

**Higher Education - Administrative Accountability Report  
Special Profisions, Sec. 5 FY2012**

Institution Code: 506

Institution Name: The University of Texas M.D. Anderson Cancer Center

A Name	B Position	C Funding Source	D Salary (09.01.2011)	E Percentage Salary Increase Over FY 2011	F G H I J K Nonsalary Benefits FY 2012						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		
Apted,Janis	Associate Vice President, Faculty Development	General Revenue Designated	\$162,400	3.05%	\$0	\$0	\$0	\$0	\$38,926	\$0	\$201,326	Supplemental Benefit Program of \$29,085 and Performance Incentive Program of \$9,841
			\$0	0.00%	\$0	\$4,649	\$0	\$0	\$0	\$0	\$4,649	
			\$162,400	3.05%	\$0	\$4,649	\$0	\$0	\$38,926	\$0	\$205,975	
Bammerlin,David	Associate Vice President, Research & Education Facilities	General Revenue Designated	\$205,500	6.20%	\$0	\$0	\$0	\$0	\$47,332	\$0	\$252,832	Supplemental Benefit Program of \$34,919 and Performance Incentive Program of \$12,413
			\$0	0.00%	\$0	\$8,071	\$0	\$0	\$0	\$0	\$8,071	
			\$205,500	6.20%	\$0	\$8,071	\$0	\$0	\$47,332	\$0	\$260,903	
Bast Jr,Robert C	Vice President, Translational Research, Professor and Harry Carothers Wiess Distinguished University Chair for Cancer Research	Designated	\$343,034	3.19%	\$0	\$126,291	\$0	\$0	\$24,444	\$0	\$493,769	Performance Incentive Program
			\$62,266	2.13%	\$0	\$0	\$0	\$0	\$0	\$0	\$62,266	
			\$405,300	3.02%	\$0	\$126,291	\$0	\$0	\$24,444	\$0	\$556,035	
Bingham,Johnny W	Vice President, Performance Improvement	General Revenue Designated	\$251,900	3.20%	\$0	\$0	\$0	\$0	\$67,877	\$0	\$319,777	Supplemental Benefit Program of \$52,723 and Performance Incentive Program of \$15,154
			\$0	0.00%	\$0	\$13,889	\$0	\$0	\$0	\$0	\$13,889	
			\$251,900	3.20%	\$0	\$13,889	\$0	\$0	\$67,877	\$0	\$333,666	
Bogler,Oliver	Senior Vice President for Academic Affairs and Professor	General Revenue	\$399,000	33.00%	\$0	\$120,288	\$0	\$0	\$23,994	\$0	\$543,282	Performance Incentive Program
Bowman,Barbara A	VP, Patient Services	General Revenue Designated	\$218,600	4.05%	\$0	\$0	\$0	\$0	\$62,344	\$0	\$280,944	Supplemental Benefit Program of \$49,131 and Performance Incentive Program of \$13,213
			\$0	0.00%	\$0	\$7,899	\$0	\$0	\$0	\$0	\$7,899	
			\$218,600	4.05%	\$0	\$7,899	\$0	\$0	\$62,344	\$0	\$288,843	
Brown,Barbara C	Associate Vice President and Managing Legal Officer	General Revenue Designated	\$257,700	5.10%	\$0	\$0	\$0	\$0	\$60,014	\$0	\$317,714	Supplemental Benefit Program of \$44,469 and Performance Incentive Program of \$15,545
			\$0	0.00%	\$0	\$9,183	\$0	\$0	\$0	\$0	\$9,183	
			\$257,700	5.10%	\$0	\$9,183	\$0	\$0	\$60,014	\$0	\$326,897	
Buchholz,Thomas A	Division Head, Chair, Professor, and McGraw Chair-Study of Cancer	General Revenue	\$2,081	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$2,081	
			\$599,450	4.90%	\$0	\$190,210	\$0	\$0	\$37,511	\$0	\$827,171	Performance Incentive Program
			\$23,469	-39.26%	\$0	\$0	\$0	\$0	\$0	\$0	\$23,469	
			\$625,000	2.44%	\$0	\$190,210	\$0	\$0	\$37,511	\$0	\$852,721	
Burke,Thomas W	Executive Vice President and Physician-in-Chief, Professor	General Revenue Designated	\$386,620	10.26%	\$0	\$0	\$0	\$0	\$0	\$0	\$386,620	
			\$356,880	10.26%	\$0	\$226,404	\$0	\$0	\$256,598	\$0	\$839,882	Performance Incentive Program of \$44,779.20 and Long Term Incentive of \$211,813
			\$743,500	10.26%	\$0	\$226,404	\$0	\$0	\$256,598	\$0	\$1,226,502	
Cagley,Maureen K	Associate Vice President, Office of the Provost	General Revenue Designated	\$206,100	5.10%	\$0	\$0	\$0	\$0	\$48,087	\$0	\$254,187	Supplemental Benefit Program of \$35,649 and Performance Incentive Program of \$12,438
			\$0	0.00%	\$0	\$7,263	\$0	\$0	\$0	\$0	\$7,263	
			\$206,100	5.10%	\$0	\$7,263	\$0	\$0	\$48,087	\$0	\$261,451	

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation			
Candelari,Toya G	Associate Vice President, Trainee & Alumni Affairs	General Revenue Designated	\$173,600	3.03%	\$0	\$0	\$0	\$0	\$42,419	\$0	\$216,019	Supplemental Benefit Program of \$31,802 and Performance Incentive Program of \$10,618	
			\$0	0.00%	\$0	\$4,488	\$0	\$0	\$0	\$0	\$4,488		
			<u>\$173,600</u>	<u>3.03%</u>	<u>\$0</u>	<u>\$4,488</u>	<u>\$0</u>	<u>\$0</u>	<u>\$42,419</u>	<u>\$0</u>	<u>\$220,507</u>		
Capelli,Christopher C	Vice President, Technology Based Ventures	General Revenue Designated	\$274,000	3.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$274,000		
			\$0	0.00%	\$0	\$9,752	\$0	\$0	\$0	\$0	\$9,752		
			<u>\$274,000</u>	<u>3.01%</u>	<u>\$0</u>	<u>\$9,752</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$283,752</u>		
Castro,Juan C	Associate Vice President, Financial Planning and Analysis	General Revenue Designated	\$197,500	5.11%	\$0	\$0	\$0	\$0	\$47,111	\$0	\$244,611	Supplemental Benefit Program of \$35,121 and Performance Incentive Program of 11,990	
			\$0	0.00%	\$0	\$6,059	\$0	\$0	\$0	\$0	\$6,059		
			<u>\$197,500</u>	<u>5.11%</u>	<u>\$0</u>	<u>\$6,059</u>	<u>\$0</u>	<u>\$0</u>	<u>\$47,111</u>	<u>\$0</u>	<u>\$250,670</u>		
Colman,Gerard J	Senior Vice President and Chief of Clinical Operations	General Revenue Designated	\$475,000	17.00%	\$0	\$0	\$0	\$0	\$162,345	\$0	\$637,345	Supplemental Benefit Program of \$134,329 and Performance Incentive Program of \$28,016	
			\$0	0.00%	\$0	\$8,216	\$0	\$0	\$0	\$0	\$8,216		
			<u>\$475,000</u>	<u>17.00%</u>	<u>\$0</u>	<u>\$8,216</u>	<u>\$0</u>	<u>\$0</u>	<u>\$162,345</u>	<u>\$0</u>	<u>\$645,561</u>		
Daigneau,William A	Vice President, Operations & Facilities	General Revenue Designated	\$366,400	3.01%	\$0	\$0	\$0	\$0	\$105,384	\$0	\$471,784	Supplemental Benefit Program of \$83,274 and Performance Incentive Program of \$22,110	
			\$0	0.00%	\$0	\$11,801	\$0	\$0	\$0	\$0	\$11,801		
			<u>\$366,400</u>	<u>3.01%</u>	<u>\$0</u>	<u>\$11,801</u>	<u>\$0</u>	<u>\$0</u>	<u>\$105,384</u>	<u>\$0</u>	<u>\$483,585</u>		
DePinho,Ronald A	President, Professor	General Revenue Designated Restricted	\$65,946	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,946		
			\$1,195,085	0.00%	\$0	\$396,000	\$0	\$0	\$0	\$0	\$1,591,085		
			\$142,969	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$142,969		
<u>\$1,404,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$396,000</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$1,800,000</u>					
Diaz Jr,Eduardo M	Vice President, Global Clinical Programs and Professor	General Revenue Designated	\$207,600	4.01%	\$0	\$0	\$0	\$0	\$25,024	\$0	\$232,624	Performance Incentive Program	
			\$207,600	4.01%	\$0	\$127,232	\$0	\$0	\$0	\$0	\$334,832		
			<u>\$415,200</u>	<u>4.01%</u>	<u>\$0</u>	<u>\$127,232</u>	<u>\$0</u>	<u>\$0</u>	<u>\$25,024</u>	<u>\$0</u>	<u>\$567,455</u>		
DuBois,Raymond N	Provost and Executive Vice President, Professor and Ellen F. Knisely Distinguished Chair in Colon Cancer Research	General Revenue Designated Restricted	\$663,931	17.35%	\$0	\$227,164	\$0	\$0	\$44,650	\$0	\$935,744	Performance Incentive Program	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$206,663	\$0	\$206,663		Long Term Incentive
			\$79,569	-4.39%	\$0	\$0	\$0	\$0	\$0	\$0	\$79,569		
<u>\$743,500</u>	<u>14.56%</u>	<u>\$0</u>	<u>\$227,164</u>	<u>\$0</u>	<u>\$0</u>	<u>\$251,313</u>	<u>\$0</u>	<u>\$1,221,976</u>					
Ecung,Wenonah B	Associate Vice President, Clinical Programs	General Revenue Designated	\$225,700	3.63%	\$0	\$0	\$0	\$0	\$50,478	\$0	\$276,178	Supplemental Benefit Program of \$36,706 and Performance Incentive Program of \$13,772	
			\$0	0.00%	\$0	\$11,503	\$0	\$0	\$0	\$0	\$11,503		
			<u>\$225,700</u>	<u>3.63%</u>	<u>\$0</u>	<u>\$11,503</u>	<u>\$0</u>	<u>\$0</u>	<u>\$50,478</u>	<u>\$0</u>	<u>\$287,681</u>		

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Ewer,Michael S	Special Assistant to the Vice President for Medical Affairs, Professor	General Revenue	\$155,550	4.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,550	
		Designated	\$163,050	3.95%	\$0	\$99,529	\$0	\$0	\$19,357	\$0	\$281,936	Performance Incentive Program
			<u>\$318,600</u>	<u>4.05%</u>	<u>\$0</u>	<u>\$99,529</u>	<u>\$0</u>	<u>\$0</u>	<u>\$19,357</u>	<u>\$0</u>	<u>\$437,486</u>	
Feeley,Thomas W	Division Head, Professor and Helen Shafer Fly Distinguished Professorship of Anesthesiology	Designated	\$602,904	4.02%	\$0	\$181,960	\$0	\$0	\$36,354	\$0	\$821,218	Performance Incentive Program
		Restricted	\$2,999	0.13%	\$0	\$0	\$0	\$0	\$0	\$0	\$2,999	
			<u>\$605,903</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$181,960</u>	<u>\$0</u>	<u>\$0</u>	<u>\$36,354</u>	<u>\$0</u>	<u>\$824,217</u>	
Ferguson Jr,Hugh R	Executive Director, State & System Reporting	General Revenue	\$201,600	4.56%	\$0	\$0	\$0	\$0	\$48,040	\$0	\$249,640	Supplemental Benefit Program of \$35,717 and Performance Incentive Program of \$12,323
		Designated	\$0	0.00%	\$0	\$6,699	\$0	\$0	\$0	\$0	\$6,699	
			<u>\$201,600</u>	<u>4.56%</u>	<u>\$0</u>	<u>\$6,699</u>	<u>\$0</u>	<u>\$0</u>	<u>\$48,040</u>	<u>\$0</u>	<u>\$256,339</u>	
Fontaine,Robert D	Senior Vice President, Business Affairs and Chief Regulatory Officer	General Revenue	\$589,300	7.95%	\$0	\$0	\$0	\$0	\$207,041	\$0	\$796,341	Supplemental Benefit Program of \$171,571 and Performance Incentive Program of \$35,470
		Designated	\$0	0.00%	\$0	\$8,253	\$0	\$0	\$168,395	\$0	\$176,648	Long Term Incentive
			<u>\$589,300</u>	<u>7.95%</u>	<u>\$0</u>	<u>\$8,253</u>	<u>\$0</u>	<u>\$0</u>	<u>\$375,436</u>	<u>\$0</u>	<u>\$972,989</u>	
Foxhall,Lewis E	Vice President, Health Policy, Professor	General Revenue	\$376,212	8.64%	\$0	\$119,472	\$0	\$0	\$23,193	\$0	\$518,877	Performance Incentive Program
		Restricted	\$7,995	-33.33%	\$0	\$0	\$0	\$0	\$0	\$0	\$7,995	
			<u>\$384,207</u>	<u>7.23%</u>	<u>\$0</u>	<u>\$119,472</u>	<u>\$0</u>	<u>\$0</u>	<u>\$23,193</u>	<u>\$0</u>	<u>\$526,872</u>	
Frick,Michael C	Associate Vice President, Development	General Revenue	\$321,600	2.03%	\$0	\$0	\$0	\$0	\$73,515	\$0	\$395,115	Supplemental Benefit Program of \$54,064 and Performance Incentive Program of \$19,451
		Designated	\$0	0.00%	\$0	\$13,465	\$0	\$0	\$0	\$0	\$13,465	
			<u>\$321,600</u>	<u>2.03%</u>	<u>\$0</u>	<u>\$13,465</u>	<u>\$0</u>	<u>\$0</u>	<u>\$73,515</u>	<u>\$0</u>	<u>\$408,580</u>	
Gagel,Robert F	Division Head, Professor	Designated	\$451,716	4.00%	\$0	\$144,598	\$0	\$0	\$27,737	\$0	\$624,051	Performance Incentive Program
		Restricted	\$10,383	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,383	
			<u>\$462,099</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$144,598</u>	<u>\$0</u>	<u>\$0</u>	<u>\$27,737</u>	<u>\$0</u>	<u>\$634,434</u>	
Gibbs,Harry R	Chief Diversity Officer and Associate Professor	General Revenue	\$355,700	3.01%	\$0	\$110,758	\$0	\$0	\$21,486	\$0	\$487,944	Performance Incentive Program
Gibson,Brad L	Associate Vice President and Treasurer	General Revenue	\$283,100	17.32%	\$0	\$0	\$0	\$0	\$67,764	\$0	\$350,864	Supplemental Benefit Program of \$50,652 and Performance Incentive Program of \$17,112
		Designated	\$0	0.00%	\$0	\$7,985	\$0	\$0	\$0	\$0	\$7,985	
			<u>\$283,100</u>	<u>17.32%</u>	<u>\$0</u>	<u>\$7,985</u>	<u>\$0</u>	<u>\$0</u>	<u>\$67,764</u>	<u>\$0</u>	<u>\$358,849</u>	
Gilbert,Susan M	Associate Vice President, Diversity Programs	General Revenue	\$191,400	0.00%	\$0	\$0	\$0	\$0	\$41,901	\$0	\$233,301	Supplemental Benefit Program of \$30,277 and Performance Incentive Program of \$11,624
		Designated	\$0	0.00%	\$0	\$10,589	\$0	\$0	\$0	\$0	\$10,589	
			<u>\$191,400</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$10,589</u>	<u>\$0</u>	<u>\$0</u>	<u>\$41,901</u>	<u>\$0</u>	<u>\$243,890</u>	

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Gilbert,Teddy D	Associate Vice President, Research Finance	General Revenue Designated	\$217,800	3.13%	\$0	\$0	\$0	\$0	\$51,865	\$0	\$269,665	Supplemental Benefit Program of \$38,758 and Performance Incentive Program of \$13,108
			\$0	0.00%	\$0	\$6,168	\$0	\$0	\$0	\$0	\$6,168	
			\$217,800	3.13%	\$0	\$6,168	\$0	\$0	\$51,865	\$0	\$275,833	
Giles,Richard E	Special Assistant to the Chief Compliance Officer and Associate Professor	General Revenue	\$211,100	6.13%	\$0	\$41,906	\$0	\$0	\$12,806	\$0	\$265,813	Performance Incentive Program
Green,Lyle D	Associate Vice President, Physician Relations	General Revenue Designated	\$211,800	3.02%	\$0	\$0	\$0	\$0	\$48,218	\$0	\$260,018	Supplemental Benefit Program of \$35,327 and Performance Incentive Program of \$12,892
			\$0	0.00%	\$0	\$9,557	\$0	\$0	\$0	\$0	\$9,557	
			\$211,800	3.02%	\$0	\$9,557	\$0	\$0	\$48,218	\$0	\$269,575	
Hamilton,Stanley R	Division Head, Professor and Frederick Becker Distinguished University Chair Cancer Research	Designated  Restricted	\$380,176	11.05%	\$0	\$143,684	\$0	\$0	\$27,952	\$0	\$551,812	Performance Incentive Program
			\$85,503	-25.13%	\$0	\$0	\$0	\$0	\$0	\$0	\$85,503	
			\$465,679	2.00%	\$0	\$143,684	\$0	\$0	\$27,952	\$0	\$637,315	
Hawk,Ernest	Vice President, Cancer Prevention and Population Sciences, Division Head, Professor and the Boone Pickens Distinguished Chair	General Revenue Designated Restricted	\$186,014	3.48%	\$0	\$0	\$0	\$0	\$0	\$0	\$186,014	Performance Incentive Program
			\$186,014	3.48%	\$0	\$131,466	\$0	\$0	\$25,765	\$0	\$343,245	
			\$56,972	0.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$56,972	
			\$429,000	3.00%	\$0	\$131,466	\$0	\$0	\$25,765	\$0	\$586,231	
Hay,Amy C	Associate Vice President, Global Business Development	General Revenue Designated	\$294,400	3.74%	\$0	\$0	\$0	\$0	\$73,360	\$0	\$367,760	Supplemental Benefit Program of \$55,610 and Performance Incentive Program of \$17,750
			\$0	0.00%	\$0	\$4,448	\$0	\$0	\$0	\$0	\$4,448	
			\$294,400	3.74%	\$0	\$4,448	\$0	\$0	\$73,360	\$0	\$372,208	
Haydon,Steven R	Associate Vice President and Deputy Chief Legal Officer	General Revenue Designated	\$314,600	1.32%	\$0	\$0	\$0	\$0	\$73,508	\$0	\$388,108	Supplemental Benefit Program of \$54,549 and Performance Incentive Program of \$18,959
			\$0	0.00%	\$0	\$10,809	\$0	\$0	\$0	\$0	\$10,809	
			\$314,600	1.32%	\$0	\$10,809	\$0	\$0	\$73,508	\$0	\$398,917	
Hemphill,Donna J	Associate Vice President, Business Analytics	General Revenue Designated	\$192,600	4.79%	\$0	\$0	\$0	\$0	\$45,349	\$0	\$237,949	Supplemental Benefit Program of \$33,681 and Performance Incentive Program of \$11,668
			\$0	0.00%	\$0	\$6,513	\$0	\$0	\$0	\$0	\$6,513	
			\$192,600	4.79%	\$0	\$6,513	\$0	\$0	\$45,349	\$0	\$244,462	
Hicks,Marshall E	Division Head, Chair Ad Interim, Professor and Levit Family Distinguished Chair in Diagnostic Imaging	Designated  Restricted	\$576,638	4.09%	\$0	\$179,935	\$0	\$0	\$35,329	\$0	\$791,903	Performance Incentive Program
			\$12,002	0.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,002	
			\$588,640	4.00%	\$0	\$179,935	\$0	\$0	\$35,329	\$0	\$803,905	

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Hong,Waun K	Division Head, Professor, and Samsung Distinguished University Chair	Designated	\$485,289	4.17%	\$0	\$178,229	\$0	\$0	\$34,574	\$0	\$698,092	Performance Incentive Program
		Restricted	\$90,763	3.09%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,763	
			\$576,052	4.00%	\$0	\$178,229	\$0	\$0	\$34,574	\$0	\$788,855	
Jansen,Alicia M	Associate Vice President, Marketing	General Revenue	\$206,300	6.12%	\$0	\$0	\$0	\$0	\$51,510	\$0	\$257,810	Supplemental Benefit Program of \$39,075 and Performance Incentive Program of \$12,436
		Designated	\$0	0.00%	\$0	\$2,971	\$0	\$0	\$0	\$0	\$2,971	
			\$206,300	6.12%	\$0	\$2,971	\$0	\$0	\$51,510	\$0	\$260,782	
Johnson,Valen E	Division Head Ad Interim, Chair Ad Interim and Professor	General Revenue	\$82,544	5.86%	\$0	\$49,787	\$0	\$0	\$2,000	\$0	\$134,331	Faculty Recognition Award
		Restricted	\$176,410	3.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$176,410	
			\$258,954	4.00%	\$0	\$49,787	\$0	\$0	\$2,000	\$0	\$310,741	
Keneker,Michael J	Associate Vice President and Controller	General Revenue	\$255,500	11.18%	\$0	\$0	\$0	\$0	\$60,852	\$0	\$316,352	Supplemental Benefit Program of \$45,454 and Performance Incentive Program of \$15,398
		Designated	\$0	0.00%	\$0	\$7,343	\$0	\$0	\$0	\$0	\$7,343	
			\$255,500	11.18%	\$0	\$7,343	\$0	\$0	\$60,852	\$0	\$323,695	
Kinzel,Allyson H	Associate Vice President and Deputy Chief Compliance Officer	General Revenue	\$241,900	9.71%	\$0	\$0	\$0	\$0	\$62,095	\$0	\$303,995	Supplemental Benefit Program of \$47,556 and Performance Incentive Program of \$14,539
		Designated	\$0	0.00%	\$0	\$1,135	\$0	\$0	\$0	\$0	\$1,135	
			\$241,900	9.71%	\$0	\$1,135	\$0	\$0	\$62,095	\$0	\$305,130	
Kleinerman,Eugenie S	Division Head, Chair, Professor and Mosbacher Pediatrics Chair	Designated	\$369,374	4.07%	\$0	\$124,970	\$0	\$0	\$24,308	\$0	\$518,652	Performance Incentive Program
		Restricted	\$35,579	3.31%	\$0	\$0	\$0	\$0	\$0	\$0	\$35,579	
			\$404,953	4.00%	\$0	\$124,970	\$0	\$0	\$24,308	\$0	\$554,231	
Kurtin,Danna J	Associate Vice President, Faculty Academic Affairs	General Revenue	\$173,400	3.03%	\$0	\$0	\$0	\$0	\$43,832	\$0	\$217,232	Supplemental Benefit Program of \$33,288 and Performance Incentive Program of \$10,544
		Designated	\$0	0.00%	\$0	\$2,325	\$0	\$0	\$0	\$0	\$2,325	
			\$173,400	3.03%	\$0	\$2,325	\$0	\$0	\$43,832	\$0	\$219,557	
Lajeunesse,Joel D	Vice President, Pharmacy	General Revenue	\$267,400	5.19%	\$0	\$0	\$0	\$0	\$77,180	\$0	\$344,580	Supplemental Benefit Program of \$60,924 and Performance Incentive Program of \$16,256
		Designated	\$0	0.00%	\$0	\$9,082	\$0	\$0	\$0	\$0	\$9,082	
			\$267,400	5.19%	\$0	\$9,082	\$0	\$0	\$77,180	\$0	\$353,662	
Lang,Adrienne C	Vice President, Center Programs	General Revenue	\$300,000	14.99%	\$0	\$0	\$0	\$0	\$99,269	\$0	\$399,269	Supplemental Benefit Program of \$79,954 and Performance Incentive Program of \$19,315
		Designated	\$0	0.00%	\$0	\$703	\$0	\$0	\$0	\$0	\$703	
			\$300,000	14.99%	\$0	\$703	\$0	\$0	\$99,269	\$0	\$399,972	
Latinkic,Miroslav	Vice President Global Business Development	General Revenue	\$359,600	4.05%	\$0	\$0	\$0	\$0	\$103,528	\$0	\$463,128	Supplemental Benefit Program of \$81,866 and Performance Incentive Program of \$21,662
		Designated	\$0	0.00%	\$0	\$11,192	\$0	\$0	\$0	\$0	\$11,192	
			\$359,600	4.05%	\$0	\$11,192	\$0	\$0	\$103,528	\$0	\$474,321	

**Higher Education - Administrative Accountability Report  
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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Leach,Leon J	Executive Vice President	General Revenue	\$748,900	10.21%	\$0	\$0	\$0	\$0	\$189,570	\$0	\$938,470	Supplemental Benefit Program of \$144,524 and Performance Incentive Program of \$45,046 Long Term Incentive
		Designated	\$0	0.00%	\$0	\$84,684	\$0	\$0	\$213,416	\$0	\$298,100	
			\$748,900	10.21%	\$0	\$84,684	\$0	\$0	\$402,986	\$0	\$1,236,570	
Lipka,Susan R	Associate Vice President, Capital Planning and Asset Management	General Revenue	\$210,700	3.03%	\$0	\$0	\$0	\$0	\$51,486	\$0	\$262,186	Supplemental Benefit Program of \$38,718 and Performance Incentive Program of \$12,768
		Designated	\$0	0.00%	\$0	\$4,803	\$0	\$0	\$0	\$0	\$4,803	
			\$210,700	3.03%	\$0	\$4,803	\$0	\$0	\$51,486	\$0	\$266,989	
Mansfield,Paul F	Vice President, Acute Care Services and Professor	General Revenue	\$264,367	4.08%	\$0	\$0	\$0	\$0	\$33,993	\$0	\$298,360	Performance Incentive Program
		Designated	\$299,364	3.59%	\$0	\$171,648	\$0	\$0	\$0	\$0	\$471,012	
			\$563,731	3.82%	\$0	\$171,648	\$0	\$0	\$33,993	\$0	\$769,372	
Masek,Matthew A.	Vice President & Chief Legal Officer	General Revenue	\$410,900	8.16%	\$0	\$0	\$0	\$0	\$126,001	\$0	\$536,901	Supplemental Benefit Program of \$101,236 and Performance Incentive Program of \$24,766
		Designated	\$0	0.00%	\$0	\$2,606	\$0	\$0	\$0	\$0	\$2,606	
			\$410,900	8.16%	\$0	\$2,606	\$0	\$0	\$126,001	\$0	\$539,507	
McClelland,Alan	Associate Vice President, Programs Infrastructure and Planning	General Revenue	\$49,329	3.00%	\$0	\$0	\$0	\$0	\$38,425	\$0	\$87,754	Supplemental Benefit Program of \$28,116 and Performance Incentive Program of \$10,309
		Designated	\$0	0.00%	\$0	\$7,810	\$0	\$0	\$0	\$0	\$7,810	
		Restricted	\$122,071	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,071	
			\$171,400	3.00%	\$0	\$7,810	\$0	\$0	\$38,425	\$0	\$217,635	
McKee,Christopher H	Associate Vice President, Business Affairs	General Revenue	\$210,100	6.65%	\$0	\$0	\$0	\$0	\$53,470	\$0	\$263,570	Supplemental Benefit Program of \$40,792 and Performance Incentive Program of \$12,678
		Designated	\$0	0.00%	\$0	\$1,835	\$0	\$0	\$0	\$0	\$1,835	
			\$210,100	6.65%	\$0	\$1,835	\$0	\$0	\$53,470	\$0	\$265,405	
Moreno,Mark	Vice President, Government Relations	General Revenue	\$265,600	6.41%	\$0	\$0	\$0	\$0	\$77,486	\$0	\$343,086	Supplemental Benefit Program of \$61,406 and Performance Incentive Program of \$16,080
		Designated	\$0	0.00%	\$0	\$7,459	\$0	\$0	\$0	\$0	\$7,459	
			\$265,600	6.41%	\$0	\$7,459	\$0	\$0	\$77,486	\$0	\$350,545	
Morris,Ronald D	Vice President and Chief Financial Officer	General Revenue	\$491,000	7.14%	\$0	\$0	\$0	\$0	\$149,411	\$0	\$640,411	Supplemental Benefit Program of \$119,854 and Performance Incentive Program of \$29,557
		Designated	\$0	0.00%	\$0	\$4,402	\$0	\$0	\$0	\$0	\$4,402	
			\$491,000	7.14%	\$0	\$4,402	\$0	\$0	\$149,411	\$0	\$644,813	
Mulvey,Patrick B	Vice President, Development	General Revenue	\$387,200	3.01%	\$0	\$0	\$0	\$0	\$108,824	\$0	\$496,024	Supplemental Benefit Program of \$85,409 and Performance Incentive Program of \$23,416 Long Term Incentive
		Designated	\$0	0.00%	\$0	\$16,208	\$0	\$0	\$175,343	\$0	\$191,551	
			\$387,200	3.01%	\$0	\$16,208	\$0	\$0	\$284,167	\$0	\$687,576	
Newson,Sarah	Associate Vice President, Communications	General Revenue	\$201,500	4.13%	\$0	\$0	\$0	\$0	\$51,462	\$0	\$252,962	Supplemental Benefit Program of \$39,303 and Performance Incentive Program of \$12,158
		Designated	\$0	0.00%	\$0	\$1,531	\$0	\$0	\$0	\$0	\$1,531	
			\$201,500	4.13%	\$0	\$1,531	\$0	\$0	\$51,462	\$0	\$254,493	

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Papagni,Paul	Executive Director, Clinical Research	General Revenue	\$216,000	3.00%	\$0	\$0	\$0	\$0	\$47,970	\$0	\$263,970	Supplemental Benefit Program of \$34,971 and Performance Incentive Program of \$13,000
		Designated	\$0	0.00%	\$0	\$10,451	\$0	\$0	\$0	\$0	\$10,451	
			\$216,000	3.00%	\$0	\$10,451	\$0	\$0	\$47,970	\$0	\$274,422	
Peglow,Timothy M	Associate Vice President, Patient Care Facilities	General Revenue	\$205,500	6.20%	\$0	\$0	\$0	\$0	\$48,274	\$0	\$253,774	Supplemental Benefit Program of \$35,919 and Performance Incentive Program of \$12,355
		Designated	\$0	0.00%	\$0	\$6,582	\$0	\$0	\$0	\$0	\$6,582	
			\$205,500	6.20%	\$0	\$6,582	\$0	\$0	\$48,274	\$0	\$260,356	
Peppers,James M	Associate Vice President and Chief Audit Officer	General Revenue	\$224,800	11.00%	\$0	\$0	\$0	\$0	\$62,156	\$0	\$286,956	Supplemental Benefit Program of \$48,621 and Performance Incentive Program of \$13,535
		Designated	\$0	0.00%	\$0	\$7,821	\$0	\$0	\$0	\$0	\$7,821	
			\$224,800	11.00%	\$0	\$7,821	\$0	\$0	\$62,156	\$0	\$294,777	
Perry,Darrin K	Associate Vice President and Deputy Chief Informaiton Officer	General Revenue	\$278,600	3.03%	\$0	\$0	\$0	\$0	\$66,368	\$0	\$344,968	Supplemental Benefit Program of \$49,584 and Performance Incentive Program of \$16,784
		Designated	\$0	0.00%	\$0	\$7,955	\$0	\$0	\$0	\$0	\$7,955	
			\$278,600	3.03%	\$0	\$7,955	\$0	\$0	\$66,368	\$0	\$352,923	
Pollock,Raphael E	Division Head, Chair, Professor and Senator A. M. Aiken, Jr. Distinguished Chair	Designated	\$689,918	4.06%	\$0	\$214,009	\$0	\$0	\$42,006	\$0	\$945,933	Performance Incentive Program
		Restricted	\$10,002	0.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,002	
			\$699,920	4.00%	\$0	\$214,009	\$0	\$0	\$42,006	\$0	\$955,935	
Quinn,Jessica L	Vice President & Chief Compliance Officer	General Revenue	\$291,500	9.71%	\$0	\$0	\$0	\$0	\$84,853	\$0	\$376,353	Supplemental Benefit Program of \$67,266 and Performance Incentive Program of \$17,587
		Designated	\$0	0.00%	\$0	\$8,019	\$0	\$0	\$0	\$0	\$8,019	
			\$291,500	9.71%	\$0	\$8,019	\$0	\$0	\$84,853	\$0	\$384,372	
Richmond,Shirley	Dean, School of Health Professions, Professor	General Revenue	\$225,000	0.00%	\$0	\$31,654	\$0	\$0	\$13,601	\$0	\$270,255	Performance Incentive Program
Rodriguez,Maria A	Vice President for Medical Affairs, Professor	General Revenue	\$313,700	4.01%	\$0	\$0	\$0	\$0	\$19,006	\$0	\$332,706	Performance Incentive Program
		Designated	\$0	0.00%	\$0	\$95,677	\$0	\$0	\$0	\$0	\$95,677	
			\$313,700	4.01%	\$0	\$95,677	\$0	\$0	\$19,006	\$0	\$428,382	
Row,Margaret B	Associate Vice President, Global Clinical Programs and Associate Professor	General Revenue	\$268,720	15.59%	\$0	\$0	\$0	\$0	\$20,237	\$0	\$288,957	Performance Incentive Program
		Designated	\$67,180	15.59%	\$0	\$103,480	\$0	\$0	\$0	\$0	\$170,660	
			\$335,900	15.59%	\$0	\$103,480	\$0	\$0	\$20,237	\$0	\$459,617	
Savala,Joseph W	Associate Vice President, Facilities Administration	General Revenue	\$238,000	3.52%	\$0	\$0	\$0	\$0	\$54,960	\$0	\$292,960	Supplemental Benefit Program of \$40,654 and Performance Incentive Program of \$14,305
		Designated	\$0	0.00%	\$0	\$8,787	\$0	\$0	\$0	\$0	\$8,787	
			\$238,000	3.52%	\$0	\$8,787	\$0	\$0	\$54,960	\$0	\$301,747	

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St Amant,Paul U	Associate Vice President, Supply Chain Services	General Revenue Designated	\$239,800	7.15%	\$0	\$0	\$0	\$0	\$57,866	\$0	\$297,666	Supplemental Benefit Program of \$43,424 and Performance Incentive Program of \$14,442
			\$0	0.00%	\$0	\$5,895	\$0	\$0	\$0	\$0	\$5,895	
			\$239,800	7.15%	\$0	\$5,895	\$0	\$0	\$57,866	\$0	\$303,561	
Stuyck,Stephen C	Vice President, Public Affairs	General Revenue Designated	\$291,400	3.00%	\$0	\$0	\$0	\$0	\$79,297	\$0	\$370,697	Supplemental Benefit Program of \$61,514 and Performance Incentive Program of \$17,783
			\$0	0.00%	\$0	\$16,775	\$0	\$0	\$0	\$0	\$16,775	
			\$291,400	3.00%	\$0	\$16,775	\$0	\$0	\$79,297	\$0	\$387,472	
Summers,Barbara L	Vice President, Nursing Practice and Chief Nursing Officer and Professor	General Revenue	\$324,100	4.55%	\$0	\$61,794	\$0	\$0	\$19,558	\$0	\$405,451	Performance Incentive Program
Tektiridis,Jennifer H	Executive Director, Research Planning and Development	Designated Restricted	\$0	0.00%	\$0	\$4,178	\$0	\$0	\$0	\$0	\$4,178	Supplemental Benefit Program of \$34,505 and Performance Incentive Program of \$11,354
			\$188,100	3.87%	\$0	\$0	\$0	\$0	\$45,860	\$0	\$233,960	
			\$188,100	3.87%	\$0	\$4,178	\$0	\$0	\$45,860	\$0	\$238,138	
Thomas,Georgia A	Executive Director, Employee Health Services, Professor	General Revenue Designated	\$157,947	3.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,947	Performance Incentive Program
			\$151,753	3.03%	\$0	\$94,867	\$0	\$0	\$18,823	\$0	\$265,443	
			\$309,700	3.03%	\$0	\$94,867	\$0	\$0	\$18,823	\$0	\$423,390	
Tortorella,Frank R	Vice President, Clinical Support Services	General Revenue Designated	\$229,100	3.01%	\$0	\$0	\$0	\$0	\$68,452	\$0	\$297,552	Supplemental Benefit Program of \$54,638 and Performance Incentive Program of \$13,814
			\$0	0.00%	\$0	\$3,896	\$0	\$0	\$0	\$0	\$3,896	
			\$229,100	3.01%	\$0	\$3,896	\$0	\$0	\$68,452	\$0	\$301,448	
Travis,Elizabeth L	Associate Vice President, Women Faculty Programs, Professor and Fair Professorship	General Revenue Restricted	\$267,613	4.09%	\$0	\$57,480	\$0	\$0	\$16,522	\$0	\$341,615	Performance Incentive Program
			\$4,387	1.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$4,387	
			\$272,000	4.06%	\$0	\$57,480	\$0	\$0	\$16,522	\$0	\$346,002	
Varghese,Shibu	Vice President, Human Resources and Chief Human Resources Officer	General Revenue Designated	\$389,400	6.10%	\$0	\$0	\$0	\$0	\$115,552	\$0	\$504,952	Supplemental Benefit Program of \$92,120 and Performance Incentive Program of \$23,432
			\$0	0.00%	\$0	\$7,354	\$0	\$0	\$0	\$0	\$7,354	
			\$389,400	6.10%	\$0	\$7,354	\$0	\$0	\$115,552	\$0	\$512,306	
Vogel,Lynn H	Vice President and Chief Information Officer and Associate Professor	General Revenue Designated	\$393,100	4.05%	\$0	\$0	\$0	\$0	\$115,052	\$0	\$508,152	Supplemental Benefit Program of \$91,412 and Performance Incentive Program of \$23,640
			\$0	0.00%	\$0	\$9,451	\$0	\$0	\$0	\$0	\$9,451	
			\$393,100	4.05%	\$0	\$9,451	\$0	\$0	\$115,052	\$0	\$517,603	
Walters,Ronald S	Associate Vice President, Medical Operations and Informatics, Professor	General Revenue Designated	\$289,600	6.10%	\$0	\$0	\$0	\$0	\$21,922	\$0	\$311,522	Performance Incentive Program
			\$72,400	6.10%	\$0	\$111,832	\$0	\$0	\$0	\$0	\$184,232	
			\$362,000	6.10%	\$0	\$111,832	\$0	\$0	\$21,922	\$0	\$495,754	

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					Ward,Jo Ann	Associate Vice President, Public Affairs	General Revenue Designated	\$201,500 \$0 \$201,500	4.13% 0.00% 4.13%	\$0 \$0 \$0		
Wilson,Wayne T	Associate Vice President, Physicians Referral Service	Designated	\$186,900	3.03%	\$0	\$9,211	\$0	\$0	\$41,974	\$0	\$238,085	Supplemental Benefit Program of \$30,587 and Performance Incentive Program of \$11,387