

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 FY2015**

Institution Code: 506

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

A Name	B Position	C Funding Source	D Salary (09.01.2014)	E Percentage Salary Increase Over FY 2014	F, G, H, I, J Nonsalary Benefits FY 2015					K Non-Cash Compensation	L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other			
DePinho,Ronald A	President, Professor	General Revenue	\$65,839	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,839	Incentive Compensation (\$45,026); Longevity (\$240); Work Life Choice (\$180)
		Designated	\$1,261,788	-0.99%	\$0	\$405,900	\$0	\$0	\$45,446	\$0	\$1,713,134	
		Restricted	\$111,473	12.72%	\$0	\$0	\$0	\$0	\$0	\$0	\$111,473	
			<u>\$1,439,100</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$405,900</u>	<u>\$0</u>	<u>\$0</u>	<u>\$45,446</u>	<u>\$0</u>	<u>\$1,890,446</u>	
<p>Note: Dr. DePinho participates in an incentive compensation program where award opportunity levels are adjusted to reflect his 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 150% 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.</p>												
Swisher,Stephen G	Division Head, Chair, Professor and Charles A. LeMaistre Distinguished Chair in Thoracic Oncology	Designated	\$864,090	4.05%	\$0	\$265,390	\$0	\$0	\$105,092	\$0	\$1,234,573	Performance Incentive Program (\$104,912); Work Life Choice (\$180)
		Restricted	\$10,000	-0.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,000	
			<u>\$874,090</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$265,390</u>	<u>\$0</u>	<u>\$0</u>	<u>\$105,092</u>	<u>\$0</u>	<u>\$1,244,573</u>	
Leach,Leon J	Executive Vice President	General Revenue	\$807,300	2.01%	\$0	\$0	\$0	\$0	\$441,654	\$0	\$1,248,954	Deferred Compensation (\$200,000); Supplemental Benefit Program (\$142,496); Performance Incentive Program (\$97,128); Longevity (\$1,920); Work Life Choice (\$180) Long Term Incentive (\$251,693)
		Designated	\$0	0.00%	\$0	\$105,787	\$0	\$0	\$251,693	\$0	\$357,480	
			<u>\$807,300</u>	<u>2.01%</u>	<u>\$0</u>	<u>\$105,787</u>	<u>\$0</u>	<u>\$0</u>	<u>\$693,347</u>	<u>\$0</u>	<u>\$1,606,434</u>	
Buchholz,Thomas A	Executive Vice President and Physician-in-Chief, Professor, and Hubert L. Olive Stringer Distinguished Chair in Oncology	General Revenue	\$394,547	2.01%	\$0	\$0	\$0	\$0	\$203,300	\$0	\$597,847	Deferred Compensation (\$200,000); Longevity (\$1,920); Phone (\$1,200); Work Life Choice (\$180) Performance Incentive Program (\$96,852)
		Designated	\$399,674	8.89%	\$0	\$244,956	\$0	\$0	\$96,852	\$0	\$741,482	
		Restricted	\$10,779	-25.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,779	
			<u>\$805,000</u>	<u>4.79%</u>	<u>\$0</u>	<u>\$244,956</u>	<u>\$0</u>	<u>\$0</u>	<u>\$300,152</u>	<u>\$0</u>	<u>\$1,350,108</u>	
Dmitrovsky,Ethan	Provost and Executive Vice President, Professor and Ellen F. Knisely Distinguished Chair in Colon Cancer Research	General Revenue	\$805,000	4.11%	\$0	\$244,756	\$0	\$0	\$296,600	\$0	\$1,346,356	Deferred Compensation (\$200,000); Performance Incentive Program (\$96,600)
			<u>\$805,000</u>	<u>4.11%</u>	<u>\$0</u>	<u>\$244,756</u>	<u>\$0</u>	<u>\$0</u>	<u>\$296,600</u>	<u>\$0</u>	<u>\$1,346,356</u>	
Burke,Thomas W	Executive Vice President, MD Anderson Cancer Network, Professor	General Revenue	\$410,176	2.00%	\$0	\$0	\$0	\$0	\$203,300	\$0	\$613,476	Deferred Compensation (\$200,000); Longevity (\$3,120); Work Life Choice (\$180) Long Term Incentive (\$245,933); Performance Incentive Program (\$95,052)
		Designated	\$378,624	2.00%	\$0	\$240,281	\$0	\$0	\$340,985	\$0	\$959,890	
			<u>\$788,800</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$240,281</u>	<u>\$0</u>	<u>\$0</u>	<u>\$544,285</u>	<u>\$0</u>	<u>\$1,573,366</u>	
Fontaine,Robert D	Executive Chief of Staff	General Revenue	\$688,100	6.91%	\$0	\$0	\$0	\$0	\$485,091	\$0	\$1,173,191	Deferred Compensation (\$200,000); Supplemental Benefit Program (\$199,899); Performance Incentive Program (\$82,853); Longevity (\$2,160); Work Life Choice (\$180) Long Term Incentive (\$207,439)
		Designated	\$0	0.00%	\$0	\$10,333	\$0	\$0	\$207,439	\$0	\$217,772	
			<u>\$688,100</u>	<u>6.91%</u>	<u>\$0</u>	<u>\$10,333</u>	<u>\$0</u>	<u>\$0</u>	<u>\$692,530</u>	<u>\$0</u>	<u>\$1,390,964</u>	

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					F	G	H	I	J	K		
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Minsky,Bruce	Division Head Ad Interim, Professor	General Revenue	\$15,004	0.05%	\$0	\$0	\$0	\$0	\$1,200	\$0	\$16,204	Phone (\$1,200)
		Designated	\$646,916	3.79%	\$0	\$201,791	\$0	\$0	\$80,438	\$0	\$929,146	Performance Incentive Program (\$80,258); Work Life Choice (\$180)
		Restricted	\$6,720	-0.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$6,720	
			<u>\$668,640</u>	<u>3.67%</u>	<u>\$0</u>	<u>\$201,791</u>	<u>\$0</u>	<u>\$0</u>	<u>\$81,638</u>	<u>\$0</u>	<u>\$952,070</u>	
Feeley,Thomas W	Division Head, Professor and Helen Shafer Fly Distinguished Professorship of Anesthesiology	Designated	\$658,649	4.02%	\$0	\$202,634	\$0	\$0	\$79,398	\$0	\$940,681	Performance Incentive Program (\$79,398)
		Restricted	\$2,997	0.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$2,997	
			<u>\$661,646</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$202,634</u>	<u>\$0</u>	<u>\$0</u>	<u>\$79,398</u>	<u>\$0</u>	<u>\$943,678</u>	
Hicks,Marshall E	Division Head, Chair Ad Interim, Professor and Levit Family Distinguished Chair in Diagnostic Imaging	Designated	\$638,975	5.08%	\$0	\$198,789	\$0	\$0	\$78,079	\$0	\$915,843	Performance Incentive Program (\$77,899); Work Life Choice (\$180)
		Restricted	\$10,001	0.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,001	
			<u>\$648,976</u>	<u>5.00%</u>	<u>\$0</u>	<u>\$198,789</u>	<u>\$0</u>	<u>\$0</u>	<u>\$78,079</u>	<u>\$0</u>	<u>\$925,844</u>	
Mansfield,Paul F	Vice President, Acute Care Services and Professor	General Revenue	\$439,241	4.33%	\$0	\$0	\$0	\$0	\$77,604	\$0	\$516,845	Performance Incentive Program (\$74,304); Longevity (\$3,120); Work Life Choice (\$180)
		Designated	\$176,659	3.19%	\$0	\$187,870	\$0	\$0	\$0	\$0	\$364,529	
			<u>\$615,900</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$187,870</u>	<u>\$0</u>	<u>\$0</u>	<u>\$77,604</u>	<u>\$0</u>	<u>\$881,374</u>	
Pisters,Peter W	VP, Regional Care System and Professor	General Revenue	\$510,245	4.00%	\$0	\$0	\$0	\$0	\$67,786	\$0	\$578,031	Performance Incentive Program (\$65,206); Longevity (\$2,400); Work Life Choice (\$180)
		Designated	\$30,555	4.00%	\$0	\$163,672	\$0	\$0	\$0	\$0	\$194,227	
			<u>\$540,800</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$163,672</u>	<u>\$0</u>	<u>\$0</u>	<u>\$67,786</u>	<u>\$0</u>	<u>\$772,258</u>	
Champlin,Richard E	Division Head Ad Interim, Professor and Robert C. Hickey Chair in Clinical Cancer Care	Designated	\$399,932	-18.57%	\$0	\$167,165	\$0	\$0	\$66,020	\$0	\$633,116	Performance Incentive Program (\$64,640); Phone (\$1,200); Work Life Choice (\$180)
		Restricted	\$138,551	398.40%	\$0	\$0	\$0	\$0	\$0	\$0	\$138,551	
			<u>\$538,483</u>	<u>3.77%</u>	<u>\$0</u>	<u>\$167,165</u>	<u>\$0</u>	<u>\$0</u>	<u>\$66,020</u>	<u>\$0</u>	<u>\$771,667</u>	
Piwnica-Worms,Helen	Vice Provost, Science and Professor	General Revenue	\$463,221	2.80%	\$0	\$97,115	\$0	\$0	\$62,400	\$0	\$622,736	Performance Incentive Program (\$62,400)
		Restricted	\$56,779	15.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$56,779	
			<u>\$520,000</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$97,115</u>	<u>\$0</u>	<u>\$0</u>	<u>\$62,400</u>	<u>\$0</u>	<u>\$679,515</u>	
Hamilton,Stanley R	Division Head, Professor and Frederick Becker Distinguished University Chair Cancer Research	Designated	\$479,533	3.16%	\$0	\$156,710	\$0	\$0	\$61,837	\$0	\$698,080	Performance Incentive Program (\$60,457); Phone (\$1,200); Work Life Choice (\$180)
		Restricted	\$24,099	-0.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$24,099	
			<u>\$503,632</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$156,710</u>	<u>\$0</u>	<u>\$0</u>	<u>\$61,837</u>	<u>\$0</u>	<u>\$722,179</u>	

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Gagel,Robert F	Division Head, Professor	Designated	\$485,204	0.00%	\$0	\$151,059	\$0	\$0	\$59,626	\$0	\$695,889	Performance Incentive Program (\$58,246); Phone (\$1,200); Work Life Choice (\$180)
			\$485,204	0.00%	\$0	\$151,059	\$0	\$0	\$59,626	\$0	\$695,889	
Masek,Matthew A.	Vice President & Chief Legal Officer	General Revenue Designated	\$480,600	6.09%	\$0	\$0	\$0	\$0	\$178,210	\$0	\$658,810	Supplemental Benefit Program (\$117,917); Performance Incentive Program (\$57,953); Longevity (\$2,160); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$3,757	\$0	\$0	\$0	\$0	\$3,757	
			\$480,600	6.09%	\$0	\$3,757	\$0	\$0	\$178,210	\$0	\$662,567	
Hawk,Ernest	Vice President, Cancer Prevention and Population Sciences, Division Head, Professor and the Boone Pickens Distinguished Chair in Early Prevention of Cancer	General Revenue Designated	\$221,798	5.18%	\$0	\$0	\$0	\$0	\$900	\$0	\$222,698	Longevity (\$720); Work Life Choice (\$180) Performance Incentive Program (\$55,800)
			\$221,798	5.18%	\$0	\$142,779	\$0	\$0	\$55,800	\$0	\$420,377	
			\$20,504	-16.21%	\$0	\$0	\$0	\$0	\$0	\$0	\$20,504	
			\$464,100	4.01%	\$0	\$142,779	\$0	\$0	\$56,700	\$0	\$663,579	
Buzdar,Aman U	Vice President, Clinical Research Administration and Professor	General Revenue Designated	\$440,445	4.16%	\$0	\$141,680	\$0	\$0	\$61,342	\$0	\$643,466	Performance Incentive Program (\$55,162); Longevity (\$4,800); Phone (\$1,200); Work Life Choice (\$180)
			\$14,255	0.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$14,255	
			\$454,700	4.05%	\$0	\$141,680	\$0	\$0	\$61,342	\$0	\$657,721	
Diaz Jr,Eduardo M	Vice President, Clinical Development, Cancer Network and Professor	General Revenue Designated	\$226,850	4.01%	\$0	\$0	\$0	\$0	\$56,796	\$0	\$283,646	Performance Incentive Program (\$54,696); Longevity (\$1,920); Work Life Choice (\$180)
			\$226,850	4.01%	\$0	\$139,460	\$0	\$0	\$0	\$0	\$366,310	
			\$453,700	4.01%	\$0	\$139,460	\$0	\$0	\$56,796	\$0	\$649,956	
Bast Jr,Robert C	Vice President, Translational Research, Professor and Harry Carothers Wiess Distinguished University Chair for Cancer Rese	Designated Restricted	\$352,629	4.21%	\$0	\$138,895	\$0	\$0	\$55,510	\$0	\$547,034	Performance Incentive Program (\$52,930); Longevity (\$2,400); Work Life Choice (\$180)
			\$85,871	3.21%	\$0	\$0	\$0	\$0	\$0	\$0	\$85,871	
			\$438,500	4.01%	\$0	\$138,895	\$0	\$0	\$55,510	\$0	\$632,905	
Kleinerman,Eugenie S	Division Head, Chair, Professor and Mosbacher Pediatrics Chair	Designated Restricted	\$412,958	3.19%	\$0	\$135,452	\$0	\$0	\$53,956	\$0	\$602,366	Performance Incentive Program (\$52,576); Phone (\$1,200); Work Life Choice (\$180)
			\$24,999	-0.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$24,999	
			\$437,957	3.00%	\$0	\$135,452	\$0	\$0	\$53,956	\$0	\$627,365	
Row,Margaret B	Vice President, Operations, Cancer Network and Professor	General Revenue Designated	\$363,401	12.16%	\$0	\$134,616	\$0	\$0	\$54,547	\$0	\$552,564	Performance Incentive Program (\$52,687); Longevity (\$1,680); Work Life Choice (\$180)
			\$73,799	-8.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$73,799	
			\$437,200	7.95%	\$0	\$134,616	\$0	\$0	\$54,547	\$0	\$626,363	
Varghese,Shibu	Vice President, Human Resources and Chief Human Resources Officer	General Revenue Designated	\$435,900	6.08%	\$0	\$0	\$0	\$0	\$156,626	\$0	\$592,526	Supplemental Benefit Program (\$102,772); Performance Incentive Program (\$52,474); Longevity (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$8,730	\$0	\$0	\$0	\$0	\$8,730	
			\$435,900	6.08%	\$0	\$8,730	\$0	\$0	\$156,626	\$0	\$601,256	

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Bogler,Oliver	Senior Vice President for Academic Affairs and Professor	General Revenue	\$431,600	4.00%	\$0	\$81,099	\$0	\$0	\$53,069	\$0	\$565,768	Performance Incentive Program (\$51,929); Longevity (\$960); Work Life Choice (\$180)
			\$431,600	4.00%	\$0	\$81,099	\$0	\$0	\$53,069	\$0	\$565,768	
Belmont,E Chris	VP & Chief Information Officer	General Revenue	\$422,300	5.58%	\$0	\$0	\$0	\$0	\$149,504	\$0	\$571,804	Supplemental Benefit Program (\$97,628); Performance Incentive Program (\$50,676); Phone (\$1,200)
		Designated	\$0	0.00%	\$0	\$10,596	\$0	\$0	\$0	\$0	\$10,596	
			\$422,300	5.58%	\$0	\$10,596	\$0	\$0	\$149,504	\$0	\$582,400	
Foxhall,Lewis E	Vice President, Health Policy, Professor	General Revenue	\$391,673	4.01%	\$0	\$0	\$0	\$0	\$53,266	\$0	\$444,939	Performance Incentive Program (\$50,686); Longevity (\$2,400); Work Life Choice (\$180)
		Designated	\$18,681	3.97%	\$0	\$130,343	\$0	\$0	\$0	\$0	\$149,024	
		Restricted	\$9,446	4.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$9,446	
			\$419,800	4.01%	\$0	\$130,343	\$0	\$0	\$53,266	\$0	\$603,409	
Frenzel,John C	Chief Medical Information Officer and Professor	General Revenue	\$79,415	4.03%	\$0	\$119,410	\$0	\$0	\$52,003	\$0	\$250,828	Performance Incentive Program (\$50,143); Longevity (\$1,680); Work Life Choice (\$180)
		Designated	\$336,585	4.01%	\$0	\$7,701	\$0	\$0	\$0	\$0	\$344,286	
			\$416,000	4.01%	\$0	\$127,110	\$0	\$0	\$52,003	\$0	\$595,113	
Mulvey,Patrick B	Vice President, Development	General Revenue	\$414,800	3.00%	\$0	\$0	\$0	\$0	\$296,339	\$0	\$711,139	Deterred Compensation (\$150,000); Supplemental Benefit Program (\$92,598); Performance Incentive Program (\$50,201); Longevity (\$3,360); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$15,983	\$0	\$0	\$200,055	\$0	\$216,038	Long Term Incentive (\$200,055)
			\$414,800	3.00%	\$0	\$15,983	\$0	\$0	\$496,394	\$0	\$927,177	
Prat,Ferran	Vice President, Strategic Industry Ventures	General Revenue	\$405,600	4.00%	\$0	\$0	\$0	\$0	\$545,883	\$0	\$951,483	Long Term Incentive (\$400,000); Supplemental Benefit Program (\$95,809); Performance Incentive Program (\$48,694); Phone (\$1,200); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$7,514	\$0	\$0	\$0	\$0	\$7,514	
			\$405,600	4.00%	\$0	\$7,514	\$0	\$0	\$545,883	\$0	\$958,997	
Walters,Ronald S	Associate Vice President, Medical Operations and Informatics, Professor	General Revenue	\$316,480	4.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$316,480	
		Designated	\$79,120	4.02%	\$0	\$122,464	\$0	\$0	\$51,504	\$0	\$253,088	Performance Incentive Program (\$47,904); Longevity (\$3,600)
			\$395,600	4.02%	\$0	\$122,464	\$0	\$0	\$51,504	\$0	\$569,568	
Hay,Amy C	Vice President, Global Business Development	General Revenue	\$387,300	3.01%	\$0	\$0	\$0	\$0	\$541,492	\$0	\$928,792	Long Term Incentive (\$300,000); Deferred Compensation (\$100,000); Supplemental Benefit Program (\$93,134); Performance Incentive Program (\$46,678); Longevity (\$1,680)
		Designated	\$0	0.00%	\$0	\$5,481	\$0	\$0	\$0	\$0	\$5,481	
			\$387,300	3.01%	\$0	\$5,481	\$0	\$0	\$541,492	\$0	\$934,273	

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Gibbs,Harry R	Chief Diversity Officer and Associate Professor	General Revenue	\$384,800	4.00%	\$0	\$121,090	\$0	\$0	\$49,402	\$0	\$555,292	Performance Incentive Program (\$46,522); Longevity (\$2,880)
			\$384,800	4.00%	\$0	\$121,090	\$0	\$0	\$49,402	\$0	\$555,292	
Moore,Robert S	Vice President and Chief Facilities Officer	General Revenue Designated	\$354,900	4.02%	\$0	\$0	\$0	\$0	\$133,832	\$0	\$488,732	Supplemental Benefit Program (\$87,424); Performance Incentive Program (\$42,869); Longevity (\$2,160); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$2,515	\$0	\$0	\$0	\$0	\$2,515	
			\$354,900	4.02%	\$0	\$2,515	\$0	\$0	\$133,832	\$0	\$491,248	
Summers,Barbara L	Vice President, Nursing Practice and Chief Nursing Officer and Professor	General Revenue Restricted	\$350,757	4.05%	\$0	\$67,431	\$0	\$0	\$44,868	\$0	\$463,056	Performance Incentive Program (\$42,768); Longevity (\$1,920); Work Life Choice (\$180)
			\$3,543	4.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$3,543	
			\$354,300	4.05%	\$0	\$67,431	\$0	\$0	\$44,868	\$0	\$466,599	
Haydon,Steven R	Associate Vice President and Deputy Chief Legal Officer	General Revenue Designated	\$343,900	6.11%	\$0	\$0	\$0	\$0	\$104,287	\$0	\$448,187	Supplemental Benefit Program (\$60,004); Performance Incentive Program (\$41,462); Longevity (\$1,440); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$11,375	\$0	\$0	\$0	\$0	\$11,375	
			\$343,900	6.11%	\$0	\$11,375	\$0	\$0	\$104,287	\$0	\$459,561	
Rodriguez,Maria A	Vice President for Medical Affairs, Professor	General Revenue Restricted	\$340,819	4.04%	\$0	\$103,100	\$0	\$0	\$45,113	\$0	\$489,032	Performance Incentive Program (\$41,573); Longevity (\$3,360); Work Life Choice (\$180)
			\$2,081	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$2,081	
			\$342,900	4.04%	\$0	\$103,100	\$0	\$0	\$45,113	\$0	\$491,113	
Thomas,Georgia A	Executive Director, Employee Health Services, Professor	General Revenue Designated	\$170,850	4.00%	\$0	\$0	\$0	\$0	\$5,460	\$0	\$176,310	Longevity (\$4,080); Phone (\$1,200); Work Life Choice (\$180) Performance Incentive Program (\$40,711)
			\$164,150	4.00%	\$0	\$103,707	\$0	\$0	\$40,711	\$0	\$308,568	
			\$335,000	4.00%	\$0	\$103,707	\$0	\$0	\$46,171	\$0	\$484,878	
Gibson,Brad L	Associate Vice President and Treasurer	General Revenue Designated	\$324,200	5.77%	\$0	\$0	\$0	\$0	\$99,276	\$0	\$423,476	Supplemental Benefit Program (\$57,483); Performance Incentive Program (\$39,214); Longevity (\$2,400); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$9,842	\$0	\$0	\$0	\$0	\$9,842	
			\$324,200	5.77%	\$0	\$9,842	\$0	\$0	\$99,276	\$0	\$433,318	
Perry,Darrin K	Associate Vice President and Deputy Chief Informaiton Officer	General Revenue Designated	\$320,400	3.02%	\$0	\$0	\$0	\$0	\$173,477	\$0	\$493,877	Long Term Incentive (\$76,655); Supplemental Benefit Program (\$56,559); Performance Incentive Program (\$38,642); Longevity (\$1,440); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$9,806	\$0	\$0	\$0	\$0	\$9,806	
			\$320,400	3.02%	\$0	\$9,806	\$0	\$0	\$173,477	\$0	\$503,683	
Toniatti,Carlo	Institute Head, Research Center and Center for Co-Clinical Trials	Designated Restricted	\$121,719	3.00%	\$0	\$5,604	\$0	\$0	\$96,905	\$0	\$224,229	Supplemental Benefit Program (\$57,984); Performance Incentive Program (\$37,481); Longevity (\$240); Phone (\$1,200)
			\$190,381	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,381	
			\$312,100	3.00%	\$0	\$5,604	\$0	\$0	\$96,905	\$0	\$414,610	

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 FY2015**

Institution Code: 506

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

A Name	B Position	C Funding Source	D Salary (09.01.2014)	E Percentage Salary Increase Over FY 2014	Nonsalary Benefits FY 2015						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		
Kinzel,Allyson H	Vice President & Chief Compliance Officer	General Revenue Designated	\$300,000 \$0 \$300,000	19.24% 0.00% 19.24%	\$0 \$0 \$0	\$0 \$9,572 \$9,572	\$0 \$0 \$0	\$0 \$0 \$0	\$104,725 \$0 \$104,725	\$0 \$0 \$0	\$404,725 \$9,572 \$414,297	Supplemental Benefit Program (\$67,986); Performance Incentive Program (\$36,079); Longevity (\$480); Work Life Choice (\$180)
Travis,Elizabeth L	Associate Vice President, Women Faculty Programs, Professor and Fair Professorship	General Revenue Restricted	\$289,553 \$4,747 \$294,300	4.12% -1.00% 4.03%	\$0 \$0 \$0	\$58,415 \$0 \$58,415	\$0 \$0 \$0	\$0 \$0 \$0	\$39,617 \$0 \$39,617	\$0 \$0 \$0	\$387,584 \$4,747 \$392,331	Performance Incentive Program (\$35,777); Longevity (\$3,840)
St Amant,Paul U	Associate Vice President, Supply Chain Services	General Revenue Designated	\$292,900 \$0 \$292,900	6.82% 0.00% 6.82%	\$0 \$0 \$0	\$0 \$9,997 \$9,997	\$0 \$0 \$0	\$0 \$0 \$0	\$87,235 \$0 \$87,235	\$0 \$0 \$0	\$380,135 \$9,997 \$390,132	Supplemental Benefit Program (\$50,811); Performance Incentive Program (\$35,285); Longevity (\$960); Work Life Choice (\$180)
Lajeunesse,Joel D	Vice President, Pharmacy	General Revenue Designated	\$292,300 \$0 \$292,300	4.06% 0.00% 4.06%	\$0 \$0 \$0	\$0 \$11,189 \$11,189	\$0 \$0 \$0	\$0 \$0 \$0	\$106,467 \$0 \$106,467	\$0 \$0 \$0	\$398,767 \$11,189 \$409,956	Supplemental Benefit Program (\$65,688); Performance Incentive Program (\$35,558); Longevity (\$3,840); Phone (\$1,200); Work Life Choice (\$180)
Moreno,Mark	Vice President, Government Relations	General Revenue Designated	\$292,200 \$0 \$292,200	4.02% 0.00% 4.02%	\$0 \$0 \$0	\$0 \$5,219 \$5,219	\$0 \$0 \$0	\$0 \$0 \$0	\$108,145 \$0 \$108,145	\$0 \$0 \$0	\$400,345 \$5,219 \$405,564	Supplemental Benefit Program (\$69,856); Performance Incentive Program (\$35,410); Longevity (\$2,880)
Muchard,Suzanne M	Associate Vice President, Transformational Initiatives	General Revenue Designated	\$285,900 \$0 \$285,900	3.03% 0.00% 3.03%	\$0 \$0 \$0	\$0 \$1,157 \$1,157	\$0 \$0 \$0	\$0 \$0 \$0	\$94,535 \$0 \$94,535	\$0 \$0 \$0	\$380,435 \$1,157 \$381,591	Supplemental Benefit Program (\$56,675); Performance Incentive Program (\$34,560); Longevity (\$1,920); Phone (\$1,200); Work Life Choice (\$180)
Brown,Barbara C	Associate Vice President and Managing Legal Officer	General Revenue Designated	\$284,500 \$0 \$284,500	6.12% 0.00% 6.12%	\$0 \$0 \$0	\$0 \$11,436 \$11,436	\$0 \$0 \$0	\$0 \$0 \$0	\$84,346 \$0 \$84,346	\$0 \$0 \$0	\$368,846 \$11,436 \$380,282	Supplemental Benefit Program (\$48,123); Performance Incentive Program (\$34,363); Longevity (\$1,680); Work Life Choice (\$180)
Jones,Philip	Institute Head, Drug Discovery	Designated Restricted	\$227,120 \$56,780 \$283,900	9.88% -17.59% 3.01%	\$0 \$0 \$0	\$2,162 \$0 \$2,162	\$0 \$0 \$0	\$0 \$0 \$0	\$90,873 \$0 \$90,873	\$0 \$0 \$0	\$320,155 \$56,780 \$376,935	Supplemental Benefit Program (\$55,134); Performance Incentive Program (\$34,118); Longevity (\$240); Phone (\$1,200); Work Life Choice (\$180)

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A Name	B Position	C Funding Source	D Salary (09.01.2014)	E Percentage Salary Increase Over FY 2014	F, G, H, I, J, K Nonsalary Benefits FY 2015						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		
Keneker, Michael J	Associate Vice President and Controller	General Revenue Designated	\$282,500	3.03%	\$0	\$0	\$0	\$0	\$85,581	\$0	\$368,081	Supplemental Benefit Program (\$49,867); Performance Incentive Program (\$34,094); Longevity (\$1,440); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$8,697	\$0	\$0	\$0	\$0	\$8,697	
			<u>\$282,500</u>	<u>3.03%</u>	<u>\$0</u>	<u>\$8,697</u>	<u>\$0</u>	<u>\$0</u>	<u>\$85,581</u>	<u>\$0</u>	<u>\$376,778</u>	
Bingham, Johnny W	Vice President, Performance Improvement	General Revenue Designated	\$275,200	4.01%	\$0	\$0	\$0	\$0	\$89,562	\$0	\$364,762	Supplemental Benefit Program (\$54,330); Performance Incentive Program (\$33,132); Longevity (\$720); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$19,593	\$0	\$0	\$0	\$0	\$19,593	
			<u>\$275,200</u>	<u>4.01%</u>	<u>\$0</u>	<u>\$19,593</u>	<u>\$0</u>	<u>\$0</u>	<u>\$89,562</u>	<u>\$0</u>	<u>\$384,355</u>	
Cagley, Maureen K	Vice President, Academic Operations	General Revenue Designated	\$270,500	4.04%	\$0	\$0	\$0	\$0	\$96,655	\$0	\$367,155	Supplemental Benefit Program (\$61,383); Performance Incentive Program (\$32,633); Longevity (\$1,440); Phone (\$1,200)
			\$0	0.00%	\$0	\$8,803	\$0	\$0	\$0	\$0	\$8,803	
			<u>\$270,500</u>	<u>4.04%</u>	<u>\$0</u>	<u>\$8,803</u>	<u>\$0</u>	<u>\$0</u>	<u>\$96,655</u>	<u>\$0</u>	<u>\$375,959</u>	
Ecung, Wenonah B	Vice President, Clinical Administration	General Revenue Designated	\$270,500	4.04%	\$0	\$0	\$0	\$0	\$97,986	\$0	\$368,486	Supplemental Benefit Program (\$59,286); Performance Incentive Program (\$33,000); Longevity (\$4,320); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$12,619	\$0	\$0	\$0	\$0	\$12,619	
			<u>\$270,500</u>	<u>4.04%</u>	<u>\$0</u>	<u>\$12,619</u>	<u>\$0</u>	<u>\$0</u>	<u>\$97,986</u>	<u>\$0</u>	<u>\$381,105</u>	
McKee, Christopher H	Vice President, Business Operations	General Revenue Designated	\$260,000	0.00%	\$0	\$0	\$0	\$0	\$96,651	\$0	\$356,651	Supplemental Benefit Program (\$63,838); Performance Incentive Program (\$31,373); Longevity (\$1,440)
			\$0	0.00%	\$0	\$2,029	\$0	\$0	\$0	\$0	\$2,029	
			<u>\$260,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$2,029</u>	<u>\$0</u>	<u>\$0</u>	<u>\$96,651</u>	<u>\$0</u>	<u>\$358,680</u>	
Young, Stephanie L	Associate Vice President, Field Operations	General Revenue Designated	\$252,000	5.00%	\$0	\$0	\$0	\$0	\$77,121	\$0	\$329,121	Supplemental Benefit Program (\$43,867); Performance Incentive Program (\$30,434); Longevity (\$1,440); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$8,571	\$0	\$0	\$0	\$0	\$8,571	
			<u>\$252,000</u>	<u>5.00%</u>	<u>\$0</u>	<u>\$8,571</u>	<u>\$0</u>	<u>\$0</u>	<u>\$77,121</u>	<u>\$0</u>	<u>\$337,693</u>	
Tortorella, Frank R	Vice President, Clinical Support Services	General Revenue Designated	\$250,400	4.03%	\$0	\$0	\$0	\$0	\$91,653	\$0	\$342,053	Supplemental Benefit Program (\$58,860); Performance Incentive Program (\$30,214); Longevity (\$1,200); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$5,447	\$0	\$0	\$0	\$0	\$5,447	
			<u>\$250,400</u>	<u>4.03%</u>	<u>\$0</u>	<u>\$5,447</u>	<u>\$0</u>	<u>\$0</u>	<u>\$91,653</u>	<u>\$0</u>	<u>\$347,500</u>	
Richmond, Shirley	Dean, School of Health Professions, Professor	General Revenue	\$249,500	3.00%	\$0	\$0	\$0	\$0	\$31,342	\$0	\$280,842	Performance Incentive Program (\$29,962); Longevity (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			<u>\$249,500</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$31,342</u>	<u>\$0</u>	<u>\$280,842</u>	

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

A Name	B Position	C Funding Source	D Salary (09.01.2014)	E Percentage Salary Increase Over FY 2014	Nonsalary Benefits FY 2015						L Total Compensation	M Explanation / Comments
					F	G	H	I	J	K		
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Gilbert,Teddy D	Associate Vice President, Research Finance	General Revenue Designated	\$240,900	3.04%	\$0	\$0	\$0	\$0	\$71,966	\$0	\$312,866	Supplemental Benefit Program (\$42,050); Performance Incentive Program (\$29,016); Longevity (\$720); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$7,888	\$0	\$0	\$0	\$0	\$7,888	
			<u>\$240,900</u>	<u>3.04%</u>	<u>\$0</u>	<u>\$7,888</u>	<u>\$0</u>	<u>\$0</u>	<u>\$71,966</u>	<u>\$0</u>	<u>\$320,754</u>	
Gelormini,Maria M	Associate Vice President, Development Services	General Revenue Designated	\$234,900	10.28%	\$0	\$0	\$0	\$0	\$71,790	\$0	\$306,690	Supplemental Benefit Program (\$40,319); Performance Incentive Program (\$28,411); Longevity (\$1,680); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$8,792	\$0	\$0	\$0	\$0	\$8,792	
			<u>\$234,900</u>	<u>10.28%</u>	<u>\$0</u>	<u>\$8,792</u>	<u>\$0</u>	<u>\$0</u>	<u>\$71,790</u>	<u>\$0</u>	<u>\$315,482</u>	
Barton,Michelle	Dean, Grad Sch Biomed Sciences and Professor	General Revenue Designated	\$159,532	16.69%	\$0	\$43,972	\$0	\$0	\$29,894	\$0	\$233,399	Performance Incentive Program (\$28,274); Longevity (\$1,440); Work Life Choice (\$180)
		Restricted	\$21,799	-39.34%	\$0	\$0	\$0	\$0	\$0	\$0	\$21,799	
			<u>\$52,669</u>	<u>0.62%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$52,669</u>	
			<u>\$234,000</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$43,972</u>	<u>\$0</u>	<u>\$0</u>	<u>\$29,894</u>	<u>\$0</u>	<u>\$307,867</u>	
Ferguson Jr,Hugh R	Executive Director, State & System Reporting	General Revenue Designated	\$232,700	3.01%	\$0	\$0	\$0	\$0	\$72,019	\$0	\$304,719	Supplemental Benefit Program (\$38,393); Performance Incentive Program (\$28,406); Longevity (\$3,840); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$11,189	\$0	\$0	\$0	\$0	\$11,189	
			<u>\$232,700</u>	<u>3.01%</u>	<u>\$0</u>	<u>\$11,189</u>	<u>\$0</u>	<u>\$0</u>	<u>\$72,019</u>	<u>\$0</u>	<u>\$315,908</u>	
McClelland,Alan	Associate Vice President, Programs Infrastructure and Planning	General Revenue Designated	\$228,900	0.00%	\$0	\$0	\$0	\$0	\$68,137	\$0	\$297,037	Supplemental Benefit Program (\$38,729); Performance Incentive Program (\$27,547); Longevity (\$480); Phone (\$1,200); Work Life Choice (\$180)
		Restricted	\$0	0.00%	\$0	\$8,978	\$0	\$0	\$0	\$0	\$8,978	
			<u>\$0</u>	<u>-100.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	
			<u>\$228,900</u>	<u>4.05%</u>	<u>\$0</u>	<u>\$8,978</u>	<u>\$0</u>	<u>\$0</u>	<u>\$68,137</u>	<u>\$0</u>	<u>\$306,015</u>	
Newson,Sarah	Associate Vice President, Communications	General Revenue Designated	\$228,500	5.01%	\$0	\$0	\$0	\$0	\$73,553	\$0	\$302,053	Supplemental Benefit Program (\$44,318); Performance Incentive Program (\$27,614); Longevity (\$1,440); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$2,132	\$0	\$0	\$0	\$0	\$2,132	
			<u>\$228,500</u>	<u>5.01%</u>	<u>\$0</u>	<u>\$2,132</u>	<u>\$0</u>	<u>\$0</u>	<u>\$73,553</u>	<u>\$0</u>	<u>\$304,185</u>	
Jansen,Alicia M	Associate Vice President, Marketing	General Revenue Designated	\$226,600	4.04%	\$0	\$0	\$0	\$0	\$73,264	\$0	\$299,864	Supplemental Benefit Program (\$43,326); Performance Incentive Program (\$27,358); Longevity (\$1,200); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$2,838	\$0	\$0	\$0	\$0	\$2,838	
			<u>\$226,600</u>	<u>4.04%</u>	<u>\$0</u>	<u>\$2,838</u>	<u>\$0</u>	<u>\$0</u>	<u>\$73,264</u>	<u>\$0</u>	<u>\$302,701</u>	

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Bammerlin,David	Associate Vice President, Research & Education Facilities	General Revenue Designated	\$224,200	3.03%	\$0	\$0	\$0	\$0	\$67,174	\$0	\$291,374	Supplemental Benefit Program (\$37,256); Performance Incentive Program (\$27,098); Longevity (\$1,440); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$9,885	\$0	\$0	\$0	\$0	\$9,885	
			<u>\$224,200</u>	<u>3.03%</u>	<u>\$0</u>	<u>\$9,885</u>	<u>\$0</u>	<u>\$0</u>	<u>\$67,174</u>	<u>\$0</u>	<u>\$301,259</u>	
Peglow,Timothy M	Associate Vice President, Patient Care Facilities	General Revenue Designated	\$224,200	3.03%	\$0	\$0	\$0	\$0	\$67,769	\$0	\$291,969	Supplemental Benefit Program (\$38,657); Performance Incentive Program (\$27,012); Longevity (\$720); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$7,954	\$0	\$0	\$0	\$0	\$7,954	
			<u>\$224,200</u>	<u>3.03%</u>	<u>\$0</u>	<u>\$7,954</u>	<u>\$0</u>	<u>\$0</u>	<u>\$67,769</u>	<u>\$0</u>	<u>\$299,923</u>	
Castro,Juan C	Associate Vice President, Financial Planning and Analysis	General Revenue Designated	\$218,700	4.24%	\$0	\$0	\$0	\$0	\$67,990	\$0	\$286,690	Supplemental Benefit Program (\$38,856); Performance Incentive Program (\$26,554); Longevity (\$2,400); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$6,750	\$0	\$0	\$0	\$0	\$6,750	
			<u>\$218,700</u>	<u>4.24%</u>	<u>\$0</u>	<u>\$6,750</u>	<u>\$0</u>	<u>\$0</u>	<u>\$67,990</u>	<u>\$0</u>	<u>\$293,440</u>	
Magnus,Sherri P	VP & Chief Audit Officer	General Revenue Designated	\$218,400	4.00%	\$0	\$0	\$0	\$0	\$78,023	\$0	\$296,423	Supplemental Benefit Program (\$47,850); Performance Incentive Program (\$26,633); Longevity (\$3,360); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$10,180	\$0	\$0	\$0	\$0	\$10,180	
			<u>\$218,400</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$10,180</u>	<u>\$0</u>	<u>\$0</u>	<u>\$78,023</u>	<u>\$0</u>	<u>\$306,603</u>	
Hemphill,Donna J	Associate Vice President, Business Analytics	General Revenue Designated	\$211,900	3.01%	\$0	\$0	\$0	\$0	\$66,241	\$0	\$278,141	Supplemental Benefit Program (\$37,261); Performance Incentive Program (\$25,680); Longevity (\$1,920); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$6,923	\$0	\$0	\$0	\$0	\$6,923	
			<u>\$211,900</u>	<u>3.01%</u>	<u>\$0</u>	<u>\$6,923</u>	<u>\$0</u>	<u>\$0</u>	<u>\$66,241</u>	<u>\$0</u>	<u>\$285,065</u>	
Kurtin,Danna J	Associate Vice President, Academic and VISA Administration	General Revenue Designated	\$209,800	4.02%	\$0	\$0	\$0	\$0	\$69,018	\$0	\$278,818	Supplemental Benefit Program (\$39,753); Performance Incentive Program (\$25,486); Longevity (\$2,400); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$3,404	\$0	\$0	\$0	\$0	\$3,404	
			<u>\$209,800</u>	<u>4.02%</u>	<u>\$0</u>	<u>\$3,404</u>	<u>\$0</u>	<u>\$0</u>	<u>\$69,018</u>	<u>\$0</u>	<u>\$282,222</u>	
Maresh,Kelly J	Executive Director, Clinical Research	General Revenue Designated	\$208,000	4.00%	\$0	\$0	\$0	\$0	\$65,876	\$0	\$273,876	Supplemental Benefit Program (\$40,648); Performance Incentive Program (\$24,989); Longevity (\$240)
			\$0	0.00%	\$0	\$1,251	\$0	\$0	\$0	\$0	\$1,251	
			<u>\$208,000</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$1,251</u>	<u>\$0</u>	<u>\$0</u>	<u>\$65,876</u>	<u>\$0</u>	<u>\$275,127</u>	
Tektiridis,Jennifer H	Executive Director, Research Planning and Development	Designated	\$0	0.00%	\$0	\$4,632	\$0	\$0	\$1,200	\$0	\$5,832	Phone (\$1,200) Supplemental Benefit Program (\$37,290); Performance Incentive Program (\$24,598); Longevity (\$1,200); Work Life Choice (\$180)
		Restricted	\$203,600	4.04%	\$0	\$0	\$0	\$0	\$63,268	\$0	\$266,868	
		<u>\$203,600</u>	<u>4.04%</u>	<u>\$0</u>	<u>\$4,632</u>	<u>\$0</u>	<u>\$0</u>	<u>\$64,468</u>	<u>\$0</u>	<u>\$272,700</u>		

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A Name	B Position	C Funding Source	D Salary (09.01.2014)	E Percentage Salary Increase Over FY 2014	F G H I J K Nonsalary Benefits FY 2015					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
Wilson, Wayne T	Associate Vice President, Physicians Referral Service	Designated	\$200,300	3.03%	\$0	\$6,851	\$0	\$0	\$64,171	\$0	\$271,322	Supplemental Benefit Program (\$35,239); Performance Incentive Program (\$24,432); Longevity (\$3,120); Phone (\$1,200); Work Life Choice (\$180)
			\$200,300	3.03%	\$0	\$6,851	\$0	\$0	\$64,171	\$0	\$271,322	
Yadiny, Janis	Associate Vice President, Faculty Development	General Revenue	\$174,000	3.02%	\$0	\$0	\$0	\$0	\$53,586	\$0	\$227,586	Supplemental Benefit Program (\$29,423); Performance Incentive Program (\$21,103); Longevity (\$1,680); Phone (\$1,200); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$7,187	\$0	\$0	\$0	\$0	\$7,187	
			\$174,000	3.02%	\$0	\$7,187	\$0	\$0	\$53,586	\$0	\$234,773	
May, Gregory	Special Assistant to the Senior Vice President and Professor	General Revenue	\$166,600	4.02%	\$0	\$31,350	\$0	\$0	\$22,075	\$0	\$220,025	Performance Incentive Program (\$20,215); Longevity (\$1,680); Work Life Choice (\$180)
			\$166,600	4.02%	\$0	\$31,350	\$0	\$0	\$22,075	\$0	\$220,025	