

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	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Philly, Julie	President	E&G	\$63,250	4.55%							\$63,250	
		Designated	\$1,086,750	4.55%							\$1,086,750	
			\$1,150,000	4.55%	\$0	\$0	\$0	\$0	\$0	\$0	\$1,150,000	4.55% Merit Increase
Cox, Steven	President, University Practice Plan	E&G	\$367,719	2.50%							\$367,719	
		Designated	\$367,719	2.50%							\$367,719	
			\$735,438	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$735,438	2.50% Merit Increase
Morris, Susan Cox	Dean, School of Medicine	E&G	\$735,438	2.50%							\$735,438	
			\$735,438	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$735,438	2.50% Merit Increase
Deslatte, Daniel	Chief Business Officer	E&G	\$600,000	0.00%							\$600,000	
			\$600,000	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$600,000	
Elueze, Ifeanyi	Associate Dean, Graduate Medical Education and Professional Development	E&G	\$157,082	15.21%							\$157,082	
		Designated Restricted	\$211,370	-17.36%							\$211,370	
			\$65,021	111.20%							\$65,021	
			\$433,473	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$433,473	2.50% Merit Increase
Northcutt, John David	Chief Legal Officer	E&G	\$350,000	N/A							\$350,000	Previously paid through a temp arrangement with MDA until
			\$350,000	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$350,000	9/1/25 became a UT Tyler HSC employee.
Starnes, Kate L.	Vice President, Operations for Health Affairs	E&G	\$315,000	5.00%							\$315,000	
			\$315,000	5.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$315,000	5.00% Merit Increase
Lake, Kathryn	Chief Strategy Officer	E&G	\$307,500	2.50%							\$307,500	
			\$307,500	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$307,500	2.50% Merit Increase
Pearl, Jeffrey M.	Assistant Dean, Struct and Simulation	E&G	\$289,986	-9.18%							\$289,986	
			\$289,986	-9.18%	\$0	\$0	\$0	\$0	\$0	\$0	\$289,986	Base salary reduced and offset with stipend payments
Fenter, Stephanie	Vice President, Operations for Academic Affairs	E&G	\$140,938	2.50%							\$140,938	
		Designated	\$140,937	2.50%							\$140,937	
			\$281,875	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$281,875	2.50% Merit Increase
Tucker, Torry	Associate Dean, Research	E&G	\$234,817	2.50%							\$234,817	
		Restricted	\$22,376	2.50%							\$22,376	
			\$257,193	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$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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Bryce, Crystal I.	Associate Dean, School of Medicine	Designated	\$23,575	23.88%							\$23,575	
			\$235,750	23.88%	\$0	\$0	\$0	\$0	\$0	\$0	\$235,750	
		E&G	\$209,916	10.00%							\$209,916	
			Restricted	\$11,048	10.00%							
			\$220,964	10.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$220,964	Salary increase effective 7/1/2025
Abron, Gisele	Associate Dean, Admissions	E&G	\$213,000	27.13%							\$213,000	Promotion
			\$213,000	27.13%	\$0	\$0	\$0	\$0	\$0	\$0	\$213,000	
Griffin, Daniel P.	Associate Dean, Undergrad Medical Education	E&G	\$208,876	2.00%							\$208,876	2.00% Merit Increase
			\$208,876	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$208,876	
Yoder, John D.	Chief Technology Officer	E&G	\$204,649	2.52%							\$204,649	2.52% Merit Increase
			\$204,649	2.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$204,649	
Racataian-Gavan, Rebeca A.	Associate Dean of Accreditation and Quality Improvement	E&G	\$204,000	-11.22%							\$204,000	Move to new position resulted in salary change.
			\$204,000	-11.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$204,000	
Bush, Lisa	Associate Vice President, Research Administration	E&G	\$194,750	2.50%							\$194,750	2.50% Merit Increase
			\$194,750	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$194,750	
McLuen, Tamra	Assistant Vice President, Graduate Medical Education	E&G	\$184,500	2.50%							\$184,500	2.50% Merit Increase
			\$184,500	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$184,500	
Cooper, Susan A.	Associate Vice President, Practice Plan Administration	E&G	\$182,655	0.00%							\$182,655	
			\$182,655	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$182,655	
Pannagl, Bryan M.	Associate Vice President, Finance, Health Affairs	E&G	\$180,000	24.36%							\$180,000	Promotion
			\$180,000	24.36%	\$0	\$0	\$0	\$0	\$0	\$0	\$180,000	
Smith, Courtney A.	Associate Vice President, Governmental Relations	E&G	\$179,375	2.50%							\$179,375	2.50% Merit Increase
			\$179,375	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$179,375	
Kjosa, Kevin T.	Assistant Vice President, Information Security	E&G	\$164,000	2.50%							\$164,000	2.50% Merit Increase
			\$164,000	2.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$164,000	
Holbrook, Derek A.	Assistant Dean, School of Medicine	E&G	\$131,000	12.92%							\$131,000	Promoted to Assistant Dean 6/29/2025
			\$131,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$131,000	