

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2019**

**The University of Texas MD Anderson Cancer Center  
Institution Code: 506**

Name	Position	Funding Source	Salary (09.01.2018)	Percentage Salary Increase Over FY 2018	Nonsalary Benefits FY 2019						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Pisters, Peter WT	President, Professor	General Revenue	\$65,940	0.00%	\$0	\$0	\$0	\$0	\$180	\$0	\$66,120	Work Life Choice (\$180)
		Designated	\$1,373,160	0.00%	\$0	\$405,900	\$0	\$0	\$251,843	\$0	\$2,030,903	Incentive Compensation (\$251,843)
		<b>Total</b>	<b>\$1,439,100</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$405,900</b>	<b>\$0</b>	<b>\$0</b>	<b>\$252,023</b>	<b>\$0</b>	<b>\$2,097,023</b>	
Swisher, Stephen G	Division Head, Chair, Professor and Charles A. LeMaistre Distinguished Chair in Thoracic Oncology	Designated	\$983,301	7.09%	\$0	\$285,655	\$0	\$0	\$113,051	\$0	\$1,382,007	Performance Incentive Program (\$113,051)
		Restricted	\$14,710	7.91%	\$0	\$0	\$0	\$0	\$0	\$0	\$14,710	
		<b>Total</b>	<b>\$998,011</b>	<b>7.10%</b>	<b>\$0</b>	<b>\$285,655</b>	<b>\$0</b>	<b>\$0</b>	<b>\$113,051</b>	<b>\$0</b>	<b>\$1,396,717</b>	
Hahn, Stephen	Chief Medical Executive	General Revenue	\$905,227	6.04%	\$0	\$0	\$0	\$0	\$420	\$0	\$905,647	Longevity (\$240); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$270,979	\$0	\$0	\$106,707	\$0	\$377,687	Performance Incentive Program (\$106,707)
		Restricted	\$28,373	7.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$28,373	
		<b>Total</b>	<b>\$933,600</b>	<b>6.09%</b>	<b>\$0</b>	<b>\$270,979</b>	<b>\$0</b>	<b>\$0</b>	<b>\$107,127</b>	<b>\$0</b>	<b>\$1,311,707</b>	
Melson, Benjamin Blanton	Senior Vice President and Chief Financial Officer	General Revenue	\$788,000	5.07%	\$0	\$0	\$0	\$0	\$309,572	\$0	\$1,097,572	Longevity (\$720); Work Life Choice (\$180); Performance Incentive Program (\$91,001); Supplemental Benefit Program (217,671)
		Designated	\$0	0.00%	\$0	\$14,045	\$0	\$0	\$0	\$0	\$14,045	
		<b>Total</b>	<b>\$788,000</b>	<b>5.07%</b>	<b>\$0</b>	<b>\$14,045</b>	<b>\$0</b>	<b>\$0</b>	<b>\$309,572</b>	<b>\$0</b>	<b>\$1,111,617</b>	
Prat, Ferran	Senior Vice President, Research Administration and Industry Relations	General Revenue	\$493,300	6.09%	\$0	\$0	\$0	\$0	\$591,314	\$0	\$1,084,614	Longevity (\$480); Work Life Choice (\$180); Performance Incentive Program (\$56,437); Supplemental Benefit Program (\$134,217); Long Term Incentive (\$400,000)
		Designated	\$0	0.00%	\$0	\$9,822	\$0	\$0	\$0	\$0	\$9,822	
		<b>Total</b>	<b>\$493,300</b>	<b>6.09%</b>	<b>\$0</b>	<b>\$9,822</b>	<b>\$0</b>	<b>\$0</b>	<b>\$591,314</b>	<b>\$0</b>	<b>\$1,094,437</b>	
Mulvey, Patrick B	Vice President, Development	General Revenue	\$462,600	5.09%	\$0	\$0	\$0	\$0	\$306,031	\$0	\$768,631	Work Life Choice (\$180); Longevity (\$3,780); Ad Interim Pay (\$112,500); Performance Incentive Program (\$67,333); Supplemental Benefit Program (\$122,238)
		Designated	\$0	0.00%	\$0	\$24,053	\$0	\$0	\$273,539	\$0	\$297,592	Long Term Incentive (\$273,539)
		<b>Total</b>	<b>\$462,600</b>	<b>5.09%</b>	<b>\$0</b>	<b>\$24,053</b>	<b>\$0</b>	<b>\$0</b>	<b>\$579,570</b>	<b>\$0</b>	<b>\$1,066,223</b>	
Hicks, Marshall E	Division Head, Professor	Designated	\$729,467	-6.08%	\$0	\$229,400	\$0	\$0	\$90,248	\$0	\$1,049,115	Longevity (\$540); Performance Incentive Program (\$89,708)
		Restricted	\$11,515	8.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$11,515	
		<b>Total</b>	<b>\$740,982</b>	<b>-5.89%</b>	<b>\$0</b>	<b>\$229,400</b>	<b>\$0</b>	<b>\$0</b>	<b>\$90,248</b>	<b>\$0</b>	<b>\$1,060,630</b>	
Weber, Randal S	Chief Patient Experience Officer	General Revenue	\$525,650	100.00%	\$0	\$0	\$0	\$0	\$88,344	\$0	\$613,994	Work Life Choice (\$180); Longevity (\$2,400); Performance Incentive Program (\$85,764)
		Designated	\$201,045	-70.65%	\$0	\$221,002	\$0	\$0	\$0	\$0	\$422,047	
		Restricted	\$21,305	964.20%	\$0	\$0	\$0	\$0	\$0	\$0	\$21,305	
		<b>Total</b>	<b>\$748,000</b>	<b>8.87%</b>	<b>\$0</b>	<b>\$221,002</b>	<b>\$0</b>	<b>\$0</b>	<b>\$88,344</b>	<b>\$0</b>	<b>\$1,057,346</b>	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Hay, Amy C	Senior Vice President, Strategic Network Development	General Revenue	\$490,000	0.00%	\$0	\$0	\$0	\$0	\$504,434	\$0	\$994,434	Longevity (\$2,160); Performance Incentive Program (\$59,059); Supplemental Benefit Program (\$143,215); Long Term Incentive (\$300,000)
		Designated	\$0	0.00%	\$0	\$6,333	\$0	\$0	\$0	\$0	\$6,333	
		<b>Total</b>	<b>\$490,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$6,333</b>	<b>\$0</b>	<b>\$0</b>	<b>\$504,434</b>	<b>\$0</b>	<b>\$1,000,767</b>	
Mansfield, Paul F	Vice President, Acute Care Services and Professor	General Revenue	\$556,749	5.36%	\$0	\$0	\$0	\$0	\$3,580	\$0	\$560,329	Work Life Choice (\$180); Longevity (\$3,400) Performance Incentive Program (\$80,098)
		Designated	\$133,078	3.76%	\$0	\$204,091	\$0	\$0	\$80,098	\$0	\$417,267	
		Restricted	\$173	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$173	
		<b>Total</b>	<b>\$690,000</b>	<b>5.07%</b>	<b>\$0</b>	<b>\$204,091</b>	<b>\$0</b>	<b>\$0</b>	<b>\$83,678</b>	<b>\$0</b>	<b>\$977,769</b>	
Draetta, Giulio	Senior Vice President, Discovery and Platforms	General Revenue	\$489,314	-5.54%	\$0	\$0	\$0	\$0	\$79,766	\$0	\$569,080	Work Life Choice (\$180); Longevity (\$700); Performance Incentive Program (\$78,886)
		Designated	\$0	0.00%	\$0	\$200,557	\$0	\$0	\$0	\$0	\$200,557	
		Restricted	\$193,586	46.66%	\$0	\$0	\$0	\$0	\$0	\$0	\$193,586	
		<b>Total</b>	<b>\$682,900</b>	<b>5.06%</b>	<b>\$0</b>	<b>\$200,557</b>	<b>\$0</b>	<b>\$0</b>	<b>\$79,766</b>	<b>\$0</b>	<b>\$963,223</b>	
Haydon, Steven R	Senior Vice President and GC, Legal and Regulatory Affairs	General Revenue	\$652,400	6.08%	\$0	\$0	\$0	\$0	\$254,210	\$0	\$906,610	Work Life Choice (\$180); Longevity (\$1,920); Performance Incentive Program (\$74,790); Supplemental Benefit Program (\$177,320)
		Designated	\$0	0.00%	\$0	\$13,793	\$0	\$0	\$0	\$0	\$13,793	
		<b>Total</b>	<b>\$652,400</b>	<b>6.08%</b>	<b>\$0</b>	<b>\$13,793</b>	<b>\$0</b>	<b>\$0</b>	<b>\$254,210</b>	<b>\$0</b>	<b>\$920,403</b>	
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	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$180	\$0	\$180	Work Life Choice (\$180) Performance Incentive Program (\$72,898)
		Designated	\$513,663	7.22%	\$0	\$185,613	\$0	\$0	\$72,898	\$0	\$772,174	
		Restricted	\$129,275	6.66%	\$0	\$0	\$0	\$0	\$0	\$0	\$129,275	
		<b>Total</b>	<b>\$642,938</b>	<b>7.10%</b>	<b>\$0</b>	<b>\$185,613</b>	<b>\$0</b>	<b>\$0</b>	<b>\$73,078</b>	<b>\$0</b>	<b>\$901,629</b>	
Hagberg, Carin	Chief Academic Officer, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$180	\$0	\$180	Work Life Choice (\$180) Performance Incentive Program (\$72,802)
		Designated	\$639,385	7.10%	\$0	\$185,028	\$0	\$0	\$72,802	\$0	\$897,214	
		Restricted	\$3,232	7.73%	\$0	\$0	\$0	\$0	\$0	\$0	\$3,232	
		<b>Total</b>	<b>\$642,617</b>	<b>7.10%</b>	<b>\$0</b>	<b>\$185,028</b>	<b>\$0</b>	<b>\$0</b>	<b>\$72,982</b>	<b>\$0</b>	<b>\$900,626</b>	
Kuban, Deborah A	Associate Vice President, Cancer Network Clinical Operations, Professor	General Revenue	\$370,677	7.66%	\$0	\$0	\$0	\$0	\$75,576	\$0	\$446,253	Work Life Choice (\$180); Performance Incentive Program (\$75,396)
		Designated	\$257,440	6.55%	\$0	\$191,293	\$0	\$0	\$0	\$0	\$448,733	
		<b>Total</b>	<b>\$628,117</b>	<b>7.20%</b>	<b>\$0</b>	<b>\$191,293</b>	<b>\$0</b>	<b>\$0</b>	<b>\$75,576</b>	<b>\$0</b>	<b>\$894,986</b>	
Varghese, Shibu	Senior Vice President, People and Business Operations and CHRO	General Revenue	\$625,900	6.08%	\$0	\$0	\$0	\$0	\$245,461	\$0	\$871,361	Work Life Choice (\$180); Longevity (\$1,680); Performance Incentive Program (\$71,731); Supplemental Benefit Program (\$171,870)
		Designated	\$0	0.00%	\$0	\$10,655	\$0	\$0	\$0	\$0	\$10,655	
		<b>Total</b>	<b>\$625,900</b>	<b>6.08%</b>	<b>\$0</b>	<b>\$10,655</b>	<b>\$0</b>	<b>\$0</b>	<b>\$245,461</b>	<b>\$0</b>	<b>\$882,016</b>	

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Pullin, Tadd M	Senior Vice President, Institutional Advancement	General Revenue	\$627,100	8.12%	\$0	\$0	\$0	\$0	\$240,428	\$0	\$867,528	Work Life Choice (\$180); Longevity (\$240); Performance Incentive Program (\$70,347); Supplemental Benefit Program (\$169,661)
		Designated	\$0	0.00%	\$0	\$8,864	\$0	\$0	\$0	\$0	\$8,864	
		<b>Total</b>	<b>\$627,100</b>	<b>8.12%</b>	<b>\$0</b>	<b>\$8,864</b>	<b>\$0</b>	<b>\$0</b>	<b>\$240,428</b>	<b>\$0</b>	<b>\$876,392</b>	
Tereffe, Welela	Chief Medical Officer, Associate Professor	General Revenue	\$625,045	5109.14%	\$0	\$0	\$0	\$0	\$67,797	\$0	\$692,842	Work Life Choice (\$180); Faculty Recognition Program (\$67,617)
		Designated	\$0	-100.00%	\$0	\$147,676	\$0	\$0	\$0	\$0	\$147,676	
		<b>Total</b>	<b>\$625,045</b>	<b>28.36%</b>	<b>\$0</b>	<b>\$147,676</b>	<b>\$0</b>	<b>\$0</b>	<b>\$67,797</b>	<b>\$0</b>	<b>\$840,518</b>	
Bodurka, Diane C	Vice President, Education	General Revenue	\$486,327	23.89%	\$0	\$0	\$0	\$0	\$23,080	\$0	\$509,407	Longevity (\$2,680); Ad Interim Pay (\$20,400) Performance Incentive Program (\$61,642)
		Designated	\$99,073	6.37%	\$0	\$155,982	\$0	\$0	\$61,642	\$0	\$316,697	
		<b>Total</b>	<b>\$585,400</b>	<b>20.53%</b>	<b>\$0</b>	<b>\$155,982</b>	<b>\$0</b>	<b>\$0</b>	<b>\$84,722</b>	<b>\$0</b>	<b>\$826,104</b>	
Herman, Joseph M	Division Head Ad Interim, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$66,372	\$0	\$66,372	Work Life Choice (\$180); Performance Incentive Program (\$66,192)
		Designated	\$581,738	6.74%	\$0	\$168,190	\$0	\$0	\$0	\$0	\$749,928	
		Restricted	\$1,973	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$1,973	
		<b>Total</b>	<b>\$583,711</b>	<b>7.10%</b>	<b>\$0</b>	<b>\$168,190</b>	<b>\$0</b>	<b>\$0</b>	<b>\$66,372</b>	<b>\$0</b>	<b>\$818,273</b>	
Hamilton, Stanley R	Division Head, Professor and Frederick Becker Distinguished University Chair Cancer Research	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$180	\$0	\$180	Work Life Choice (\$180) Performance Incentive Program (\$65,150)
		Designated	\$539,702	20.66%	\$0	\$168,901	\$0	\$0	\$65,150	\$0	\$773,752	
		Restricted	\$35,330	-60.57%	\$0	\$0	\$0	\$0	\$0	\$0	\$35,330	
		<b>Total</b>	<b>\$575,032</b>	<b>7.10%</b>	<b>\$0</b>	<b>\$168,901</b>	<b>\$0</b>	<b>\$0</b>	<b>\$65,330</b>	<b>\$0</b>	<b>\$809,262</b>	
Tweardy, David	Division Head, Professor	Designated	\$533,768	5.34%	\$0	\$162,150	\$0	\$0	\$62,756	\$0	\$758,674	Performance Incentive Program (\$62,756)
		Restricted	\$19,991	93.32%	\$0	\$0	\$0	\$0	\$0	\$0	\$19,991	
		<b>Total</b>	<b>\$553,759</b>	<b>7.10%</b>	<b>\$0</b>	<b>\$162,150</b>	<b>\$0</b>	<b>\$0</b>	<b>\$62,756</b>	<b>\$0</b>	<b>\$778,665</b>	
Wilding, George	Vice President and Dep CAO, Clin & Intr Rsch	General Revenue	\$480,194	4.59%	\$0	\$0	\$0	\$0	\$62,844	\$0	\$543,038	Work Life Choice (\$180); Longevity (\$200); Performance Incentive Program (\$62,464)
		Designated	\$0	0.00%	\$0	\$160,961	\$0	\$0	\$0	\$0	\$160,961	
		Restricted	\$60,906	9.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$60,906	
		<b>Total</b>	<b>\$541,100</b>	<b>5.07%</b>	<b>\$0</b>	<b>\$160,961</b>	<b>\$0</b>	<b>\$0</b>	<b>\$62,844</b>	<b>\$0</b>	<b>\$764,905</b>	
Kupferman, Michael Elliot	Senior Vice President, Cancer Network Clinical and Academic Development	General Revenue	\$434,394	5.84%	\$0	\$0	\$0	\$0	\$62,692	\$0	\$497,086	Work Life Choice (\$180); Longevity (\$1,360); Performance Incentive Program (\$61,152)
		Designated	\$95,206	3.96%	\$0	\$155,589	\$0	\$0	\$0	\$0	\$250,795	
		<b>Total</b>	<b>\$529,600</b>	<b>5.50%</b>	<b>\$0</b>	<b>\$155,589</b>	<b>\$0</b>	<b>\$0</b>	<b>\$62,692</b>	<b>\$0</b>	<b>\$747,881</b>	
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	\$254,173	6.23%	\$0	\$0	\$0	\$0	\$1,300	\$0	\$255,473	Work Life Choice (\$180); Longevity (\$1,120) Performance Incentive Program (\$59,862)
		Designated	\$254,168	6.23%	\$0	\$153,404	\$0	\$0	\$59,862	\$0	\$467,434	
		Restricted	\$18,759	34.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$18,759	
		<b>Total</b>	<b>\$527,100</b>	<b>7.03%</b>	<b>\$0</b>	<b>\$153,404</b>	<b>\$0</b>	<b>\$0</b>	<b>\$61,162</b>	<b>\$0</b>	<b>\$741,666</b>	

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Porter, Carol Anne	Senior Vice President and Chief Nursing Officer	General Revenue	\$525,300	5.06%	\$0	\$0	\$0	\$0	\$211,839	\$0	\$737,139	Performance Incentive Program (\$60,684); Supplemental Benefit Program (\$151,155)
		Designated	\$0	0.00%	\$0	\$792	\$0	\$0	\$0	\$0	\$792	
		<b>Total</b>	<b>\$525,300</b>	<b>5.06%</b>	<b>\$0</b>	<b>\$792</b>	<b>\$0</b>	<b>\$0</b>	<b>\$211,839</b>	<b>\$0</b>	<b>\$737,932</b>	
Gorlick, Richard	Division Head, Chair, Professor and Mosbacher Pediatrics Chair	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$180	\$0	\$180	Work Life Choice (\$180)
		Designated	\$468,451	-3.12%	\$0	\$151,171	\$0	\$0	\$59,499	\$0	\$679,121	Performance Incentive Program (\$59,499)
		Restricted	\$56,353	773.96%	\$0	\$0	\$0	\$0	\$0	\$0	\$56,353	
<b>Total</b>	<b>\$524,804</b>	<b>7.10%</b>	<b>\$0</b>	<b>\$151,171</b>	<b>\$0</b>	<b>\$0</b>	<b>\$59,679</b>	<b>\$0</b>	<b>\$735,654</b>			
Buzdar, Aman U	Vice President, Clinical Research Administration	General Revenue	\$501,896	5.07%	\$0	\$0	\$0	\$0	\$64,328	\$0	\$566,224	Work Life Choice (\$180); Longevity (\$5,040); Performance Incentive Program (\$59,108)
		Designated	\$0	0.00%	\$0	\$154,424	\$0	\$0	\$0	\$0	\$154,424	
		Restricted	\$5,104	5.78%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,104	
<b>Total</b>	<b>\$507,000</b>	<b>5.08%</b>	<b>\$0</b>	<b>\$154,424</b>	<b>\$0</b>	<b>\$0</b>	<b>\$64,328</b>	<b>\$0</b>	<b>\$725,752</b>			
Bast Jr, Robert C	Vice President, Translational Research, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$180	\$0	\$180	Work Life Choice (\$180)
		Designated	\$378,150	6.10%	\$0	\$148,294	\$0	\$0	\$59,423	\$0	\$585,867	Longevity (\$2,680); Performance Incentive Program (\$56,743)
		Restricted	\$115,550	6.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,550	
<b>Total</b>	<b>\$493,700</b>	<b>6.10%</b>	<b>\$0</b>	<b>\$148,294</b>	<b>\$0</b>	<b>\$0</b>	<b>\$59,603</b>	<b>\$0</b>	<b>\$701,597</b>			
Foxhall, Lewis E	Vice President, Health Policy, Professor	General Revenue	\$397,220	6.11%	\$0	\$0	\$0	\$0	\$57,417	\$0	\$454,637	Work Life Choice (\$180); Longevity (\$2,860); Performance Incentive Program (\$54,377)
		Designated	\$31,664	6.11%	\$0	\$141,453	\$0	\$0	\$0	\$0	\$173,117	
		Restricted	\$43,716	6.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$43,716	
<b>Total</b>	<b>\$472,600</b>	<b>6.11%</b>	<b>\$0</b>	<b>\$141,453</b>	<b>\$0</b>	<b>\$0</b>	<b>\$57,417</b>	<b>\$0</b>	<b>\$671,470</b>			
Aloia, Thomas A	Chief Quality and Value Officer	General Revenue	\$211,065	37.95%	\$0	\$0	\$0	\$0	\$180	\$0	\$211,245	Work Life Choice (\$180)
		Designated	\$260,979	-4.75%	\$0	\$134,794	\$0	\$0	\$44,809	\$0	\$440,582	Faculty Recognition Program (\$44,809)
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
<b>Total</b>	<b>\$472,044</b>	<b>10.07%</b>	<b>\$0</b>	<b>\$134,794</b>	<b>\$0</b>	<b>\$0</b>	<b>\$44,989</b>	<b>\$0</b>	<b>\$651,827</b>			
Frenzel, John C	Director, Learning Health Systems and Professor	General Revenue	\$363,728	5.03%	\$0	\$0	\$0	\$0	\$2,340	\$0	\$366,068	Work Life Choice (\$180); Longevity (\$2,160)
		Designated	\$91,172	5.30%	\$0	\$134,259	\$0	\$0	\$52,763	\$0	\$278,194	Performance Incentive Program (\$52,763)
		<b>Total</b>	<b>\$454,900</b>	<b>5.08%</b>	<b>\$0</b>	<b>\$134,259</b>	<b>\$0</b>	<b>\$0</b>	<b>\$55,103</b>	<b>\$0</b>	<b>\$644,262</b>	
Walters, Ronald S	Associate Vice President, Medical Operations and Informatics, Professor	General Revenue	\$376,805	5.10%	\$0	\$0	\$0	\$0	\$4,080	\$0	\$380,885	Longevity (\$4,080)
		Designated	\$66,495	5.10%	\$0	\$135,087	\$0	\$0	\$50,583	\$0	\$252,165	Performance Incentive Program (\$50,583)
		<b>Total</b>	<b>\$443,300</b>	<b>5.10%</b>	<b>\$0</b>	<b>\$135,087</b>	<b>\$0</b>	<b>\$0</b>	<b>\$54,663</b>	<b>\$0</b>	<b>\$633,050</b>	
McKee, Christopher H	Senior Vice President, Strategy and Business Development	General Revenue	\$444,500	7.11%	\$0	\$0	\$0	\$0	\$174,489	\$0	\$618,989	Longevity (\$1,920); Performance Incentive Program (\$50,529); Supplemental Benefit Program (\$122,040)
		Designated	\$0	0.00%	\$0	\$6,115	\$0	\$0	\$0	\$0	\$6,115	
		<b>Total</b>	<b>\$444,500</b>	<b>7.11%</b>	<b>\$0</b>	<b>\$6,115</b>	<b>\$0</b>	<b>\$0</b>	<b>\$174,489</b>	<b>\$0</b>	<b>\$625,104</b>	

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2019**

**The University of Texas MD Anderson Cancer Center  
Institution Code: 506**

Name	Position	Funding Source	Salary (09.01.2018)	Percentage Salary Increase Over FY 2018	Nonsalary Benefits FY 2019						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Kinzel, Allyson H	Vice President and Chief Legal Officer	General Revenue	\$489,600	50.88%	\$0	\$0	\$0	\$0	\$115,098	\$0	\$604,698	Work Life Choice (\$180); Longevity (\$960); Performance Incentive Program (\$39,466); Supplemental Benefit Program (\$74,492)
		Designated	\$0	0.00%	\$0	\$10,308	\$0	\$0	\$0	\$0	\$10,308	
		<b>Total</b>	<b>\$489,600</b>	<b>50.88%</b>	<b>\$0</b>	<b>\$10,308</b>	<b>\$0</b>	<b>\$0</b>	<b>\$115,098</b>	<b>\$0</b>	<b>\$615,006</b>	
Jones, Philip	Vice President, Therapeutics Discovery	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$113,667	\$0	\$113,667	Work Life Choice (\$180); Performance Incentive Program (\$41,509); Supplemental Benefit Program (\$71,978)
		Designated	\$0	0.00%	\$0	\$2,144	\$0	\$0	\$0	\$0	\$2,144	
		Restricted	\$360,000	17.65%	\$0	\$0	\$0	\$0	\$124,680	\$0	\$484,680	
<b>Total</b>	<b>\$360,000</b>	<b>17.65%</b>	<b>\$0</b>	<b>\$2,144</b>	<b>\$0</b>	<b>\$0</b>	<b>\$238,347</b>	<b>\$0</b>	<b>\$600,491</b>	Longevity (\$680); Ad Interim Pay (\$24,000); Long Term Incentive (\$100,000)		
Gibson, Brad L	Vice President, Revenue Cycle and Treasurer	General Revenue	\$406,600	6.11%	\$0	\$0	\$0	\$0	\$138,986	\$0	\$545,586	Work Life Choice (\$180); Longevity (\$2,640); Performance Incentive Program (\$46,784); Supplemental Benefit Program (\$89,382)
		Designated	\$0	0.00%	\$0	\$10,781	\$0	\$0	\$0	\$0	\$10,781	
		<b>Total</b>	<b>\$406,600</b>	<b>6.11%</b>	<b>\$0</b>	<b>\$10,781</b>	<b>\$0</b>	<b>\$0</b>	<b>\$138,986</b>	<b>\$0</b>	<b>\$556,367</b>	
Moore, Robert S	Vice President and Chief Facilities Officer	General Revenue	\$395,700	6.11%	\$0	\$0	\$0	\$0	\$140,524	\$0	\$536,224	Work Life Choice (\$180); Longevity (\$2,500); Performance Incentive Program (\$45,568); Supplemental Benefit Program (\$92,276)
		Designated	\$0	0.00%	\$0	\$3,541	\$0	\$0	\$0	\$0	\$3,541	
		<b>Total</b>	<b>\$395,700</b>	<b>6.11%</b>	<b>\$0</b>	<b>\$3,541</b>	<b>\$0</b>	<b>\$0</b>	<b>\$140,524</b>	<b>\$0</b>	<b>\$539,765</b>	
Thomas, Georgia A	Executive Director, Employee Health Services, Professor	General Revenue	\$190,536	5.09%	\$0	\$0	\$0	\$0	\$4,740	\$0	\$195,276	Longevity (\$4,560); Work Life Choice (\$180)
		Designated	\$183,064	5.09%	\$0	\$112,784	\$0	\$0	\$43,673	\$0	\$339,521	
		<b>Total</b>	<b>\$373,600</b>	<b>5.09%</b>	<b>\$0</b>	<b>\$112,784</b>	<b>\$0</b>	<b>\$0</b>	<b>\$48,413</b>	<b>\$0</b>	<b>\$534,797</b>	
Kaul, Rebecca L	Chief Innovation Officer	General Revenue	\$382,600	6.13%	\$0	\$0	\$0	\$0	\$132,087	\$0	\$514,687	Work Life Choice (\$180); Longevity (\$240); Performance Incentive Program (\$43,748); Supplemental Benefit Program (\$87,919)
		Designated	\$0	0.00%	\$0	\$4,299	\$0	\$0	\$0	\$0	\$4,299	
		<b>Total</b>	<b>\$382,600</b>	<b>6.13%</b>	<b>\$0</b>	<b>\$4,299</b>	<b>\$0</b>	<b>\$0</b>	<b>\$132,087</b>	<b>\$0</b>	<b>\$518,986</b>	
Latham, Crista Lu	Vice President, Strategic Communications	General Revenue	\$367,800	5.09%	\$0	\$0	\$0	\$0	\$124,506	\$0	\$492,306	Work Life Choice (\$180); Longevity (\$60); Performance Incentive Program (\$42,521); Supplemental Benefit Program (\$81,745)
		Designated	\$0	0.00%	\$0	\$9,120	\$0	\$0	\$0	\$0	\$9,120	
		<b>Total</b>	<b>\$367,800</b>	<b>5.09%</b>	<b>\$0</b>	<b>\$9,120</b>	<b>\$0</b>	<b>\$0</b>	<b>\$124,506</b>	<b>\$0</b>	<b>\$501,426</b>	
Keneker, Michael J	Vice President, Finance and Chief Accounting Officer	General Revenue	\$350,000	13.45%	\$0	\$0	\$0	\$0	\$144,591	\$0	\$494,591	Work Life Choice (\$180); Longevity (\$1,700); Performance Incentive Program (\$41,938); Supplemental Benefit Program (\$64,773); Long Term Incentive (\$36,000)
		Designated	\$0	0.00%	\$0	\$6,398	\$0	\$0	\$0	\$0	\$6,398	
		<b>Total</b>	<b>\$350,000</b>	<b>13.45%</b>	<b>\$0</b>	<b>\$6,398</b>	<b>\$0</b>	<b>\$0</b>	<b>\$144,591</b>	<b>\$0</b>	<b>\$500,989</b>	

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2019**

**The University of Texas MD Anderson Cancer Center  
Institution Code: 506**

Name	Position	Funding Source	Salary (09.01.2018)	Percentage Salary Increase Over FY 2018	Nonsalary Benefits FY 2019						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Muchard, Suzanne M	Senior Associate Vice President, Philanthropic Outreach	General Revenue	\$363,200	22.04%	\$0	\$0	\$0	\$0	\$107,085	\$0	\$470,285	Work Life Choice (\$180); Longevity (\$2,400); Performance Incentive Program (\$40,906); Supplemental Benefit Program (\$63,599)
		Designated	\$0	0.00%	\$0	\$5,721	\$0	\$0	\$0	\$0	\$5,721	
		<b>Total</b>	<b>\$363,200</b>	<b>22.04%</b>	<b>\$0</b>	<b>\$5,721</b>	<b>\$0</b>	<b>\$0</b>	<b>\$107,085</b>	<b>\$0</b>	<b>\$476,006</b>	
Cagley, Maureen K	Vice President, Academic Operations	General Revenue	\$329,900	14.91%	\$0	\$0	\$0	\$0	\$130,918	\$0	\$460,818	Longevity (\$1,920); Ad Interim Pay (\$21,000); Performance Incentive Program (\$37,550); Supplemental Benefit Program (\$70,448)
		Designated	\$0	0.00%	\$0	\$10,376	\$0	\$0	\$0	\$0	\$10,376	
		<b>Total</b>	<b>\$329,900</b>	<b>14.91%</b>	<b>\$0</b>	<b>\$10,376</b>	<b>\$0</b>	<b>\$0</b>	<b>\$130,918</b>	<b>\$0</b>	<b>\$471,194</b>	
Moreno, Mark	Vice President, Government Relations	General Revenue	\$338,600	6.11%	\$0	\$0	\$0	\$0	\$119,043	\$0	\$457,643	Work Life Choice (\$180); Longevity (\$3,120); Performance Incentive Program (\$39,072); Supplemental Benefit Program (\$76,671)
		Designated	\$0	0.00%	\$0	\$6,306	\$0	\$0	\$0	\$0	\$6,306	
		<b>Total</b>	<b>\$338,600</b>	<b>6.11%</b>	<b>\$0</b>	<b>\$6,306</b>	<b>\$0</b>	<b>\$0</b>	<b>\$119,043</b>	<b>\$0</b>	<b>\$463,949</b>	
Lee, Jiun-Kae Jack	Associate Vice President, Quantitative Scis	General Revenue	\$223,328	29.88%	\$0	\$0	\$0	\$0	\$43,856	\$0	\$267,184	Work Life Choice (\$180); Longevity (\$3,100); Performance Incentive Program (\$40,576)
		Designated	\$0	-100.00%	\$0	\$69,125	\$0	\$0	\$0	\$0	\$69,125	
		Restricted	\$125,072	-5.63%	\$0	\$0	\$0	\$0	\$0	\$0	\$125,072	
		<b>Total</b>	<b>\$348,400</b>	<b>5.10%</b>	<b>\$0</b>	<b>\$69,125</b>	<b>\$0</b>	<b>\$0</b>	<b>\$43,856</b>	<b>\$0</b>	<b>\$461,381</b>	
Postma, Kent	Vice President, Ambulatory Operations	General Revenue	\$360,000	31.05%	\$0	\$0	\$0	\$0	\$83,787	\$0	\$443,787	Longevity (\$2,340); Performance Incentive Program (\$33,659); Supplemental Benefit Program (\$47,788)
		Designated	\$0	0.00%	\$0	\$10,387	\$0	\$0	\$0	\$0	\$10,387	
		<b>Total</b>	<b>\$360,000</b>	<b>31.05%</b>	<b>\$0</b>	<b>\$10,387</b>	<b>\$0</b>	<b>\$0</b>	<b>\$83,787</b>	<b>\$0</b>	<b>\$454,174</b>	
Owen, Craig	Associate Vice President, Enterprise Apps	General Revenue	\$277,000	5.77%	\$0	\$0	\$0	\$0	\$163,749	\$0	\$440,749	Work Life Choice (\$180); Longevity (\$2,920); Performance Incentive Program (\$39,402); Supplemental Benefit Program (\$61,247); Ad Interim Pay (\$60,000)
		Designated	\$0	0.00%	\$0	\$8,467	\$0	\$0	\$0	\$0	\$8,467	
		<b>Total</b>	<b>\$277,000</b>	<b>5.77%</b>	<b>\$0</b>	<b>\$8,467</b>	<b>\$0</b>	<b>\$0</b>	<b>\$163,749</b>	<b>\$0</b>	<b>\$449,216</b>	
Heffernan, Timothy Paul	Executive Director, Oncology Research	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$98,814	\$0	\$98,814	Performance Incentive Program (\$39,469); Supplemental Benefit Program (\$59,345)
		Designated	\$0	0.00%	\$0	\$8,046	\$0	\$0	\$0	\$0	\$8,046	
		Restricted	\$341,500	5.08%	\$0	\$0	\$0	\$0	\$480	\$0	\$341,980	
		<b>Total</b>	<b>\$341,500</b>	<b>5.08%</b>	<b>\$0</b>	<b>\$8,046</b>	<b>\$0</b>	<b>\$0</b>	<b>\$99,294</b>	<b>\$0</b>	<b>\$448,840</b>	
Travis, Elizabeth L	Associate Vice President, Women Faculty Prog	General Revenue	\$315,593	4.44%	\$0	\$0	\$0	\$0	\$42,491	\$0	\$358,084	Longevity (\$4,140); Performance Incentive Program (\$38,351)
		Designated	\$13,090	73.35%	\$0	\$67,509	\$0	\$0	\$0	\$0	\$80,599	
		Restricted	\$2,717	6.09%	\$0	\$0	\$0	\$0	\$0	\$0	\$2,717	
		<b>Total</b>	<b>\$331,400</b>	<b>6.12%</b>	<b>\$0</b>	<b>\$67,509</b>	<b>\$0</b>	<b>\$0</b>	<b>\$42,491</b>	<b>\$0</b>	<b>\$441,400</b>	

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2019**

**The University of Texas MD Anderson Cancer Center  
Institution Code: 506**

Name	Position	Funding Source	Salary (09.01.2018)	Percentage Salary Increase Over FY 2018	Nonsalary Benefits FY 2019						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Barton, Michelle	Dean, Graduate School Biomed Sciences	General Revenue	\$222,255	1.77%	\$0	\$0	\$0	\$0	\$41,136	\$0	\$263,391	Work Life Choice (\$180); Longevity (\$1,920); Performance Incentive Program (\$39,036)
		Designated	\$0	0.00%	\$0	\$60,327	\$0	\$0	\$0	\$0	\$60,327	
		Restricted	\$113,945	12.14%	\$0	\$0	\$0	\$0	\$0	\$0	\$113,945	
		<b>Total</b>	<b>\$336,200</b>	<b>5.06%</b>	<b>\$0</b>	<b>\$60,327</b>	<b>\$0</b>	<b>\$0</b>	<b>\$41,136</b>	<b>\$0</b>	<b>\$437,663</b>	
Gelormini, Maria M	Senior Associate Vice President, Development Services	General Revenue	\$332,400	20.87%	\$0	\$0	\$0	\$0	\$94,707	\$0	\$427,107	Work Life Choice (\$180); Longevity (\$2,160); Performance Incentive Program (\$37,795); Supplemental Benefit Program (\$54,572)
		Designated	\$0	0.00%	\$0	\$10,524	\$0	\$0	\$0	\$0	\$10,524	
		<b>Total</b>	<b>\$332,400</b>	<b>20.87%</b>	<b>\$0</b>	<b>\$10,524</b>	<b>\$0</b>	<b>\$0</b>	<b>\$94,707</b>	<b>\$0</b>	<b>\$437,631</b>	
Austin, Wendy	Executive Director, Hospital and Clinics	General Revenue	\$331,000	6.12%	\$0	\$0	\$0	\$0	\$98,035	\$0	\$429,035	Longevity (\$2,380); Performance Incentive Program (\$38,152); Supplemental Benefit Program (\$57,503)
		Designated	\$0	0.00%	\$0	\$7,603	\$0	\$0	\$0	\$0	\$7,603	
		<b>Total</b>	<b>\$331,000</b>	<b>6.12%</b>	<b>\$0</b>	<b>\$7,603</b>	<b>\$0</b>	<b>\$0</b>	<b>\$98,035</b>	<b>\$0</b>	<b>\$436,638</b>	
Suitor, Charles T	Associate Vice President, Technology	General Revenue	\$322,400	6.09%	\$0	\$0	\$0	\$0	\$94,291	\$0	\$416,691	Work Life Choice (\$180); Longevity (\$2,480); Performance Incentive Program (\$37,154); Supplemental Benefit Program (\$54,477)
		Designated	\$0	0.00%	\$0	\$9,306	\$0	\$0	\$0	\$0	\$9,306	
		<b>Total</b>	<b>\$322,400</b>	<b>6.09%</b>	<b>\$0</b>	<b>\$9,306</b>	<b>\$0</b>	<b>\$0</b>	<b>\$94,291</b>	<b>\$0</b>	<b>\$425,996</b>	
Bingham, Johnny W	Vice President, Performance Improvement	General Revenue	\$304,300	5.08%	\$0	\$0	\$0	\$0	\$92,086	\$0	\$396,386	Work Life Choice (\$180); Longevity (\$1,180); Performance Incentive Program (\$35,275); Supplemental Benefit Program (\$55,451)
		Designated	\$0	0.00%	\$0	\$24,053	\$0	\$0	\$0	\$0	\$24,053	
		<b>Total</b>	<b>\$304,300</b>	<b>5.08%</b>	<b>\$0</b>	<b>\$24,053</b>	<b>\$0</b>	<b>\$0</b>	<b>\$92,086</b>	<b>\$0</b>	<b>\$420,438</b>	
Weber, Max C	Vice President, Chief Compliance and Ethics Officer	General Revenue	\$320,000	16.11%	\$0	\$0	\$0	\$0	\$82,503	\$0	\$402,503	Longevity (\$720); Performance Incentive Program (\$33,495); Supplemental Benefit Program (\$48,288)
		Designated	\$0	0.00%	\$0	\$9,420	\$0	\$0	\$0	\$0	\$9,420	
		<b>Total</b>	<b>\$320,000</b>	<b>16.11%</b>	<b>\$0</b>	<b>\$9,420</b>	<b>\$0</b>	<b>\$0</b>	<b>\$82,503</b>	<b>\$0</b>	<b>\$411,922</b>	
St Amant, Paul U	Associate Vice President, Supply Chain Services	General Revenue	\$307,800	0.00%	\$0	\$0	\$0	\$0	\$91,720	\$0	\$399,520	Work Life Choice (\$180); Longevity (\$1,440); Performance Incentive Program (\$37,131); Supplemental Benefit Program (\$52,969)
		Designated	\$0	0.00%	\$0	\$11,143	\$0	\$0	\$0	\$0	\$11,143	
		<b>Total</b>	<b>\$307,800</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$11,143</b>	<b>\$0</b>	<b>\$0</b>	<b>\$91,720</b>	<b>\$0</b>	<b>\$410,663</b>	
Campbell, Yolan A	Associate Vice President, Human Resource Operations	General Revenue	\$307,700	6.10%	\$0	\$0	\$0	\$0	\$90,655	\$0	\$398,355	Work Life Choice (\$180); Longevity (\$1,680); Performance Incentive Program (\$35,371); Supplemental Benefit Program (\$53,424)
		Designated	\$0	0.00%	\$0	\$6,910	\$0	\$0	\$0	\$0	\$6,910	
		<b>Total</b>	<b>\$307,700</b>	<b>6.10%</b>	<b>\$0</b>	<b>\$6,910</b>	<b>\$0</b>	<b>\$0</b>	<b>\$90,655</b>	<b>\$0</b>	<b>\$405,265</b>	

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2019**

**The University of Texas MD Anderson Cancer Center  
Institution Code: 506**

Name	Position	Funding Source	Salary (09.01.2018)	Percentage Salary Increase Over FY 2018	Nonsalary Benefits FY 2019						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Stoltenberg, Lessley	Associate Vice President and CISO	General Revenue	\$296,200	5.11%	\$0	\$0	\$0	\$0	\$92,738	\$0	\$388,938	Work Life Choice (\$180); Longevity (\$480); Performance Incentive Program (\$34,237); Supplemental Benefit Program (\$57,841)
		Designated	\$0	0.00%	\$0	\$1,914	\$0	\$0	\$0	\$0	\$1,914	
		<b>Total</b>	<b>\$296,200</b>	<b>5.11%</b>	<b>\$0</b>	<b>\$1,914</b>	<b>\$0</b>	<b>\$0</b>	<b>\$92,738</b>	<b>\$0</b>	<b>\$390,852</b>	
Tortorella, Frank R	Vice President, Clinical Support Services	General Revenue	\$285,800	6.09%	\$0	\$0	\$0	\$0	\$99,468	\$0	\$385,268	Work Life Choice (\$180); Longevity (\$1,680); Performance Incentive Program (\$32,960); Supplemental Benefit Program (\$64,648)
		Designated	\$0	0.00%	\$0	\$5,355	\$0	\$0	\$0	\$0	\$5,355	
		<b>Total</b>	<b>\$285,800</b>	<b>6.09%</b>	<b>\$0</b>	<b>\$5,355</b>	<b>\$0</b>	<b>\$0</b>	<b>\$99,468</b>	<b>\$0</b>	<b>\$390,623</b>	
Castro, Juan C	Vice President, Finance	General Revenue	\$300,000	21.95%	\$0	\$0	\$0	\$0	\$77,129	\$0	\$377,129	Work Life Choice (\$180); Longevity (\$2,880); Performance Incentive Program (\$30,187); Supplemental Benefit Program (\$43,882)
		Designated	\$0	0.00%	\$0	\$8,037	\$0	\$0	\$0	\$0	\$8,037	
		<b>Total</b>	<b>\$300,000</b>	<b>21.95%</b>	<b>\$0</b>	<b>\$8,037</b>	<b>\$0</b>	<b>\$0</b>	<b>\$77,129</b>	<b>\$0</b>	<b>\$385,167</b>	
Tannir, Habib F	Executive Director, Hospital and Clinics	General Revenue	\$291,200	6.08%	\$0	\$0	\$0	\$0	\$82,486	\$0	\$373,686	Work Life Choice (\$180); Longevity (\$480); Performance Incentive Program (\$33,433); Supplemental Benefit Program (\$48,393)
		Designated	\$0	0.00%	\$0	\$9,161	\$0	\$0	\$0	\$0	\$9,161	
		<b>Total</b>	<b>\$291,200</b>	<b>6.08%</b>	<b>\$0</b>	<b>\$9,161</b>	<b>\$0</b>	<b>\$0</b>	<b>\$82,486</b>	<b>\$0</b>	<b>\$382,847</b>	
Perkins, Larry D	Associate Vice President, Talent and Diversity	General Revenue	\$291,800	6.11%	\$0	\$0	\$0	\$0	\$88,892	\$0	\$380,692	Work Life Choice (\$180); Longevity (\$560); Performance Incentive Program (\$33,418); Supplemental Benefit Program (\$54,734)
		Designated	\$0	0.00%	\$0	\$1,206	\$0	\$0	\$0	\$0	\$1,206	
		<b>Total</b>	<b>\$291,800</b>	<b>6.11%</b>	<b>\$0</b>	<b>\$1,206</b>	<b>\$0</b>	<b>\$0</b>	<b>\$88,892</b>	<b>\$0</b>	<b>\$381,898</b>	
Magnus, Sherri P	Vice President and Chief Audit Officer	General Revenue	\$265,400	10.68%	\$0	\$0	\$0	\$0	\$86,806	\$0	\$352,206	Work Life Choice (\$180); Longevity (\$3,840); Performance Incentive Program (\$29,547); Supplemental Benefit Program (\$53,239)
		Designated	\$0	0.00%	\$0	\$11,088	\$0	\$0	\$0	\$0	\$11,088	
		<b>Total</b>	<b>\$265,400</b>	<b>10.68%</b>	<b>\$0</b>	<b>\$11,088</b>	<b>\$0</b>	<b>\$0</b>	<b>\$86,806</b>	<b>\$0</b>	<b>\$363,293</b>	
Ray, William J	Institute Head, Research, Neuroscience	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$74,322	\$0	\$74,322	Performance Incentive Program (\$31,242); Supplemental Benefit Program (\$43,080)
		Designated	\$81,990	0.00%	\$0	\$11,239	\$0	\$0	\$0	\$0	\$93,229	
		Restricted	\$191,310	-25.70%	\$0	\$0	\$0	\$0	\$240	\$0	\$191,550	
		<b>Total</b>	<b>\$273,300</b>	<b>6.14%</b>	<b>\$0</b>	<b>\$11,239</b>	<b>\$0</b>	<b>\$0</b>	<b>\$74,562</b>	<b>\$0</b>	<b>\$359,101</b>	
Cooper, Mary K	Associate Vice President, Spcl Programs and Events	General Revenue	\$276,100	20.88%	\$0	\$0	\$0	\$0	\$75,210	\$0	\$351,310	Work Life Choice (\$180); Longevity (\$3,120); Performance Incentive Program (\$31,895); Supplemental Benefit Program (\$40,015)
		Designated	\$0	0.00%	\$0	\$6,775	\$0	\$0	\$0	\$0	\$6,775	
		<b>Total</b>	<b>\$276,100</b>	<b>20.88%</b>	<b>\$0</b>	<b>\$6,775</b>	<b>\$0</b>	<b>\$0</b>	<b>\$75,210</b>	<b>\$0</b>	<b>\$358,085</b>	

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2019**

**The University of Texas MD Anderson Cancer Center  
Institution Code: 506**

Name	Position	Funding Source	Salary (09.01.2018)	Percentage Salary Increase Over FY 2018	Nonsalary Benefits FY 2019						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Garcia, Elizabeth	Associate Vice President, Patient Experience	General Revenue	\$240,000	11.63%	\$0	\$0	\$0	\$0	\$105,056	\$0	\$345,056	Work Life Choice (\$180); Longevity (\$1,200); Performance Incentive Program (\$30,207); Supplemental Benefit Program (\$40,469); Ad Interim Pay (\$33,000)
		Designated	\$0	0.00%	\$0	\$9,759	\$0	\$0	\$0	\$0	\$9,759	
		<b>Total</b>	<b>\$240,000</b>	<b>11.63%</b>	<b>\$0</b>	<b>\$9,759</b>	<b>\$0</b>	<b>\$0</b>	<b>\$105,056</b>	<b>\$0</b>	<b>\$354,815</b>	
Denman, Corliss R	Executive Director, Office of the CME	General Revenue	\$266,000	6.15%	\$0	\$0	\$0	\$0	\$87,653	\$0	\$353,653	Work Life Choice (\$180); Longevity (\$1,920); Ad Interim Pay (\$4,000); Performance Incentive Program (\$31,110); Supplemental Benefit Program (\$50,443)
		Designated	\$0	0.00%	\$0	\$759	\$0	\$0	\$0	\$0	\$759	
		<b>Total</b>	<b>\$266,000</b>	<b>6.15%</b>	<b>\$0</b>	<b>\$759</b>	<b>\$0</b>	<b>\$0</b>	<b>\$87,653</b>	<b>\$0</b>	<b>\$354,412</b>	
St. Onge, Richard	Associate Vice President, Ofc of CBS	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$53,498	\$0	\$53,498	Performance Incentive Program (\$22,045); Supplemental Benefit Program (\$31,453) Longevity (\$1,860)
		Designated	\$279,200	3.03%	\$0	\$6,611	\$0	\$0	\$1,860	\$0	\$287,671	
		<b>Total</b>	<b>\$279,200</b>	<b>3.03%</b>	<b>\$0</b>	<b>\$6,611</b>	<b>\$0</b>	<b>\$0</b>	<b>\$55,358</b>	<b>\$0</b>	<b>\$341,168</b>	
McClelland, Alan	Associate Vice President, Program Infrastructure and Planning	General Revenue	\$255,400	6.15%	\$0	\$0	\$0	\$0	\$74,760	\$0	\$330,160	Work Life Choice (\$180); Longevity (\$940); Performance Incentive Program (\$29,300); Supplemental Benefit Program (\$44,340)
		Designated	\$0	0.00%	\$0	\$5,618	\$0	\$0	\$0	\$0	\$5,618	
		<b>Total</b>	<b>\$255,400</b>	<b>6.15%</b>	<b>\$0</b>	<b>\$5,618</b>	<b>\$0</b>	<b>\$0</b>	<b>\$74,760</b>	<b>\$0</b>	<b>\$335,778</b>	
Peglow, Timothy M	Associate Vice President, Pt Care Facilities	General Revenue	\$252,600	6.13%	\$0	\$0	\$0	\$0	\$71,905	\$0	\$324,505	Work Life Choice (\$180); Longevity (\$1,140); Performance Incentive Program (\$29,091); Supplemental Benefit Program (\$41,494)
		Designated	\$0	0.00%	\$0	\$8,737	\$0	\$0	\$0	\$0	\$8,737	
		<b>Total</b>	<b>\$252,600</b>	<b>6.13%</b>	<b>\$0</b>	<b>\$8,737</b>	<b>\$0</b>	<b>\$0</b>	<b>\$71,905</b>	<b>\$0</b>	<b>\$333,242</b>	
Harrott, Wesley R	Associate Vice President, Research Admin	General Revenue	\$253,400	6.11%	\$0	\$0	\$0	\$0	\$73,898	\$0	\$327,298	Work Life Choice (\$180); Longevity (\$1,980); Performance Incentive Program (\$27,268); Supplemental Benefit Program (\$44,470)
		Designated	\$0	0.00%	\$0	\$5,277	\$0	\$0	\$0	\$0	\$5,277	
		<b>Total</b>	<b>\$253,400</b>	<b>6.11%</b>	<b>\$0</b>	<b>\$5,277</b>	<b>\$0</b>	<b>\$0</b>	<b>\$73,898</b>	<b>\$0</b>	<b>\$332,575</b>	
Taylor, Kyle	Executive Director, Houston Area Locs	General Revenue	\$253,000	67.00%	\$0	\$0	\$0	\$0	\$70,786	\$0	\$323,786	Longevity (\$720); Ad Interim Pay (\$6,000); Performance Incentive Program (\$19,256); Supplemental Benefit Program (\$44,810)
		Designated	\$0	0.00%	\$0	\$7,418	\$0	\$0	\$0	\$0	\$7,418	
		<b>Total</b>	<b>\$253,000</b>	<b>67.00%</b>	<b>\$0</b>	<b>\$7,418</b>	<b>\$0</b>	<b>\$0</b>	<b>\$70,786</b>	<b>\$0</b>	<b>\$331,204</b>	
Izzo, Giuliana J	Executive Director, Office of the CME	General Revenue	\$250,000	11.11%	\$0	\$0	\$0	\$0	\$74,889	\$0	\$324,889	Work Life Choice (\$180); Longevity (\$2,860); Performance Incentive Program (\$27,609); Supplemental Benefit Program (\$44,240)
		Designated	\$0	0.00%	\$0	\$2,252	\$0	\$0	\$0	\$0	\$2,252	
		<b>Total</b>	<b>\$250,000</b>	<b>11.11%</b>	<b>\$0</b>	<b>\$2,252</b>	<b>\$0</b>	<b>\$0</b>	<b>\$74,889</b>	<b>\$0</b>	<b>\$327,141</b>	

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2019**

**The University of Texas MD Anderson Cancer Center  
Institution Code: 506**

Name	Position	Funding Source	Salary (09.01.2018)	Percentage Salary Increase Over FY 2018	Nonsalary Benefits FY 2019						Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation			
Hemphill, Donna J	Associate Vice President, Operations, SRP	General Revenue	\$241,700	5.09%	\$0	\$0	\$0	\$0	\$71,295	\$0	\$312,995	Work Life Choice (\$180); Longevity (\$2,400); Performance Incentive Program (\$28,185); Supplemental Benefit Program (\$40,530)	
		Designated	\$0	0.00%	\$0	\$8,058	\$0	\$0	\$0	\$0	\$8,058		
		<b>Total</b>	<b>\$241,700</b>	<b>5.09%</b>	<b>\$0</b>	<b>\$8,058</b>	<b>\$0</b>	<b>\$0</b>	<b>\$71,295</b>	<b>\$0</b>	<b>\$321,053</b>		
Kurtin, Danna J	Associate Vice President, AVA	General Revenue	\$236,200	6.11%	\$0	\$0	\$0	\$0	\$73,215	\$0	\$309,415	Work Life Choice (\$180); Longevity (\$2,840); Performance Incentive Program (\$27,344); Supplemental Benefit Program (\$42,851)	
		Designated	\$0	0.00%	\$0	\$3,404	\$0	\$0	\$0	\$0	\$3,404		
		<b>Total</b>	<b>\$236,200</b>	<b>6.11%</b>	<b>\$0</b>	<b>\$3,404</b>	<b>\$0</b>	<b>\$0</b>	<b>\$73,215</b>	<b>\$0</b>	<b>\$312,819</b>		
Adcox, William H	Associate Vice President, Chief of Police and CSO	General Revenue	\$225,300	5.08%	\$0	\$0	\$0	\$0	\$79,311	\$0	\$304,611	Work Life Choice (\$180); Hazardous Pay (\$2,150); Educational Pay (\$4,200); Tclose Pay (\$4,200); Performance Incentive Program (\$27,358); Supplemental Benefit Program (\$41,223)	
		Designated	\$0	0.00%	\$0	\$7,479	\$0	\$0	\$0	\$0	\$7,479		
		<b>Total</b>	<b>\$225,300</b>	<b>5.08%</b>	<b>\$0</b>	<b>\$7,479</b>	<b>\$0</b>	<b>\$0</b>	<b>\$79,311</b>	<b>\$0</b>	<b>\$312,090</b>		
Mooney, Karen J	Associate Vice President, Research and Administrative Facilities	General Revenue	\$225,000	7.14%	\$0	\$0	\$0	\$0	\$74,402	\$0	\$299,402	Work Life Choice (\$180); Longevity (\$2,260); Ad Interim Pay (\$2,833); Performance Incentive Program (\$26,145); Supplemental Benefit Program (\$42,984)	
		Designated	\$0	0.00%	\$0	\$738	\$0	\$0	\$0	\$0	\$738		
		<b>Total</b>	<b>\$225,000</b>	<b>7.14%</b>	<b>\$0</b>	<b>\$738</b>	<b>\$0</b>	<b>\$0</b>	<b>\$74,402</b>	<b>\$0</b>	<b>\$300,140</b>		
Tektiridis, Jennifer H	Executive Director, Research Planning and Development	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$66,215	\$0	\$66,215	Performance Incentive Program (\$26,161); Supplemental Benefit Program (\$40,054)	
		Designated	\$0	0.00%	\$0	\$4,435	\$0	\$0	\$0	\$0	\$4,435		
		Restricted	\$227,100	6.12%	\$0	\$0	\$0	\$0	\$1,680	\$0	\$0	\$228,780	Longevity (\$1,680)
		<b>Total</b>	<b>\$227,100</b>	<b>6.12%</b>	<b>\$0</b>	<b>\$4,435</b>	<b>\$0</b>	<b>\$0</b>	<b>\$67,895</b>	<b>\$0</b>	<b>\$299,430</b>		
Berkheiser, Matthew L	Associate Vice President, Environmental Health and Safety and Corporate Services	General Revenue	\$217,000	6.11%	\$0	\$0	\$0	\$0	\$62,691	\$0	\$279,691	Work Life Choice (\$180); Longevity (\$2,640); Performance Incentive Program (\$25,208); Supplemental Benefit Program (\$34,663)	
		Designated	\$0	0.00%	\$0	\$9,189	\$0	\$0	\$0	\$0	\$9,189		
		<b>Total</b>	<b>\$217,000</b>	<b>6.11%</b>	<b>\$0</b>	<b>\$9,189</b>	<b>\$0</b>	<b>\$0</b>	<b>\$62,691</b>	<b>\$0</b>	<b>\$288,880</b>		
French, Susan P	Associate Vice President, Volunteer Services and Merchandising	General Revenue	\$207,700	6.13%	\$0	\$0	\$0	\$0	\$57,963	\$0	\$265,663	Longevity (\$1,280); Performance Incentive Program (\$23,877); Supplemental Benefit Program (\$32,806)	
		Designated	\$0	0.00%	\$0	\$8,738	\$0	\$0	\$0	\$0	\$8,738		
		<b>Total</b>	<b>\$207,700</b>	<b>6.13%</b>	<b>\$0</b>	<b>\$8,738</b>	<b>\$0</b>	<b>\$0</b>	<b>\$57,963</b>	<b>\$0</b>	<b>\$274,401</b>		
Henderson, Steven C	Associate Vice President, Office of the President	General Revenue	\$200,000	0.00%	\$0	\$0	\$0	\$0	\$61,843	\$0	\$261,843	Longevity (\$1,680); Performance Incentive Program (\$24,202); Supplemental Benefit Program (\$35,961)	
		Designated	\$0	0.00%	\$0	\$5,468	\$0	\$0	\$0	\$0	\$5,468		
		<b>Total</b>	<b>\$200,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$5,468</b>	<b>\$0</b>	<b>\$0</b>	<b>\$61,843</b>	<b>\$0</b>	<b>\$267,311</b>		

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 - Fiscal Year 2019**

**The University of Texas MD Anderson Cancer Center  
Institution Code: 506**

Name	Position	Funding Source	Salary (09.01.2018)	Percentage Salary Increase Over FY 2018	Nonsalary Benefits FY 2019						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Undie, William	Associate Professor-SHP, Co-Dean Ad Interim	General Revenue	\$192,987	20.74%	\$0	\$0	\$0	\$0	\$19,561	\$0	\$212,548	Work Life Choice (\$180); Performance Incentive Program (\$19,381)
		Total	\$192,987	20.74%	\$0	\$0	\$0	\$0	\$19,561	\$0	\$212,548	
Hu, Peter	Professor-SHP, Co-Dean Ad Interim	General Revenue	\$173,462	22.33%	\$0	\$0	\$0	\$0	\$17,396	\$0	\$190,858	Work Life Choice (\$180); Performance Incentive Program (\$17,216)
		Total	\$173,462	22.33%	\$0	\$0	\$0	\$0	\$17,396	\$0	\$190,858	
Mattox, William W	Associate Dean, GSBS	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$16,654	\$0	\$16,654	Performance Incentive Program (\$16,654) Longevity (\$2,880)
		Designated	\$163,400	6.10%	\$0	\$0	\$0	\$0	\$2,880	\$0	\$166,280	
		Total	\$163,400	6.10%	\$0	\$0	\$0	\$0	\$19,534	\$0	\$182,934	

Note: Incentive compensation for employees is based on 2018 actuals with the exception of new hires, promotions, or faculty moving to administrative roles which are based on FY19 estimates.