



**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 Fiscal Year 2017**

The University of Texas M. D. Anderson Cancer Center  
Institution Code: 506

Name	Position	Funding Source	Salary (09.01.2016)	Percentage Salary Increase Over FY 2016	Nonsalary Benefits FY 2017						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Hahn, Stephen	Division Head, Chair, Professor, and McGraw Chair-Study of Cancer	Designated	\$719,538	3.77%	\$0	\$223,287	\$0	\$0	\$87,831	\$0	\$1,030,655	Work Life Choice (\$180); Performance Incentive Program (\$87,651)
		Restricted	\$10,706	-12.09%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,706	
			\$730,244	3.50%	\$0	\$223,287	\$0	\$0	\$87,831	\$0	\$1,041,361	
Hicks, Marshall E	Division Head, Chair Ad Interim, Professor and Levit Family Distinguished Chair in Diagnostic Imaging	Designated	\$681,180	3.50%	\$0	\$211,740	\$0	\$0	\$83,223	\$0	\$976,143	Work Life Choice (\$180); Performance Incentive Program (\$83,043)
		Restricted	\$10,661	3.49%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,661	
			\$691,841	3.50%	\$0	\$211,740	\$0	\$0	\$83,223	\$0	\$986,804	
Prat, Ferran	Vice President, Strategic Industry Ventures	Designated	\$0	0.00%	\$0	\$9,822	\$0	\$0	\$0	\$0	\$9,822	Long Term Incentive (\$400,000); Longevity (\$240); Work Life Choice (\$180); Supplemental Benefit Program (\$98,788); Performance Incentive Program (\$50,954)
		General Revenue	\$424,200	2.02%	\$0	\$0	\$0	\$0	\$550,163	\$0	\$974,363	
			\$424,200	2.02%	\$0	\$9,822	\$0	\$0	\$550,163	\$0	\$984,185	
Mansfield, Paul F	Vice President, Acute Care Services and Professor	Designated	\$128,254	2.68%	\$0	\$200,094	\$0	\$0	\$0	\$0	\$328,348	Longevity (\$3,360); Work Life Choice (\$180); Performance Incentive Program (\$79,229)
		General Revenue	\$528,446	3.72%	\$0	\$0	\$0	\$0	\$82,769	\$0	\$611,215	
			\$656,700	3.52%	\$0	\$200,094	\$0	\$0	\$82,769	\$0	\$939,563	
Brigham, Robert	Senior Vice President, Hospital and Clinics	Designated	\$0	0.00%	\$0	\$6,258	\$0	\$0	\$0	\$0	\$6,258	Work Life Choice (\$180); Supplemental Benefit Program (\$180,294); Performance Incentive Program (\$73,870)
		General Revenue	\$615,400	3.01%	\$0	\$0	\$0	\$0	\$254,343	\$0	\$869,743	
			\$615,400	3.01%	\$0	\$6,258	\$0	\$0	\$254,343	\$0	\$876,001	
Hay, Amy C	Vice President, Global Business Development	Designated	\$0	0.00%	\$0	\$6,091	\$0	\$0	\$0	\$0	\$6,091	Long Term Incentive (\$300,000); ;Longevity (\$1,920); Supplemental Benefit Program (\$98,661); Performance Incentive Program (\$49,550)
		General Revenue	\$411,000	3.01%	\$0	\$0	\$0	\$0	\$450,132	\$0	\$861,132	
			\$411,000	3.01%	\$0	\$6,091	\$0	\$0	\$450,132	\$0	\$867,223	
Hwu, Patrick	Division Head, Chair, Professor, and McGraw Chair-Study of Cancer Division Head, Chair, Professor, and the Sheikh Mohammed Bin Zayed Al Nahyan Distinguished University Chair	Designated	\$469,033	2.92%	\$0	\$183,668	\$0	\$0	\$73,438	\$0	\$726,139	Phone (\$1,200); Work Life Choice (\$180); Performance Incentive Program (\$72,058)
		Restricted	\$131,267	5.64%	\$0	\$0	\$0	\$0	\$0	\$0	\$131,267	
			\$600,300	3.50%	\$0	\$183,668	\$0	\$0	\$73,438	\$0	\$857,406	
Hagberg, Carin	Division Head, Professor and Helen Shafer Fly Distinguished Professorship of Anesthesiology	Designated	\$600,000	0.00%	\$0	\$183,059	\$0	\$0	\$72,000	\$0	\$855,059	Performance Incentive Program (\$72,000)
			\$600,000	0.00%	\$0	\$183,059	\$0	\$0	\$72,000	\$0	\$855,059	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Leach, Leon J	Executive Vice President, Strategy and Innovation	Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Longevity (\$2,160); Work Life Choice (\$180)
		General Revenue	\$823,500	0.00%	\$0	\$0	\$0	\$0	\$2,340	\$0	\$825,840	
			\$823,500	0.00%	\$0	\$0	\$0	\$0	\$2,340	\$0	\$825,840	
Hamilton, Stanley R	Division Head, Professor and Frederick Becker Distinguished University Chair Cancer Research	Designated	\$450,967	1.49%	\$0	\$167,118	\$0	\$0	\$64,629	\$0	\$682,714	Work Life Choice (\$180); Performance Incentive Program (\$64,449)
		Restricted	\$85,930	15.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$85,930	
			\$536,897	3.50%	\$0	\$167,118	\$0	\$0	\$64,629	\$0	\$768,644	
Pullin, Tadd M	Senior Vice President, Institutional Advancement	Designated	\$0	0.00%	\$0	\$9,700	\$0	\$0	\$0	\$0	\$9,700	Work Life Choice (\$180); Supplemental Benefit Program (\$153,944); Performance Incentive Program (\$64,294)
		General Revenue	\$535,600	3.00%	\$0	\$0	\$0	\$0	\$218,417	\$0	\$754,017	
			\$535,600	3.00%	\$0	\$9,700	\$0	\$0	\$218,417	\$0	\$763,718	
Tweardy, David	Division Head, Professor	Designated	\$486,012	4.04%	\$0	\$159,682	\$0	\$0	\$62,044	\$0	\$707,738	Performance Incentive Program (\$62,044)
		Restricted	\$31,022	-4.32%	\$0	\$0	\$0	\$0	\$0	\$0	\$31,022	
			\$517,034	3.50%	\$0	\$159,682	\$0	\$0	\$62,044	\$0	\$738,760	
Wilding, George	Vice Provost, Clinical and Interdisciplinary Research	General Revenue	\$515,000	3.00%	\$0	\$157,711	\$0	\$0	\$62,002	\$0	\$734,712	Work Life Choice (\$180); Performance Incentive Program (\$61,822)
			\$515,000	3.00%	\$0	\$157,711	\$0	\$0	\$62,002	\$0	\$734,712	
Piwnica-Worms, Helen	Vice Provost, Science and Professor	General Revenue	\$472,171	4.14%	\$0	\$102,844	\$0	\$0	\$66,797	\$0	\$641,812	Longevity (\$240); Performance Incentive Program (\$66,557)
		Restricted	\$82,229	0.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$82,229	
			\$554,400	3.51%	\$0	\$102,844	\$0	\$0	\$66,797	\$0	\$724,041	
Hawk, Ernest	Vice President, Cancer Prevention and Population Sciences, Division Head, Professor and the Boone Pickens Distinguished Chair in Early Prevention of Cancer	Designated	\$239,266	3.02%	\$0	\$151,529	\$0	\$0	\$0	\$0	\$390,795	Longevity (\$960); Work Life Choice (\$180); Performance Incentive Program (\$59,237)
		General Revenue	\$239,266	3.02%	\$0	\$0	\$0	\$0	\$60,377	\$0	\$299,643	
		Restricted	\$13,968	2.59%	\$0	\$0	\$0	\$0	\$0	\$0	\$13,968	
			\$492,500	3.01%	\$0	\$151,529	\$0	\$0	\$60,377	\$0	\$704,406	
Buzdar, Aman U	Associate Vice Provost, Quantitative Research, Professor and John G. and Marie Stella Kenedy Memorial Foundation Chair	Designated	\$2,413	3.03%	\$0	\$0	\$0	\$0	\$57,900	\$0	\$60,313	Performance Incentive Program (\$57,900) Longevity (\$5,040); Work Life Choice (\$180)
		General Revenue	\$480,087	3.01%	\$0	\$151,403	\$0	\$0	\$5,220	\$0	\$636,710	
			\$482,500	3.01%	\$0	\$151,403	\$0	\$0	\$63,120	\$0	\$697,023	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Bodurka, Diane C	Vice President, Clinical Education	Designated	\$145,710	3.01%	\$0	\$147,588	\$0	\$0	\$58,284	\$0	\$351,582	Performance Incentive Program (\$58,284)
		General Revenue	\$339,990	3.01%	\$0	\$0	\$0	\$0	\$2,640	\$0	\$342,630	Longevity (\$2,640)
			\$485,700	3.01%	\$0	\$147,588	\$0	\$0	\$60,924	\$0	\$694,212	
Row, Margaret B	Vice President, Operations, Cancer Network and Pro	Designated	\$80,214	3.51%	\$0	\$146,176	\$0	\$0	\$0	\$0	\$226,390	Longevity (\$1,920); Work Life Choice (\$180);
		General Revenue	\$394,986	3.51%	\$0	\$0	\$0	\$0	\$59,376	\$0	\$454,362	Performance Incentive Program (\$57,276)
			\$475,200	3.51%	\$0	\$146,176	\$0	\$0	\$59,376	\$0	\$680,752	
Haydon, Steven R	Vice President & Chief Legal Officer	Designated	\$0	0.00%	\$0	\$13,793	\$0	\$0	\$0	\$0	\$13,793	Longevity (\$1,680); Work Life Choice (\$180);
		General Revenue	\$489,600	8.80%	\$0	\$0	\$0	\$0	\$173,356	\$0	\$662,956	Supplemental Benefit Program (\$112,521);
			\$489,600	8.80%	\$0	\$13,793	\$0	\$0	\$173,356	\$0	\$676,748	Performance Incentive Program (\$58,975)
Bast Jr, Robert C	Vice President, Translational Research, Professor	Designated	\$394,691	18.90%	\$0	\$146,026	\$0	\$0	\$58,994	\$0	\$599,712	Longevity (\$2,640); Work Life Choice (\$180);
		Restricted	\$70,609	-41.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$70,609	Performance Incentive Program (\$56,174)
			\$465,300	3.01%	\$0	\$146,026	\$0	\$0	\$58,994	\$0	\$670,321	
Varghese, Shibu	Vice President, Human Resources and Chief Human Resources Officer	Designated	\$0	0.00%	\$0	\$9,742	\$0	\$0	\$0	\$0	\$9,742	Longevity (\$1,440); Work Life Choice (\$180);
		General Revenue	\$466,100	3.81%	\$0	\$0	\$0	\$0	\$167,370	\$0	\$633,470	Supplemental Benefit Program (\$109,624);
			\$466,100	3.81%	\$0	\$9,742	\$0	\$0	\$167,370	\$0	\$643,212	Performance Incentive Program (\$56,126)
Foxhall, Lewis E	Vice President, Health Policy, Professor	Designated	\$50,330	73.73%	\$0	\$0	\$0	\$0	\$0	\$0	\$50,330	Longevity (\$2,640); Work Life Choice (\$180);
		General Revenue	\$374,581	3.01%	\$0	\$139,191	\$0	\$0	\$56,606	\$0	\$570,378	Performance Incentive Program (\$53,786)
		Restricted	\$20,489	-48.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$20,489	
			\$445,400	3.01%	\$0	\$139,191	\$0	\$0	\$56,606	\$0	\$641,197	
Porter, Carol Anne	Vice President, Nursing Practice and Chief Nursing Officer	Designated	\$0	0.00%	\$0	\$792	\$0	\$0	\$0	\$0	\$792	Supplemental Benefit Program (\$115,656);
		General Revenue	\$465,000	0.00%	\$0	\$0	\$0	\$0	\$171,456	\$0	\$636,456	Performance Incentive Program (\$55,80)
			\$465,000	0.00%	\$0	\$792	\$0	\$0	\$171,456	\$0	\$637,248	
Belmont, E Chris	Vice President & Chief Information Officer	Designated	\$0	0.00%	\$0	\$10,951	\$0	\$0	\$0	\$0	\$10,951	Longevity (\$240); Supplemental Benefit
		General Revenue	\$461,100	6.00%	\$0	\$0	\$0	\$0	\$162,723	\$0	\$623,823	Program (\$107,122); Performance Incentive
			\$461,100	6.00%	\$0	\$10,951	\$0	\$0	\$162,723	\$0	\$634,774	Program (\$55,361)

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Bogler, Oliver	Senior Vice President for Academic Affairs and Professor	General Revenue	\$478,600	3.01%	\$0	\$90,103	\$0	\$0	\$58,978	\$0	\$627,680	Longevity (\$1,200); Work Life Choice (\$180); Performance Incentive Program (\$57,598)
			\$478,600	3.01%	\$0	\$90,103	\$0	\$0	\$58,978	\$0	\$627,680	
Frenzel, John C	Chief Medical Information Officer and Professor	Designated	\$106,463	2.00%	\$0	\$132,250	\$0	\$0	\$0	\$0	\$238,713	Longevity (\$1,920); Work Life Choice (\$180); Performance Incentive Program (\$52,200)
		General Revenue	\$326,437	2.00%	\$0	\$0	\$0	\$0	\$54,300	\$0	\$380,737	
			\$432,900	2.00%	\$0	\$132,250	\$0	\$0	\$54,300	\$0	\$619,450	
Walters, Ronald S	Assoc VP, Med Op & Informatics	Designated	\$63,270	3.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$63,270	Longevity (\$3,840); Performance Incentive Program (\$51,077)
		General Revenue	\$358,530	3.51%	\$0	\$130,529	\$0	\$0	\$54,917	\$0	\$543,976	
			\$421,800	3.51%	\$0	\$130,529	\$0	\$0	\$54,917	\$0	\$607,246	
Schwartz, Cindy L	Division Head Ad Interim, Professor	Designated	\$381,211	4.60%	\$0	\$119,101	\$0	\$0	\$47,685	\$0	\$547,997	Phone (\$1,200); Work Life Choice (\$180); Performance Incentive Program (\$46,305)
		Restricted	\$4,486	-45.39%	\$0	\$0	\$0	\$0	\$0	\$0	\$4,486	
			\$385,697	3.50%	\$0	\$119,101	\$0	\$0	\$47,685	\$0	\$552,483	
Gibson, Brad L	Vice President, Revenue Cycle and Treasurer	Designated	\$0	0.00%	\$0	\$10,781	\$0	\$0	\$0	\$0	\$10,781	Longevity (\$2,640); Work Life Choice (\$180); Supplemental Benefit Program (\$88,420); Performance Incentive Program (\$46,322)
		General Revenue	\$383,200	3.01%	\$0	\$0	\$0	\$0	\$137,562	\$0	\$520,762	
			\$383,200	3.50%	\$0	\$10,781	\$0	\$0	\$137,562	\$0	\$531,543	
Rodriguez, Maria A	Vice President for Medical Affairs, Professor	General Revenue	\$365,600	3.51%	\$0	\$109,918	\$0	\$0	\$48,106	\$0	\$523,623	Longevity (\$3,600); Work Life Choice (\$180); Performance Incentive Program (\$44,326)
			\$365,600	3.51%	\$0	\$109,918	\$0	\$0	\$48,106	\$0	\$523,623	
Moore, Robert S	Vice President and Chief Facilities Officer	Designated	\$0	0.00%	\$0	\$3,541	\$0	\$0	\$0	\$0	\$3,541	Longevity (\$2,400); Work Life Choice (\$180); Supplemental Benefit Program (\$91,214); Performance Incentive Program (\$45,058)
		General Revenue	\$372,900	3.01%	\$0	\$0	\$0	\$0	\$138,852	\$0	\$511,752	
			\$372,900	3.01%	\$0	\$3,541	\$0	\$0	\$138,852	\$0	\$515,293	
Thomas, Georgia A	Executive Director, Employee Health Services, Professor	Designated	\$174,195	3.01%	\$0	\$110,282	\$0	\$0	\$0	\$0	\$284,477	Longevity (\$4,320); Work Life Choice (\$180); Performance Incentive Program (\$43,200)
		General Revenue	\$181,305	3.01%	\$0	\$0	\$0	\$0	\$47,700	\$0	\$229,005	
			\$355,500	3.01%	\$0	\$110,282	\$0	\$0	\$47,700	\$0	\$513,482	

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Kaul, Rebecca L	Chief Innovation Officer	Designated	\$0	0.00%	\$0	\$4,299	\$0	\$0	\$0	\$0	\$4,299	Work Life Choice (\$180); Supplemental Benefit Program (\$86,946); Performance Incentive Program (\$43,282)
		General Revenue	\$360,500	3.00%	\$0	\$0	\$0	\$0	\$130,408	\$0	\$490,908	
			\$360,500	3.00%	\$0	\$4,299	\$0	\$0	\$130,408	\$0	\$495,206	
Latham, Crista Lu	Vice President, Strategic Communications	Designated	\$0	0.00%	\$0	\$9,120	\$0	\$0	\$0	\$0	\$9,120	Work Life Choice (\$180); Supplemental Benefit Program (\$80,705); Performance Incentive Program (\$42,022)
		General Revenue	\$350,000	0.00%	\$0	\$0	\$0	\$0	\$122,906	\$0	\$472,906	
			\$350,000	0.00%	\$0	\$9,120	\$0	\$0	\$122,906	\$0	\$482,027	
Kinzel, Allyson H	Vice President, Chief Compliance and Ethics Officer	Designated	\$0	0.00%	\$0	\$10,308	\$0	\$0	\$0	\$0	\$10,308	Longevity (\$720); Work Life Choice (\$180); Supplemental Benefit Program (\$73,619); Performance Incentive Program (\$39,048)
		General Revenue	\$324,500	4.51%	\$0	\$0	\$0	\$0	\$113,567	\$0	\$438,067	
			\$324,500	4.51%	\$0	\$10,308	\$0	\$0	\$113,567	\$0	\$448,375	
Arcidiacono, John A	VP, Marketing & Public Rltns	Designated	\$0	0.00%	\$0	\$10,793	\$0	\$0	\$0	\$0	\$10,793	Supplemental Benefit Program (\$73,156); Performance Incentive Program (\$39,000)
		General Revenue	\$325,000	0.00%	\$0	\$0	\$0	\$0	\$112,156	\$0	\$437,156	
			\$325,000	0.00%	\$0	\$10,793	\$0	\$0	\$112,156	\$0	\$447,948	
Jones, Philip	Executive Director, Institute for Applied Cancer Science Platform	Designated	\$168,300	8.58%	\$0	\$2,358	\$0	\$0	\$136,505	\$0	\$307,163	Ad interim Pay (\$30,000); Longevity (\$480); Work Life Choice (\$180); Supplemental Benefit Program (\$65,446); Performance Incentive Program (\$40,399)
		Restricted	\$137,700	-5.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$137,700	
			\$306,000	2.00%	\$0	\$2,358	\$0	\$0	\$136,505	\$0	\$444,863	
Moreno, Mark	Vice President, Government Relations	Designated	\$0	0.00%	\$0	\$6,301	\$0	\$0	\$0	\$0	\$6,301	Longevity (\$3,120); Supplemental Benefit Program (\$75,829); Performance Incentive Program (\$38,666)
		General Revenue	\$319,100	3.00%	\$0	\$0	\$0	\$0	\$117,615	\$0	\$436,715	
			\$319,100	3.00%	\$0	\$6,301	\$0	\$0	\$117,615	\$0	\$443,017	
Lee, Jiun-Kae Jack	Associate Vice Provost, Quantitative Research, Professor and John G. and Marie Stella Kenedy Memorial Foundation Chair	Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	Longevity (\$2,880); Work Life Choice (\$180); Performance Incentive Program (\$40,147)
		General Revenue	\$166,460	22.07%	\$0	\$62,715	\$0	\$0	\$43,207	\$0	\$272,382	
		Restricted	\$165,040	5.60%	\$0	\$0	\$0	\$0	\$0	\$0	\$165,040	
	\$331,500	3.01%	\$0	\$62,715	\$0	\$0	\$43,207	\$0	\$437,422			

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Garcia, Joxel	Executive Director, Cancer Control Platform	Designated	\$0	0.00%	\$0	\$4,716	\$0	\$0	\$0	\$0	\$4,716	Supplemental Benefit Program (\$62,227); Performance Incentive Program (\$39,600)
		Restricted	\$330,000	10.00%	\$0	\$0	\$0	\$0	\$101,827	\$0	\$431,827	
			\$330,000	10.00%	\$0	\$4,716	\$0	\$0	\$101,827	\$0	\$436,543	
Toniatti, Carlo	Executive Director, ORBIT Platform	Designated	\$3,248	0.00%	\$0	\$6,708	\$0	\$0	\$99,204	\$0	\$109,159	Longevity (\$480); Supplemental Benefit Program (\$59,690); Performance Incentive Program (\$39,034)
		Restricted	\$321,552	0.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$321,552	
			\$324,800	2.01%	\$0	\$6,708	\$0	\$0	\$99,204	\$0	\$430,711	
Lajeunesse, Joel D	Vice President, Pharmacy	Designated	\$0	0.00%	\$0	\$11,908	\$0	\$0	\$0	\$0	\$11,908	Longevity (\$4,080); Work Life Choice (\$180); Supplemental Benefit Program (\$68,184); Performance Incentive Program (\$37,015)
		General Revenue	\$304,200	2.01%	\$0	\$0	\$0	\$0	\$109,459	\$0	\$413,659	
			\$304,200	2.01%	\$0	\$11,908	\$0	\$0	\$109,459	\$0	\$425,567	
Austin, Wendy P	Executive Director, Hospital and Clinics	Designated	\$0	0.00%	\$0	\$7,603	\$0	\$0	\$0	\$0	\$7,603	Longevity (\$2,160); Supplemental Benefit Program (\$56,729); Performance Incentive Program (\$37,687)
		General Revenue	\$311,900	2.03%	\$0	\$0	\$0	\$0	\$96,577	\$0	\$408,477	
			\$311,900	2.03%	\$0	\$7,603	\$0	\$0	\$96,577	\$0	\$416,080	
Travis, Elizabeth L	Associate Vice President, Women Faculty Programs, Professor and Fair Professorship	Designated	\$2,561	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$2,561	Longevity (\$4,080); Performance Incentive Program (\$37,966)
		General Revenue	\$302,188	3.00%	\$0	\$61,097	\$0	\$0	\$42,046	\$0	\$405,331	
		Restricted	\$7,551	-23.08%	\$0	\$0	\$0	\$0	\$0	\$0	\$7,551	
	\$312,300	3.00%	\$0	\$61,097	\$0	\$0	\$42,046	\$0	\$415,443			
Keneker, Michael J	Associate Vice President and Controller	Designated	\$0	0.00%	\$0	\$9,863	\$0	\$0	\$0	\$0	\$9,863	Longevity (\$1,680); Work Life Choice (\$180); Supplemental Benefit Program (\$54,181); Performance Incentive Program (\$37,243)
		General Revenue	\$308,500	6.01%	\$0	\$0	\$0	\$0	\$93,285	\$0	\$401,785	
			\$308,500	6.01%	\$0	\$9,863	\$0	\$0	\$93,285	\$0	\$411,648	
St Amant, Paul U	Associate Vice President, Supply Chain Services	Designated	\$0	0.00%	\$0	\$11,112	\$0	\$0	\$0	\$0	\$11,112	Longevity (\$1,200); Work Life Choice (\$180); Supplemental Benefit Program (\$52,946); Performance Incentive Program (\$37,102)
		General Revenue	\$307,800	2.02%	\$0	\$0	\$0	\$0	\$91,428	\$0	\$399,228	
			\$307,800	2.02%	\$0	\$11,112	\$0	\$0	\$91,428	\$0	\$410,340	

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The University of Texas M. D. Anderson Cancer Center  
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Name	Position	Funding Source	Salary (09.01.2016)	Percentage Salary Increase Over FY 2016	Nonsalary Benefits FY 2017						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Suitor, Charles T.	Associate Vice President and Chief Technology Officer	Designated	\$0	0.00%	\$0	\$9,306	\$0	\$0	\$0	\$0	\$9,306	Longevity (\$2,400); Work Life Choice (\$180); Supplemental Benefit Program (\$53,851); Performance Incentive Program (\$36,778)
		General Revenue	\$303,900	3.02%	\$0	\$0	\$0	\$0	\$93,209	\$0	\$397,109	
			\$303,900	3.02%	\$0	\$9,306	\$0	\$0	\$93,209	\$0	\$406,415	
Bingham, Johnny W	Vice President, Performance Improvement	Designated	\$0	0.00%	\$0	\$22,071	\$0	\$0	\$0	\$0	\$22,071	Longevity (\$960); Work Life Choice (\$180); Supplemental Benefit Program (\$56,131); Performance Incentive Program (\$34,889)
		General Revenue	\$289,600	3.13%	\$0	\$0	\$0	\$0	\$92,160	\$0	\$381,760	
			\$289,600	3.13%	\$0	\$22,071	\$0	\$0	\$92,160	\$0	\$403,832	
Cagley, Maureen K	Vice President, Academic Operations	Designated	\$0	0.00%	\$0	\$9,672	\$0	\$0	\$0	\$0	\$9,672	Longevity (\$1,680); Supplemental Benefit Program (\$61,941); Performance Incentive Program (\$34,654)
		General Revenue	\$287,100	3.01%	\$0	\$0	\$0	\$0	\$101,275	\$0	\$388,375	
			\$287,100	3.01%	\$0	\$9,672	\$0	\$0	\$101,275	\$0	\$398,047	
Muchard, Suzanne M	Associate Vice President, Transformational Initiatives	Designated	\$0	0.00%	\$0	\$1,157	\$0	\$0	\$0	\$0	\$1,157	Longevity (\$2,160); Work Life Choice (\$180); Supplemental Benefit Program (\$59,063); Performance Incentive Program (\$35,993)
		General Revenue	\$297,600	2.02%	\$0	\$0	\$0	\$0	\$97,395	\$0	\$394,995	
			\$297,600	2.02%	\$0	\$1,157	\$0	\$0	\$97,395	\$0	\$396,152	
Brown, Michael W	Associate Vice President, Global Business Development	Designated	\$0	0.00%	\$0	\$9,325	\$0	\$0	\$0	\$0	\$9,325	Longevity (\$720); Supplemental Benefit Program (\$51,484); Performance Incentive Program (\$35,366)
		General Revenue	\$294,000	5.00%	\$0	\$0	\$0	\$0	\$87,571	\$0	\$381,571	
			\$294,000	5.00%	\$0	\$9,325	\$0	\$0	\$87,571	\$0	\$390,895	
McKee, Christopher H	Vice President, Business Operations	Designated	\$0	0.00%	\$0	\$5,887	\$0	\$0	\$0	\$0	\$5,887	Longevity (\$1,680); Supplemental Benefit Program (\$66,330); Performance Incentive Program (\$33,958)
		General Revenue	\$281,300	4.03%	\$0	\$0	\$0	\$0	\$101,967	\$0	\$383,267	
			\$281,300	4.03%	\$0	\$5,887	\$0	\$0	\$101,967	\$0	\$389,154	
Tortorella, Frank R	Vice President, Clinical Support Services	Designated	\$0	0.00%	\$0	\$5,339	\$0	\$0	\$0	\$0	\$5,339	Longevity (\$1,440); Work Life Choice (\$180); Supplemental Benefit Program (\$63,751); Performance Incentive Program (\$32,522)
		General Revenue	\$269,400	3.02%	\$0	\$0	\$0	\$0	\$97,893	\$0	\$367,293	
			\$269,400	3.02%	\$0	\$5,339	\$0	\$0	\$97,893	\$0	\$372,632	



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Name	Position	Funding Source	Salary (09.01.2016)	Percentage Salary Increase Over FY 2016	Nonsalary Benefits FY 2017						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Konstanzer, Renee T	Executive Director, Hospital and Clinics	Designated	\$0	0.00%	\$0	\$8,350	\$0	\$0	\$0	\$0	\$8,350	Longevity (\$2,160); Work Life Choice (\$180); Supplemental Benefit Program (\$49,508); Performance Incentive Program (\$33,713)
		General Revenue	\$278,600	5.61%	\$0	\$0	\$0	\$0	\$85,561	\$0	\$364,161	
			<u>\$278,600</u>	<u>5.61%</u>	<u>\$0</u>	<u>\$8,350</u>	<u>\$0</u>	<u>\$0</u>	<u>\$85,561</u>	<u>\$0</u>	<u>\$372,511</u>	
Postma, Kent E	Executive Director, Hospital & Clinics	Designated	\$0	0.00%	\$0	\$19,418	\$0	\$0	\$0	\$0	\$19,418	Longevity (\$2,160); Supplemental Benefit Program (\$39,837); Performance Incentive Program (\$33,223)
		General Revenue	\$274,700	0.00%	\$0	\$0	\$0	\$0	\$75,221	\$0	\$349,921	
			<u>\$274,700</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$19,418</u>	<u>\$0</u>	<u>\$0</u>	<u>\$75,221</u>	<u>\$0</u>	<u>\$369,339</u>	
Gelormini, Maria M	Associate Vice President, Development Services	Designated	\$0	0.00%	\$0	\$10,524	\$0	\$0	\$0	\$0	\$10,524	Longevity (\$1,920); Work Life Choice (\$180); Supplemental Benefit Program (\$47,001); Performance Incentive Program (\$33,252)
		General Revenue	\$275,000	0.00%	\$0	\$0	\$0	\$0	\$82,353	\$0	\$357,353	
			<u>\$275,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$10,524</u>	<u>\$0</u>	<u>\$0</u>	<u>\$82,353</u>	<u>\$0</u>	<u>\$367,877</u>	
Weber, Max C	Associate Vice President and Deputy Chief Compliance Officer	Designated	\$0	0.00%	\$0	\$9,081	\$0	\$0	\$0	\$0	\$9,081	Longevity (\$720); Supplemental Benefit Program (\$47,999); Performance Incentive Program (\$33,158)
		General Revenue	\$275,600	9.02%	\$0	\$0	\$0	\$0	\$81,878	\$0	\$357,478	
			<u>\$275,600</u>	<u>9.02%</u>	<u>\$0</u>	<u>\$9,081</u>	<u>\$0</u>	<u>\$0</u>	<u>\$81,878</u>	<u>\$0</u>	<u>\$366,559</u>	
Famiglietti, Robin M	Executive Director, Hospital & Clinics	Designated	\$0	0.00%	\$0	\$2,288	\$0	\$0	\$0	\$0	\$2,288	Longevity (\$1,680); Work Life Choice (\$180); Supplemental Benefit Program (\$53,442); Performance Incentive Program (\$33,163)
		General Revenue	\$274,500	5.62%	\$0	\$0	\$0	\$0	\$88,465	\$0	\$362,965	
			<u>\$274,500</u>	<u>5.62%</u>	<u>\$0</u>	<u>\$2,288</u>	<u>\$0</u>	<u>\$0</u>	<u>\$88,465</u>	<u>\$0</u>	<u>\$365,253</u>	
Tannir, Habib F	Executive Director, Hospital & Clinics	Designated	\$0	0.00%	\$0	\$9,161	\$0	\$0	\$0	\$0	\$9,161	Longevity (\$240); Work Life Choice (\$180); Supplemental Benefit Program (\$47,655); Performance Incentive Program (\$32,990)
		General Revenue	\$274,500	5.62%	\$0	\$0	\$0	\$0	\$81,066	\$0	\$355,566	
			<u>\$274,500</u>	<u>5.62%</u>	<u>\$0</u>	<u>\$9,161</u>	<u>\$0</u>	<u>\$0</u>	<u>\$81,066</u>	<u>\$0</u>	<u>\$364,727</u>	
Young, Stephanie L	Associate Vice President, Field Operations	Designated	\$0	0.00%	\$0	\$9,565	\$0	\$0	\$0	\$0	\$9,565	Longevity (\$1,680); Work Life Choice (\$180); Supplemental Benefit Program (\$46,840); Performance Incentive Program (\$32,695)
		General Revenue	\$270,600	4.24%	\$0	\$0	\$0	\$0	\$81,395	\$0	\$351,995	
			<u>\$270,600</u>	<u>4.24%</u>	<u>\$0</u>	<u>\$9,565</u>	<u>\$0</u>	<u>\$0</u>	<u>\$81,395</u>	<u>\$0</u>	<u>\$361,560</u>	

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Name	Position	Funding Source	Salary (09.01.2016)	Percentage Salary Increase Over FY 2016	Nonsalary Benefits FY 2017						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Ray, William J	Institute Head, Research, Neuroscience	Designated	\$0	0.00%	\$0	\$11,239	\$0	\$0	\$0	\$0	\$11,239	Work Life Choice (\$180); Supplemental Benefit Program (\$42,545); Performance Incentive Program (\$30,922)
		Restricted	\$257,500	3.00%	\$0	\$0	\$0	\$0	\$73,646	\$0	\$331,146	
			\$257,500	3.00%	\$0	\$11,239	\$0	\$0	\$73,646	\$0	\$342,385	
Magnus, Sherri P	Vice President & Chief Audit Officer	Designated	\$0	0.00%	\$0	\$11,088	\$0	\$0	\$0	\$0	\$11,088	Longevity (\$3,600); Work Life Choice (\$180); Supplemental Benefit Program (\$52,579); Performance Incentive Program (\$29,230)
		General Revenue	\$239,800	4.53%	\$0	\$0	\$0	\$0	\$85,589	\$0	\$325,389	
			\$239,800	4.53%	\$0	\$11,088	\$0	\$0	\$85,589	\$0	\$336,477	
Ferguson Jr, Hugh R	Executive Director, State & System Reporting	Designated	\$0	0.00%	\$0	\$12,529	\$0	\$0	\$0	\$0	\$12,529	Longevity (\$4,080); Work Life Choice (\$180); Supplemental Benefit Program (\$39,748); Performance Incentive Program (\$29,863)
		General Revenue	\$244,600	3.03%	\$0	\$0	\$0	\$0	\$73,872	\$0	\$318,472	
			\$244,600	3.03%	\$0	\$12,529	\$0	\$0	\$73,872	\$0	\$331,001	
Castro, Juan C	Associate Vice President, Financial Planning and Analysis	Designated	\$0	0.00%	\$0	\$8,037	\$0	\$0	\$0	\$0	\$8,037	Longevity (\$2,640); Work Life Choice (\$180); Supplemental Benefit Program (\$43,334); Performance Incentive Program (\$29,858)
		General Revenue	\$246,000	6.72%	\$0	\$0	\$0	\$0	\$76,013	\$0	\$322,013	
			\$246,000	6.72%	\$0	\$8,037	\$0	\$0	\$76,013	\$0	\$330,050	
Barton, Michelle	Dean, Grad Sch Biomed Sciences and Professor	General Revenue	\$161,110	4.67%	\$0	\$46,101	\$0	\$0	\$31,891	\$0	\$239,102	Longevity (\$1,680); Work Life Choice (\$180); Performance Incentive Program (\$30,031)
		Restricted	\$87,290	0.12%	\$0	\$0	\$0	\$0	\$0	\$0	\$87,290	
			\$248,400	3.03%	\$0	\$46,101	\$0	\$0	\$31,891	\$0	\$326,392	
McClelland, Alan	Associate Vice President, Programs Infrastructure and Planning	Designated	\$0	0.00%	\$0	\$5,619	\$0	\$0	\$0	\$0	\$5,619	Longevity (\$720); Work Life Choice (\$180); Supplemental Benefit Program (\$43,805); Performance Incentive Program (\$28,980)
		General Revenue	\$0	-100.00%	\$0	\$0	\$0	\$0	\$73,685	\$0	\$73,685	
		Restricted	\$240,600	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$240,600	
	\$240,600	3.04%	\$0	\$5,619	\$0	\$0	\$73,685	\$0	\$319,904			
Harrott, Wesley R	Associate Vice President, Research Administration	Designated	\$0	0.00%	\$0	\$5,277	\$0	\$0	\$0	\$0	\$5,277	Longevity (\$1,920); Work Life Choice (\$180); Supplemental Benefit Program (\$43,958); Performance Incentive Program (\$28,908)
		General Revenue	\$238,800	3.02%	\$0	\$0	\$0	\$0	\$74,966	\$0	\$313,766	
			\$238,800	3.02%	\$0	\$5,277	\$0	\$0	\$74,966	\$0	\$319,043	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Bammerlin, David	Associate Vice President, Research & Education Facilities	Designated	\$0	0.00%	\$0	\$10,851	\$0	\$0	\$0	\$0	\$10,851	Longevity (\$1,680); Work Life Choice (\$180); Supplemental Benefit Program (\$39,291); Performance Incentive Program (\$28,783)
		General Revenue	\$238,000	3.03%	\$0	\$0	\$0	\$0	\$69,934	\$0	\$307,934	
			<u>\$238,000</u>	<u>3.03%</u>	<u>\$0</u>	<u>\$10,851</u>	<u>\$0</u>	<u>\$0</u>	<u>\$69,934</u>	<u>\$0</u>	<u>\$318,785</u>	
Peglow, Timothy M	Associate Vice President, Patient Care Facilities	Designated	\$0	0.00%	\$0	\$8,737	\$0	\$0	\$0	\$0	\$8,737	Longevity (\$960); Work Life Choice (\$180); Supplemental Benefit Program (\$40,838); Performance Incentive Program (\$28,697)
		General Revenue	\$238,000	3.03%	\$0	\$0	\$0	\$0	\$70,675	\$0	\$308,675	
			<u>\$238,000</u>	<u>3.03%</u>	<u>\$0</u>	<u>\$8,737</u>	<u>\$0</u>	<u>\$0</u>	<u>\$70,675</u>	<u>\$0</u>	<u>\$317,412</u>	
Kurtin, Danna J	Associate Vice President, Academic and VISA Administration	Designated	\$0	0.00%	\$0	\$3,320	\$0	\$0	\$0	\$0	\$3,320	Longevity (\$2,640); Work Life Choice (\$180); Supplemental Benefit Program (\$42,428); Performance Incentive Program (\$27,050)
		General Revenue	\$222,600	3.01%	\$0	\$0	\$0	\$0	\$72,299	\$0	\$294,899	
			<u>\$222,600</u>	<u>3.01%</u>	<u>\$0</u>	<u>\$3,320</u>	<u>\$0</u>	<u>\$0</u>	<u>\$72,299</u>	<u>\$0</u>	<u>\$298,218</u>	
Hemphill, Donna J	Associate Vice President, Business Analytics	Designated	\$0	0.00%	\$0	\$7,918	\$0	\$0	\$0	\$0	\$7,918	Longevity (\$2,160); Work Life Choice (\$180); Supplemental Benefit Program (\$38,254); Performance Incentive Program (\$26,753)
		General Revenue	\$220,600	2.04%	\$0	\$0	\$0	\$0	\$67,346	\$0	\$287,946	
			<u>\$220,600</u>	<u>2.04%</u>	<u>\$0</u>	<u>\$7,918</u>	<u>\$0</u>	<u>\$0</u>	<u>\$67,346</u>	<u>\$0</u>	<u>\$295,864</u>	
Richmond, Shirley	Dean, School of Health Professions, Professor	General Revenue	\$262,200	3.03%	\$0	\$0	\$0	\$0	\$31,666	\$0	\$293,866	Work Life Choice (\$180); Performance Incentive Program (\$31,486)
			<u>\$262,200</u>	<u>3.03%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$31,666</u>	<u>\$0</u>	<u>\$293,866</u>	
Maresh, Kelly J	Executive Director, Clinical Research	Designated	\$0	0.00%	\$0	\$1,199	\$0	\$0	\$0	\$0	\$1,199	Longevity (\$480); Supplemental Benefit Program (\$43,297); Performance Incentive Program (\$26,554)
		General Revenue	\$220,800	3.03%	\$0	\$0	\$0	\$0	\$70,331	\$0	\$291,131	
			<u>\$220,800</u>	<u>3.03%</u>	<u>\$0</u>	<u>\$1,199</u>	<u>\$0</u>	<u>\$0</u>	<u>\$70,331</u>	<u>\$0</u>	<u>\$292,329</u>	
Tektiridis, Jennifer H	Executive Director, Research Planning and Development	Designated	\$0	0.00%	\$0	\$5,379	\$0	\$0	\$0	\$0	\$5,379	Longevity (\$1,440); Work Life Choice (\$180); Supplemental Benefit Program (\$38,821); Performance Incentive Program (\$25,874)
		Restricted	\$214,000	2.00%	\$0	\$0	\$0	\$0	\$66,315	\$0	\$280,315	
			<u>\$214,000</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$5,379</u>	<u>\$0</u>	<u>\$0</u>	<u>\$66,315</u>	<u>\$0</u>	<u>\$285,694</u>	

