

**UT SOUTHWESTERN**  
MEDICAL CENTER

Leah A. Hurley, J.D.  
Vice President for Legal Affairs

February 5, 2008

*Via Email*

*emc5328@exchange.uta.edu*

Erin Crowe  
Communications Department  
Box 19107  
Fine Arts Building RM 118  
Arlington, TX 76019-0107

*Re: Texas Public Information Act Request Dated and Received January 22, 2008*

Dear Ms. Crowe:

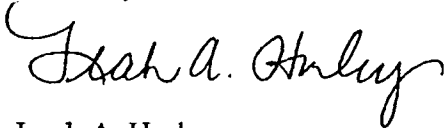
In the referenced correspondence you seek copies of *(1) a document reflecting the current salary, dollar amount of automobile and housing allowance, and value of any other perk of the president and provost of the UT Medical Center of Dallas; and (2) most recent performance review of the president and provost of the UT Medical Center of Dallas.*

Your correspondence constitutes a request for information pursuant to The Texas Public Information Act, TEX. GOVT. CODE ANN. §§552.001-552.353 (Vernon's 2004).

I enclose herein seven (7) pages that are responsive to your request.

With this submission, UT Southwestern has fully complied with your request.

Sincerely,



Leah A. Hurley

Enclosures

**The University of Texas System**  
**U.T. Southwestern Medical Center - Dallas**

*(Budgeted)*  
2008

Wildenthal, C. Kern

Salary		\$ 733,514
Longevity		\$ 4,320
Telephone		\$ 720
Parking		\$ 1,700
Supplemental Retirement Payment		201,368
Salary Supplement		0
Car Allowance		0
Tax Equity Adjustment		0
Maintenance & Utility Allowance		0
Deferred Compensation		230,000
<b>TOTAL</b>		<b>\$ 1,171,622</b>

Gilman, Alfred

Salary		\$ 500,000
Longevity		\$ 3,120
Parking		\$ 1,700
Supplemental Retirement Payment		124,000
Deferred Compensation		125,000
<b>TOTAL</b>		<b>\$ 753,820</b>

**EVALUATION CRITERIA FOR  
SENIOR EXECUTIVES**  
(Review Period: September 1, 2006 - August 31, 2007)

**NAME:** Alfred G. Gilman, M.D., Ph.D.

**1. Evidence of strong leadership:**

Since the job of the Provost/Dean is to lead the academic enterprise, I think overall evaluation here relies on assessment of accomplishments listed below. Not specifically mentioned below is recruiting. Five new chairs have been recruited in the last two years (but only two external). The pace will now have to accelerate. I have good relationships with the new chairs and meet with them as a group on a monthly basis (with Dr. Maddrey). I believe all are performing at least adequately. Of the 31 academic department chairs and five (or so) major center directors, I feel that I have a strong and positive relationship with the great majority, especially including the basic science chairs and Drs. Fitz, Lister, and Nestler. I believe I now interact well with Drs. Samson, Rohrich, Rege, and McCulley. They seek advice frequently. Interactions with Drs. Roehrborn and Vitetta are difficult; those with Dr. Packer are erratic and require constant attention. Dr. Cannon's poor clinical leadership is not offset by modest academic leadership. Evaluations by the chairs are rather good.

Supervisor's Response:

*Leadership is regarded as excellent by department chairs and center directors and by me.*

**2. Evidence of good fiscal and/or administrative management:**

- Salaries in basic science departments are competitive; salaries in clinical departments are more so. There is more consistent and appropriate use of salary, SRAs, and incentive. Faculty and chairs are more aware of expectations for external sources of salary support. Higher salaries have been obtained for HHMI investigators.
- Most departments accept their state allocation as reasonable. I have been able to meet meritorious requests for special funding for recruitment and shared resources, thanks to adequate resources from on high.
- Committees responsible for oversight of the Endowed Scholars and the newly established DOCS programs will vet the appointment of virtually all tenure-track faculty in basic science departments and most clinical departments, as well as the appointment of clinical scholars in Internal Medicine and some other clinical departments.
- The Promotions and Tenure system is online, paper-free, and a great improvement over prior procedures. The P&T committee is under new leadership. Appointment letters flow at least quasi-automatically from a Dean's Office database, which extracts information from HRMS. The next real accomplishment will be an online faculty appointment process. We should be able to take advantage of such a system to facilitate licensing and credentialing. A smoothly functioning intranet and adaptation of the online ERGO system will facilitate other operations requiring the movement of paper from office to office.
- Reporting structure in the Dean's Office has been reorganized. Associate Deans for Student Affairs, Undergraduate Research, Minority Affairs, and Research Administration now report to

Dr. Ginsburg, who is newly baptized as Sr. Associate Dean for Academic Administration. These changes have made my job more manageable.

Supervisor's Response:

*I agree.*

3. Evidence of supervisory skills:

- I "supervise" only a few. By design, these valuable members of the staff need little supervision (Womack, Rivera, Sauer). With my encouragement, Ruth Womack has freed the Dean's Office from one major thorn (D. Kirkman), and has encouraged another to look elsewhere (so far without success).
- Interactions with Dean Cobb involve primarily administrative issues related to graduate education. The Graduate School Dean's Office could/should be more involved with research planning and funding. Dennis McKearin could be the instrument for such involvement (if interested). Interactions with Dean Caetano are modest. I should learn more about the Allied Health School (and its proper name).
- Associate Deans who report to me now include only Ginsburg, Cox, Cuthbert, and Willson. Ginsburg and Cox are excellent and invaluable. Cuthbert is valuable but frequently compromises her own effectiveness with difficult interpersonal interactions. We meet and discuss, and she has sought external help. I have helped the research programs of the Cancer Center by recruitment of Michael White to the cause and facilitation of interactions with the core laboratories.

Supervisor's Response:

*Excellent supervision of academic & administrative staff;  
inspires hard work & productivity.*

4. Evidence of creativity and innovation:

- DOCS program is running and a useful complement to Endowed Scholars
- Discussions with surgical chairs about creation of a Division of Surgical Research are ongoing. They understand that they must earn the opportunity to succeed. They may well fail to do so.
- Efforts are being made to expand and make more substantive our relationships with UT Dallas and UT Arlington. UT Metroplex Days was a reasonable kickoff. Roughly 90 applications for a joint seed grant program were received and approximately a dozen were funded. Discussions with UT Dallas about collaborative efforts in bioengineering are ongoing and necessary for success.

Supervisor's Response:

*Exceptionally promising new initiatives have been  
designed & executed.*

5. Evidence of interpersonal and communications skills:

- I believe that only one significant problem that has come to me has reached the point of no return. In that case (Dr. Gentilello), the irreversible step that was taken was well justified and necessary.

Supervisor's Response:

*Direct & straightforward. Excellent writing skills & one-on-one meeting skills.*

6. Evidence of commitment to customer service:

- I believe my relationships with President and EVPs are reasonable and based on mutual respect
- Relationship with Chairs and Center Directors discussed elsewhere
- I believe the basic research-oriented faculty feels well represented and supported. The clinical research-oriented faculty will soon hear of progress re IT support, which is a critical need. Other research support services are much improved. Modest bridge grant funding program in place; there are been surprisingly few calls. The New Faculty Research Forum was much better attended and received in its second year.
- Teaching activities receive more attention and recognition. This is now evident at the P&T committee. The College System will improve both teaching and relationships with medical students.

Supervisor's Response:

*attentive to faculty & student needs. Sometimes "boos are not suffered gladly" when a little preference might save time & burden.*

7. List 3-5 most significant accomplishments in the past year:

- In several cases here the primary accomplishment belongs to another; I am only the facilitator
- Basic research: Large Endowed Scholar recruitment class; Clinical/translational research: CTSA, obesity program, Dallas Heart Study (revisited) being launched.
- Education: College program launched 8/2007
- Improved interactions with UT Dallas and Arlington
- Infrastructure: Division of academic computing: recruitment of Dipti Ranganathan reporting to Kirksey and me; I predict major impact. IRB function much improved. ARC issues under control, despite the need for a new Director. Core labs functioning rather well and are a major benefit to recruitment and ongoing research.

Supervisor's Response

*Major accomplishments that would not otherwise have occurred.*

8. Overall Evaluation of Performance:

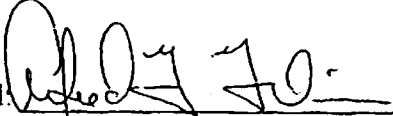
- Basic science departments: life is reasonable. Mangelsdorf has a challenge with aging faculty recruited in the early 80's but is recruiting (one ES this year). Cell Biology and Neuroscience will


require attention but we should be successful here. Green Center (Reproductive Biology) more challenging.

- Clinical departments: significant academic progress in Medicine and Pediatrics, Psychiatry OK (Nestler insatiable), Neurology needs major work; discussions ongoing with surgical departments (see above).
- Research funding: stagnant funding is disappointing. Loss of major programs (e.g. the AfCS, where there was a premature decline and a 10 year funding limit) and aging in some departments should be offset by CTSA, Obesity/Diabetes, Gulf War, and new recruiting. However, the lag on funding for new recruits is exacerbated by current situation at NIH. Generous startup funding permits delay in grant submissions, and it is difficult to determine if such delay is wise or foolish.
- Failure to recruit new Dean of SMS is disappointing. We might have successfully recruited Harvard's new Dean and we definitely could have recruited Duke's new Dean, but I think we were wise in passing both opportunities. I feel similarly about Balser and Robbins. Kaushansky would have been excellent. The fire is being stoked again.
- Personally, I am significantly more comfortable with my ability to interact with the wide range of people encountered in this position.

Supervisor's Response:

*Overall: excellent performance*

Signed:   
Executive/Date  
*8/28/07*

  
Supervisor/Date

The 21<sup>st</sup> year of Kern Wildenthal's tenure as President of UT Southwestern Medical Center was another outstanding year. He continues careful planning for the campus, especially in the area of future research buildings. Although the fund raising goal for July 2007 had been increased to \$560 million, over \$600 million has now been raised. Dr. Wildenthal played an absolutely pivotal role in the negotiations of a \$50 million gift from T. Boone Pickens to both UT Southwestern and UT MD Anderson Cancer Center. An outstanding new Vice President for Medical Affairs was recruited. This was a part of a major effort under Dr. Wildenthal's leadership to improve the quality and nature of patient care services, particularly in St. Paul and Zale Lipshey Hospitals. Relationships with Parkland Hospital have "stabilized in a positive way", this includes billing reimbursement through county contracts. The relationships with Children's Hospital also developed and a new \$75 million outpatient surgery facility was opened.

Collaborations in bioengineering and cognitive science including important imaging programs were further developed in collaboration with UT Arlington and UT Dallas.

Architects were appointed for construction of the first building on the Biotech Incubator Park.

Dr. Wildenthal has been intensely involved in negotiations between additional federal funding for care of Medicaid and other uninsured patients through a private hospital UPL program for Dallas County. This program is still under active negotiation.

UT Southwestern continues to be a premier basic science research campus with another faculty member, Helen Hobbs, elected to the National Academy of Sciences this year (one of two Texans so recognized). The educational curriculum, which has been rather traditional, is now under evaluation and opportunities for constructive innovation are being expanded. Acquisition of the St. Paul and Zale Lipshey Hospitals has generally progressed as planned with recruitment of a new hospital director, who is highly respected. Changing the culture to facilitate the care of private patients by a faculty which previously worked primarily in the public Parkland Hospital continues to be a challenge. However, the new Vice President for Medical Affairs and several of the recently appointed departmental chairs are familiar with these issues and will help with this transition.

Dr. Wildenthal continues to provide exemplary leadership of his campus, as well as being an important and effective leader in the general Dallas community and state-wide.