## Higher Education - Administrative Accountability Report

Special Provisions, Sec. 5 FY2015

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Funding Source</th>
<th>Salary (09.01.2014)</th>
<th>Percentage Salary Increase Over FY 2014</th>
<th>Cash Bonuses</th>
<th>Practice Plan Benefits</th>
<th>Housing Allowance</th>
<th>Car Allowance</th>
<th>Other Compensation</th>
<th>Total Compensation</th>
<th>Explanation / Comments</th>
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<tbody>
<tr>
<td>Calhoun, Kirk</td>
<td>President</td>
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<td>Moore, Vernon</td>
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<td>Restricted-GTs</td>
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<td>Restricted-Grants &amp; C</td>
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<tr>
<td>Ochran, Timothy</td>
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</table>

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 200% 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.

Note: Dr. Levin participates in theUTHCT MSRP-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.

Note: Dr. Ochran participates in the UTHCT MSRP-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.
### The University of Texas Health Science Center at Tyler

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Funding Source</th>
<th>Salary (09.01.2014)</th>
<th>Percentage Salary Increase Over FY 2014</th>
<th>Cash Bonuses</th>
<th>Practice Plan Benefits</th>
<th>Housing Allowance</th>
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<th>Non-Cash Compensation</th>
<th>Total Compensation</th>
<th>Explanation / Comments</th>
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