

Higher Education - Administrative Accountability Report

Special Provisions, Sec. 5 - Fiscal Year 2026

The University of Texas Health Science Center at Tyler

Institution Agency Code: 785

A Name	B Position	C Funding Source	D Salary (9.1.2025)	E Percentage Salary Increase Over Prior Year	F G H I J K Nonsalary Benefits FY 2026						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		
Philley, Julie	President	E&G Designated	\$63,250 \$1,086,750 \$1,150,000	4.55% 4.55% 4.55%	\$0	\$0	\$0	\$0	\$0	\$0	\$63,250 \$1,086,750 \$1,150,000	4.55% Merit Increase
Cox, Steven	President, University Practice Plan	E&G Designated	\$367,719 \$367,719 \$735,438	2.50% 2.50% 2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$367,719 \$367,719 \$735,438	2.50% Merit Increase
Morris, Susan Cox	Dean, School of Medicine	E&G	\$735,438 \$735,438	2.50% 2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$735,438 \$735,438	2.50% Merit Increase
Deslatte, Daniel	Chief Business Officer	E&G	\$600,000 \$600,000	0.00% 2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$600,000 \$600,000	
Elueze, Ifeanyi	Associate Dean, Graduate Medical Education and Professional Development	E&G Designated Restricted	\$157,082 \$211,370 \$65,021 \$433,473	15.21% -17.36% 111.20% 2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,082 \$211,370 \$65,021 \$433,473	2.50% Merit Increase
Northcutt, John David	Chief Legal Officer	E&G	\$350,000 \$350,000	N/A N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$350,000 \$350,000	Previously paid through a temp arrangement with MDA until 9/1/25 became a UT Tyler HSC employee.
Starnes, Kate L.	Vice President, Operations for Health Affairs	E&G	\$315,000 \$315,000	5.00% 5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$315,000 \$315,000	5.00% Merit Increase
Lake, Kathryn	Chief Strategy Officer	E&G	\$307,500 \$307,500	2.50% 2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$307,500 \$307,500	2.50% Merit Increase
Pearl, Jeffrey M.	Assistant Dean, Struct and Simulation	E&G	\$289,986 \$289,986	-9.18% -9.18%	\$0	\$0	\$0	\$0	\$0	\$0	\$289,986 \$289,986	Base salary reduced and offset with stipend payments
Fenter, Stephanie	Vice President, Operations for Academic Affairs	E&G Designated	\$140,938 \$140,937 \$281,875	2.50% 2.50% 2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,938 \$140,937 \$281,875	2.50% Merit Increase
Tucker, Torry	Associate Dean, Research	E&G Restricted	\$234,817 \$22,376 \$257,193	2.50% 2.50% 2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$234,817 \$22,376 \$257,193	2.50% Merit Increase
Ford, Stephen J.	Vice President, Chief Risk Officer	E&G	\$212,175	23.88%							\$212,175	

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		Designated	\$23,575	23.88%							\$23,575	
			\$235,750	23.88%	\$0	\$0	\$0	\$0	\$0	\$0	\$235,750	Promotion to Chief Risk Officer
Bryce, Crystal I.	Associate Dean, School of Medicine	E&G Restricted	\$209,916	10.00%							\$209,916	
			\$11,048	10.00%							\$11,048	
Abron, Gisele	Associate Dean, Admissions	E&G	\$220,964	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$220,964	Salary increase effective 7/1/2025
			\$213,000	27.13%							\$213,000	
Griffin, Daniel P.	Associate Dean, Undergrad Medical Education	E&G	\$213,000	27.13%	\$0	\$0	\$0	\$0	\$0	\$0	\$213,000	Promotion
			\$208,876	2.00%							\$208,876	
Yoder, John D.	Chief Technology Officer	E&G	\$208,876	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$208,876	2.00% Merit Increase
			\$204,649	2.52%							\$204,649	
Racataian-Gavan, Rebeca A.	Associate Dean of Accreditation and Quality Improvement	E&G	\$204,649	2.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$204,649	2.52% Merit Increase
			\$204,000	-11.22%							\$204,000	
Bush, Lisa	Associate Vice President, Research Administration	E&G	\$204,000	-11.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$204,000	Move to new position resulted in salary change.
			\$194,750	2.50%							\$194,750	
McLuen, Tamra	Assistant Vice President, Graduate Medical Education	E&G	\$194,750	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$194,750	2.50% Merit Increase
			\$184,500	2.50%							\$184,500	
Cooper, Susan A.	Associate Vice President, Practice Plan Administration	E&G	\$184,500	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$184,500	2.50% Merit Increase
			\$182,655	0.00%							\$182,655	
Pannagl, Bryan M.	Associate Vice President, Finance, Health Affairs	E&G	\$182,655	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$182,655	
			\$180,000	24.36%							\$180,000	
Smith, Courtney A.	Associate Vice President, Governmental Relations	E&G	\$180,000	24.36%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,000	Promotion
			\$179,375	2.50%							\$179,375	
Kjosa, Kevin T.	Assistant Vice President, Information Security	E&G	\$179,375	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$179,375	2.50% Merit Increase
			\$164,000	2.50%							\$164,000	
Holbrook, Derek A.	Assistant Dean, School of Medicine	E&G	\$164,000	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$164,000	2.50% Merit Increase
			\$131,000	12.92%							\$131,000	
			\$131,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$131,000	Promoted to Assistant Dean 6/29/2025