E&G	\$71,250						\$7,500	\$78,750	Deferred Comp; \$7,500
			<u>\$125,000</u>	<u>38.89%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$8,940</u>	<u>\$0</u>	<u>\$133,940</u>