

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2020**

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

A Name	B Position	C Funding Source	D Salary (09.01.2019)	E Percentage Salary Increase Over FY 2019	F G H I J K Nonsalary Benefits FY 2020						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		
Pisters,Peter WT	President, Professor	E & G	\$65,945	0.01%	\$0	\$0	\$0	\$0	\$293	\$0	\$66,238	Work Life Choice (\$180); Longevity (\$113)
		Designated	\$1,517,065	10.48%	\$0	\$405,900	\$0	\$0	\$454,190	\$0	\$2,377,155	Incentive compensation (\$251,843); Longevity (\$2,347); Deferred Compensation (\$200,000)
		Total	\$1,583,010	10.00%	\$0	\$405,900	\$0	\$0	\$454,483	\$0	\$2,443,393	
Swisher,Stephen G	Division Head, Chair, Professor and Charles A. LeMaistre Distinguished Chair in Thoracic Oncology	E & G	\$1,009,522	2.64%	\$0	\$0	\$0	\$0	\$180	\$0	\$1,009,702	Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$302,576	\$0	\$0	\$119,783	\$0	\$422,358	Performance Incentive Program (\$119,783)
		Restricted	\$14,936	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$14,936	
		Total	\$1,024,458	2.65%	\$0	\$302,576	\$0	\$0	\$119,963	\$0	\$1,446,996	
Hahn,Stephen	Chief Medical Executive	E & G	\$955,110	5.51%	\$0	\$284,461	\$0	\$0	\$552	\$0	\$1,240,123	Longevity (\$372); Work Life Choice (\$180) Longevity (\$4); Performance Incentive Program (\$112,099)
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$112,103	\$0	\$112,102	
		Restricted	\$11,190	3.51%	\$0	\$0	\$0	\$0	\$4	\$0	\$11,194	Longevity (\$4)
		Total	\$966,300	3.50%	\$0	\$284,461	\$0	\$0	\$112,659	\$0	\$1,363,421	
Melson,Benjamin Blanton	Senior Vice President and Chief Financial Officer	E & G	\$815,600	3.50%	\$0	\$0	\$0	\$0	\$322,663	\$0	\$1,138,263	Longevity (\$900); Work Life Choice (\$180); Performance Incentive Program (\$94,690); Supplemental Benefit Program (\$226,893)
		Designated	\$0	0.00%	\$0	\$14,045	\$0	\$0	\$0	\$0	\$14,045	
		Total	\$815,600	3.50%	\$0	\$14,045	\$0	\$0	\$322,663	\$0	\$1,152,308	
Hagberg,Carin	Chief Academic Officer, Professor	E & G	\$434,515	10.05%	\$0	\$0	\$0	\$0	\$1,773	\$0	\$436,288	Longevity (\$1,593); Work Life Choice (\$180) Longevity (\$1,478); Performance Incentive Program (\$89,510)
		Designated	\$368,789	6.95%	\$0	\$226,859	\$0	\$0	\$90,988	\$0	\$686,636	
		Restricted	\$19,096	541.24%	\$0	\$0	\$0	\$0	\$48	\$0	\$19,144	Longevity (\$48)
		Total	\$822,400	10.74%	\$0	\$226,859	\$0	\$0	\$92,810	\$0	\$1,142,069	
Prat,Ferran	Senior Vice President, Research Administration and Industry Relations	E & G	\$510,600	3.51%	\$0	\$0	\$0	\$0	\$601,515	\$0	\$1,112,115	Longevity (\$600); Work Life Choice (\$180); Performance Incentive Program (\$59,290); Supplemental Benefit Program (\$141,445); Long Term Incentive (\$400,000)
		Designated	\$0	0.00%	\$0	\$9,684	\$0	\$0	\$0	\$0	\$9,684	
		Total	\$510,600	3.51%	\$0	\$9,684	\$0	\$0	\$601,515	\$0	\$1,121,799	

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Draetta, Giulio	Chief Scientific Officer	E & G	\$732,555	44.35%	\$0	\$219,621	\$0	\$0	\$86,876	\$0	\$1,039,052	Longevity (\$579); Work Life Choice (\$180);	
			Designated	\$44,345	-74.72%	\$0	\$0	\$0	\$0	\$2	\$0	\$44,347	Performance Incentive Program (\$86,117)
			Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$139	\$0	\$139	Longevity (\$2)
			Total	\$776,900	13.76%	\$0	\$219,621	\$0	\$0	\$87,017	\$0	\$1,083,538	Longevity (\$139)
Hicks, Marshall E	Division Head, Professor	E & G	\$0	0.00%	\$0	\$0	\$0	\$0	\$180	\$0	\$180	Work Life Choice (\$180)	
			Designated	\$748,760	2.64%	\$0	\$227,480	\$0	\$0	\$88,939	\$0	\$1,065,179	Performance Incentive Program (\$88,939)
			Restricted	\$11,858	2.98%	\$0	\$0	\$0	\$0	\$0	\$0	\$11,858	
			Total	\$760,618	2.65%	\$0	\$227,480	\$0	\$0	\$89,119	\$0	\$1,077,217	
Weber, Randal S	Chief Patient Experience Ofc	E & G	\$174,458	-13.23%	\$0	\$223,280	\$0	\$0	\$83,490	\$0	\$481,228	Longevity (\$2,247); Work Life Choice (\$180);	
			Designated	\$549,341	4.51%	\$0	\$0	\$0	\$0	\$762	\$0	\$550,103	Performance Incentive Program (\$81,063)
			Restricted	\$20,001	-6.11%	\$0	\$0	\$0	\$0	\$91	\$0	\$20,092	Longevity (\$762)
			Total	\$743,800	-0.56%	\$0	\$223,280	\$0	\$0	\$84,343	\$0	\$1,051,423	Longevity (\$91)
Haydon, Steven R	SrVP & GC, Legal & Reg Affairs	E & G	\$675,300	3.51%	\$0	\$0	\$0	\$0	\$268,091	\$0	\$943,391	Longevity (\$1,960); Work Life Choice (\$180);	
			Designated	\$0	0.00%	\$0	\$12,794	\$0	\$0	\$0	\$0	\$12,794	Performance Incentive Program (\$78,545);
			Total	\$675,300	3.51%	\$0	\$12,794	\$0	\$0	\$268,091	\$0	\$956,185	Supplemental Benefit Program (\$187,406)
Morris, Rosanna D	Chief Operating Officer	E & G	\$800,000	0.00%	\$0	\$0	\$0	\$0	\$149,818	\$0	\$949,818	Performance Incentive Program (\$43,810);	
			Designated	\$0	0.00%	\$0	\$5,022	\$0	\$0	\$0	\$0	\$5,022	Supplemental Benefit Program (\$106,008)
			Total	\$800,000	0.00%	\$0	\$5,022	\$0	\$0	\$149,818	\$0	\$954,840	
Tereffe, Welela	Chief Medical Officer, Professor	E & G	\$680,000	8.79%	\$0	\$187,999	\$0	\$0	\$1,640	\$0	\$869,639	Longevity (\$1,460); Work Life Choice (\$180)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$75,202	\$0	\$75,202	Performance Incentive Program (\$75,202)
			Total	\$680,000	8.79%	\$0	\$187,999	\$0	\$0	\$76,842	\$0	\$944,842	

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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	E & G Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$180	\$0	\$180	Work Life Choice (\$180)
			\$517,388	-0.52%	\$0	\$197,111	\$0	\$0	\$77,174	\$0	\$791,673	Performance Incentive Program (\$77,174)
			\$142,588	16.07%	\$0	\$0	\$0	\$0	\$0	\$0	\$142,588	
			\$659,976	2.65%	\$0	\$197,111	\$0	\$0	\$77,354	\$0	\$934,441	
Kuban,Deborah A	Associate Vice President, Cancer Network Clinical Operations, Professor	E & G Designated	\$600,468	28.44%	\$0	\$191,996	\$0	\$0	\$1,788	\$0	\$794,251	Longevity (\$1,608); Work Life Choice (\$180) Longevity (\$552); Performance Incentive Program (\$75,655)
			\$57,832	-63.99%	\$0	\$0	\$0	\$0	\$76,207	\$0	\$134,039	
			\$658,300	4.81%	\$0	\$191,996	\$0	\$0	\$77,995	\$0	\$928,290	
Varghese,Shibu	SrVP, People & Bus Ops & CHRO	E & G Designated	\$647,900	3.51%	\$0	\$0	\$0	\$0	\$258,232	\$0	\$906,132	Longevity (\$1,800); Work Life Choice (\$180); Performance Incentive Program (\$75,346); Supplemental Benefit Program (\$180,906)
			\$0	0.00%	\$0	\$10,655	\$0	\$0	\$0	\$0	\$10,655	
			\$647,900	3.51%	\$0	\$10,655	\$0	\$0	\$258,232	\$0	\$916,787	
Pullin,Tadd M	Senior Vice President, Institutional Advancement	E & G Designated	\$649,100	3.51%	\$0	\$0	\$0	\$0	\$259,090	\$0	\$908,190	Longevity (\$260); Work Life Choice (\$180); Performance Incentive Program (\$75,305); Supplemental Benefit Program (\$183,345)
			\$0	0.00%	\$0	\$7,016	\$0	\$0	\$0	\$0	\$7,016	
			\$649,100	3.51%	\$0	\$7,016	\$0	\$0	\$259,090	\$0	\$915,205	
Zeidenstein,Darrow G	SrVP & Chief Development Ofc	E & G Designated	\$600,000	0.00%	\$0	\$0	\$0	\$0	\$259,009	\$0	\$859,009	Work Life Choice (\$180); Performance Incentive Program (\$84,025); Supplemental Benefit Program (\$174,804)
			\$0	0.00%	\$0	\$7,500	\$0	\$0	\$0	\$0	\$7,500	
			\$600,000	0.00%	\$0	\$7,500	\$0	\$0	\$259,009	\$0	\$866,509	
Herman,Joseph M	Division Head Ad Interim, Professor	E & G Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$180	\$0	\$180	Work Life Choice (\$180)
			\$585,135	0.58%	\$0	\$177,627	\$0	\$0	\$70,067	\$0	\$832,829	Performance Incentive Program (\$70,067)
			\$14,044	611.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$14,044	
			\$599,179	2.65%	\$0	\$177,627	\$0	\$0	\$70,247	\$0	\$847,053	

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Hamilton,Stanley R	Division Head, Professor and Frederick Becker Distinguished University Chair Cancer Research	E & G Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$180	\$0	\$180	Work Life Choice (\$180)
			\$481,696	-0.27%	\$0	\$178,650	\$0	\$0	\$69,025	\$0	\$729,371	Performance Incentive Program (\$69,025)
			\$108,574	17.99%	\$0	\$0	\$0	\$0	\$0	\$0	\$108,574	
			\$590,270	2.65%	\$0	\$178,650	\$0	\$0	\$69,205	\$0	\$838,125	
Bodurka,Diane C	Vice President, Clinical Education	E & G Designated	\$505,119	3.86%	\$0	\$0	\$0	\$0	\$2,393	\$0	\$507,512	Longevity (\$2,393)
			\$103,781	4.75%	\$0	\$146,597	\$0	\$0	\$71,081	\$0	\$321,459	Longevity (\$487); Performance Incentive Program (\$70,594)
			\$608,900	4.01%	\$0	\$146,597	\$0	\$0	\$73,474	\$0	\$828,970	
Tweardy,David	Division Head, Professor	Designated Restricted	\$461,000	-13.63%	\$0	\$172,242	\$0	\$0	\$66,451	\$0	\$699,694	Performance Incentive Program (\$66,451)
			\$107,434	437.41%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,434	
			\$568,434	2.65%	\$0	\$172,242	\$0	\$0	\$66,451	\$0	\$807,128	
Wilding,George	VP & Dep CAO, Clin & Intr Rsch	E & G Designated	\$497,707	3.65%	\$0	\$167,421	\$0	\$0	\$65,375	\$0	\$730,503	Longevity (\$213); Work Life Choice (\$180); Performance Incentive Program (\$64,982)
			\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$65,093	6.87%	\$0	\$0	\$0	\$0	\$27	\$0	\$65,120	Longevity (\$27)
			\$562,800	4.01%	\$0	\$167,421	\$0	\$0	\$65,402	\$0	\$795,623	
Jaffray,David	SrVP, Chief Tech & Digital Ofc	E & G Designated	\$540,000	0.00%	\$0	\$0	\$0	\$0	\$232,609	\$0	\$772,609	Work Life Choice (\$180); Performance Incentive Program (\$75,625); Supplemental Benefit Program (\$156,804)
			\$0	0.00%	\$0	\$7,500	\$0	\$0	\$0	\$0	\$7,500	
			\$540,000	0.00%	\$0	\$7,500	\$0	\$0	\$232,609	\$0	\$780,109	
Kupferman,Michael Elliot	Senior Vice President, Cancer Network Clinical and Academic Development	E & G Designated	\$450,990	3.82%	\$0	\$162,634	\$0	\$0	\$64,802	\$0	\$678,426	Longevity (\$1,378); Work Life Choice (\$180); Performance Incentive Program (\$63,244)
			\$99,810	4.84%	\$0	\$0	\$0	\$0	\$302	\$0	\$100,112	Longevity (\$302)
			\$550,800	4.00%	\$0	\$162,634	\$0	\$0	\$65,104	\$0	\$778,538	
Porter,Carol Anne	Senior Vice President and Chief Nursing Officer	E & G Designated	\$541,100	3.01%	\$0	\$0	\$0	\$0	\$220,355	\$0	\$761,455	Longevity (\$200); Performance Incentive Program (\$63,060); Supplemental Benefit Program (\$157,095)
			\$0	0.00%	\$0	\$792	\$0	\$0	\$0	\$0	\$792	
			\$541,100	3.01%	\$0	\$792	\$0	\$0	\$220,355	\$0	\$762,248	

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Gorlick,Richard	Division Head, Chair, Professor and Mosbacher Pediatrics Chair	E & G	\$0	0.00%	\$0	\$0	\$0	\$0	\$180	\$0	\$180	Work Life Choice (\$180)
		Designated	\$472,837	-1.97%	\$0	\$159,976	\$0	\$0	\$62,998	\$0	\$695,811	Performance Incentive Program (\$62,998)
		Restricted	\$65,874	55.16%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,874	
		Total	\$538,711	2.65%	\$0	\$159,976	\$0	\$0	\$63,178	\$0	\$761,865	
Hawk,Ernest	Vice President, Cancer Prevention and Population Sciences, Division Head, Professor and the Boone Pickens Distinguished Chair in Early Prevention of Cancer	E & G	\$244,501	-3.12%	\$0	\$0	\$0	\$0	\$753	\$0	\$245,254	Longevity (\$573); Work Life Choice (\$180) Longevity (\$573); Performance Incentive
		Designated	\$244,501	-3.12%	\$0	\$162,411	\$0	\$0	\$63,991	\$0	\$470,903	Program (\$63,418)
		Restricted	\$38,098	70.31%	\$0	\$0	\$0	\$0	\$55	\$0	\$38,153	Longevity (\$55)
		Total	\$527,100	0.00%	\$0	\$162,411	\$0	\$0	\$64,798	\$0	\$754,309	
Buzdar,Aman U	Vice President, Clinical Research Administration	E & G	\$511,976	2.01%	\$0	\$160,449	\$0	\$0	\$66,635	\$0	\$739,060	Longevity (\$4,989); Work Life Choice (\$180); Performance Incentive Program (\$61,466)
		Designated	\$5,224	2.41%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,224	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$51	\$0	\$51	Longevity (\$51)
		Total	\$517,200	2.01%	\$0	\$160,449	\$0	\$0	\$66,686	\$0	\$744,335	
Bast Jr,Robert C	Vice President, Translational Research, Professor	E & G	\$427,494	-2.41%	\$0	\$0	\$0	\$0	\$180	\$0	\$427,674	Work Life Choice (\$180) Longevity (\$2,316); Performance Incentive
		Designated	\$86,006	54.51%	\$0	\$155,778	\$0	\$0	\$61,927	\$0	\$303,712	Program (\$59,611)
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$564	\$0	\$564	Longevity (\$564)
		Total	\$513,500	4.01%	\$0	\$155,778	\$0	\$0	\$62,671	\$0	\$731,950	
Aloia,Thomas A	Chief Value and Quality Officer, Professor	E & G	\$278,950	6.89%	\$0	\$0	\$0	\$0	\$346	\$0	\$279,296	Longevity (\$166); Work Life Choice (\$180) Longevity (\$133); Performance Incentive
		Designated	\$230,548	9.23%	\$0	\$144,954	\$0	\$0	\$56,836	\$0	\$432,337	Program (\$56,703)
		Restricted	\$1,502	0.00%	\$0	\$0	\$0	\$0	\$1	\$0	\$1,503	Longevity (\$1)
		Total	\$511,000	8.25%	\$0	\$144,954	\$0	\$0	\$57,183	\$0	\$713,136	

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Kinzel,Allyson H	VP & Chief Legal Officer	E & G Designated Total	\$514,100	5.00%	\$0	\$0	\$0	\$0	\$175,912	\$0	\$690,012	Longevity (\$1,140); Work Life Choice (\$180); Performance Incentive Program (\$58,910); Supplemental Benefit Program (\$115,682)
			\$0	0.00%	\$0	\$9,398	\$0	\$0	\$0	\$0	\$9,398	
			\$514,100	5.00%	\$0	\$9,398	\$0	\$0	\$175,912	\$0	\$699,410	
Foxhall,Lewis E	Vice President, Health Policy, Professor	E & G Designated Restricted Total	\$405,205	2.01%	\$0	\$148,522	\$0	\$0	\$59,724	\$0	\$613,451	Longevity (\$2,465); Work Life Choice (\$180); Performance Incentive Program (\$57,079) Longevity (\$193) Longevity (\$222)
			\$76,895	142.84%	\$0	\$0	\$0	\$0	\$193	\$0	\$77,088	
			\$0	-100.00%	\$0	\$0	\$0	\$0	\$222	\$0	\$222	
			\$482,100	2.01%	\$0	\$148,522	\$0	\$0	\$60,139	\$0	\$690,761	
Frenzel,John C	Director, Learning Health Systems and Professor	E & G Designated Total	\$94,965	4.16%	\$0	\$138,994	\$0	\$0	\$2,035	\$0	\$235,994	Longevity (\$1,855); Work Life Choice (\$180) Longevity (\$465); Performance Incentive Program (\$54,888)
			\$378,135	3.96%	\$0	\$0	\$0	\$0	\$55,353	\$0	\$433,488	
			\$473,100	4.00%	\$0	\$138,994	\$0	\$0	\$57,388	\$0	\$669,482	
McKee,Christopher H	Senior Vice President, Strategy and Business Development	E & G Designated Total	\$471,200	6.01%	\$0	\$515	\$0	\$0	\$187,274	\$0	\$658,989	Longevity (\$1,940); Performance Incentive Program (\$53,573); Supplemental Benefit Program (\$131,761)
			\$0	0.00%	\$0	\$2,578	\$0	\$0	\$0	\$0	\$2,578	
			\$471,200	6.01%	\$0	\$3,094	\$0	\$0	\$187,274	\$0	\$661,568	
Walters,Ronald S	Assoc VP, Med Op & Informatics	E & G Designated Total	\$384,370	2.01%	\$0	\$140,304	\$0	\$0	\$3,587	\$0	\$528,261	Longevity (\$3,587) Longevity (\$633); Performance Incentive Program (\$53,702)
			\$67,830	2.01%	\$0	\$0	\$0	\$0	\$54,335	\$0	\$122,165	
			\$452,200	2.01%	\$0	\$140,304	\$0	\$0	\$57,922	\$0	\$650,427	
Gonzalez,Carmen E	Chief Patient Safety Officer	E & G Designated Total	\$243,952	0.00%	\$0	\$0	\$0	\$0	\$47,104	\$0	\$291,056	Longevity (\$631); Performance Incentive Program (\$46,473) Longevity (\$629)
			\$174,548	20.08%	\$0	\$119,852	\$0	\$0	\$629	\$0	\$295,029	
			\$418,500	20.08%	\$0	\$119,852	\$0	\$0	\$47,733	\$0	\$586,085	

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Gibson,Brad L	Vice President, Revenue Cycle and Treasurer	E & G Designated	\$422,900	4.01%	\$0	\$0	\$0	\$0	\$146,549	\$0	\$569,449	Longevity (\$2,880); Work Life Choice (\$180); Performance Incentive Program (\$49,159); Supplemental Benefit Program (\$94,330)
			\$0	0.00%	\$0	\$10,781	\$0	\$0	\$0	\$0	\$10,781	
			\$422,900	4.01%	\$0	\$10,781	\$0	\$0	\$146,549	\$0	\$580,229	
Kaul,Rebecca L	Chief Innovation Officer	E & G Designated	\$420,500	9.91%	\$0	\$0	\$0	\$0	\$135,883	\$0	\$556,383	Longevity (\$260); Work Life Choice (\$180); Performance Incentive Program (\$45,965); Supplemental Benefit Program (\$89,478)
			\$0	0.00%	\$0	\$8,369	\$0	\$0	\$0	\$0	\$8,369	
			\$420,500	9.91%	\$0	\$8,369	\$0	\$0	\$135,883	\$0	\$564,752	
Moore,Robert S	Vice President and Chief Facilities Officer	E & G Designated	\$407,600	3.01%	\$0	\$0	\$0	\$0	\$147,492	\$0	\$555,092	Longevity (\$2,640); Work Life Choice (\$180); Performance Incentive Program (\$47,822); Supplemental Benefit Program (\$96,850)
			\$0	0.00%	\$0	\$3,707	\$0	\$0	\$0	\$0	\$3,707	
			\$407,600	3.01%	\$0	\$3,707	\$0	\$0	\$147,492	\$0	\$558,799	
Von-Maszewski,Marian	Emergency Readiness Officer	E & G Designated	\$190,219	4651.91%	\$0	\$0	\$0	\$0	\$37,595	\$0	\$227,814	Work Life Choice (\$180); Faculty Recognition Program (\$37,415)
			\$215,218	-41.86%	\$0	\$114,057	\$0	\$0	\$0	\$0	\$329,275	
			\$405,437	8.36%	\$0	\$114,057	\$0	\$0	\$37,595	\$0	\$557,089	
Thomas,Georgia A	Executive Director, Employee Health Services, Professor	E & G Designated	\$196,299	3.02%	\$0	\$0	\$0	\$0	\$50,163	\$0	\$246,462	Longevity (\$4,580); Work Life Choice (\$180); Performance Incentive Program (\$45,403)
			\$188,601	3.02%	\$0	\$119,928	\$0	\$0	\$0	\$0	\$308,529	
			\$384,900	3.02%	\$0	\$119,928	\$0	\$0	\$50,163	\$0	\$554,991	
Latham,Crista Lu	Vice President, Strategic Communications	E & G Designated	\$382,600	4.02%	\$0	\$0	\$0	\$0	\$128,930	\$0	\$511,530	Longevity (\$240); Work Life Choice (\$180); Performance Incentive Program (\$44,186); Supplemental Benefit Program (\$84,324)
			\$0	0.00%	\$0	\$10,308	\$0	\$0	\$0	\$0	\$10,308	
			\$382,600	4.02%	\$0	\$10,308	\$0	\$0	\$128,930	\$0	\$521,838	

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A Name	B Position	C Funding Source	D Salary (09.01.2019)	E Percentage Salary Increase Over FY 2019	Nonsalary Benefits FY 2020						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			
Jones, Philip	VP, Therapeutics Discovery	E & G Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$131,380	\$0	\$131,380	Work Life Choice (\$180); Performance Incentive Program (\$43,308); Supplemental Benefit Program (\$87,892)	
			\$0	0.00%	\$0	\$3,110	\$0	\$0	\$420	\$0	\$3,530		Longevity (\$420)
			\$374,400	4.00%	\$0	\$0	\$0	\$0	\$300	\$0	\$374,700		Longevity (\$300)
			\$374,400	4.00%	\$0	\$3,110	\$0	\$0	\$132,100	\$0	\$509,611		
Postma, Kent E	VP, Ambulatory Operations	E & G Designated	\$367,200	2.00%	\$0	\$0	\$0	\$0	\$128,666	\$0	\$495,866	Longevity (\$2,400); Performance Incentive Program (\$43,488); Supplemental Benefit Program (\$82,778)	
			\$0	0.00%	\$0	\$10,429	\$0	\$0	\$0	\$0	\$10,429		
			\$367,200	2.00%	\$0	\$10,429	\$0	\$0	\$128,666	\$0	\$506,295		
Keneker, Michael J	VP, Finance & Chief Acctg Ofc	E & G Designated	\$364,000	4.00%	\$0	\$0	\$0	\$0	\$127,578	\$0	\$491,578	Longevity (\$1,920); Work Life Choice (\$180); Performance Incentive Program (\$42,252); Supplemental Benefit Program (\$83,226)	
			\$0	0.00%	\$0	\$6,398	\$0	\$0	\$0	\$0	\$6,398		
			\$364,000	4.00%	\$0	\$6,398	\$0	\$0	\$127,578	\$0	\$497,977		
Muchard, Suzanne M	Associate Vice President, Transformational Initiatives	E & G Designated	\$374,100	3.00%	\$0	\$0	\$0	\$0	\$114,131	\$0	\$488,231	Longevity (\$2,540); Work Life Choice (\$180); Performance Incentive Program (\$43,910); Supplemental Benefit Program (\$67,501)	
			\$0	0.00%	\$0	\$7,104	\$0	\$0	\$0	\$0	\$7,104		
			\$374,100	3.00%	\$0	\$7,104	\$0	\$0	\$114,131	\$0	\$495,335		
Moreno, Mark	Vice President, Government Relations	E & G Designated	\$352,200	4.02%	\$0	\$7,556	\$0	\$0	\$122,913	\$0	\$482,669	Longevity (\$3,360); Work Life Choice (\$180); Performance Incentive Program (\$41,057); Supplemental Benefit Program (\$78,316)	
			\$0	0.00%	\$0	\$2,070	\$0	\$0	\$0	\$0	\$2,070		
			\$352,200	4.02%	\$0	\$9,625	\$0	\$0	\$122,913	\$0	\$484,738		
Lee, Jiun-Kae Jack	Assoc VP, Quantitative Scis	E & G Restricted	\$200,047	-10.42%	\$0	\$71,868	\$0	\$0	\$44,415	\$0	\$316,330	Longevity (\$2,031); Work Life Choice (\$180); Performance Incentive Program (\$42,204)	
			\$158,853	27.01%	\$0	\$0	\$0	\$0	\$1,089	\$0	\$159,942		Longevity (\$1,089)
			\$358,900	3.01%	\$0	\$71,868	\$0	\$0	\$45,504	\$0	\$476,272		

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation			
George, Marina Ciny	VP, Inpatient Medical Practice	E & G	\$188,232	0.00%	\$0	\$93,881	\$0	\$0	\$37,943	\$0	\$320,056	Longevity (\$495); Work Life Choice (\$135);	
			Designated	\$150,668	-42.46%	\$0	\$0	\$0	\$0	\$405	\$0	\$151,073	Performance Incentive Program (\$37,313)
			Total	\$338,900	29.42%	\$0	\$93,881	\$0	\$0	\$38,348	\$0	\$471,129	Longevity (\$405)
Cagley, Maureen K	Vice President, Academic Operations	E & G	\$343,100	4.00%	\$0	\$0	\$0	\$0	\$116,797	\$0	\$459,897	Longevity (\$2,000); Performance Incentive	
			Designated	\$0	0.00%	\$0	\$10,675	\$0	\$0	\$0	\$0	\$10,675	Program (\$39,828); Supplemental Benefit
			Total	\$343,100	4.00%	\$0	\$10,675	\$0	\$0	\$116,797	\$0	\$470,572	Program (\$74,969)
Heffernan, Timothy Paul	Exec Dir, Oncology Research	E & G	\$0	0.00%	\$0	\$0	\$0	\$0	\$103,241	\$0	\$103,241	Work Life Choice (\$180); Performance	
			Designated	\$0	0.00%	\$0	\$8,134	\$0	\$0	\$0	\$0	\$8,134	Incentive Program (\$41,088); Supplemental
			Restricted	\$351,800	3.02%	\$0	\$0	\$0	\$0	\$720	\$0	\$352,520	Benefit Program (\$61,973)
Total	\$351,800	3.02%	\$0	\$8,134	\$0	\$0	\$103,961	\$0	\$463,895	Longevity (\$720)			
Owen, Craig S	Assoc VP, Enterprise Apps	E & G	\$288,100	4.01%	\$0	\$0	\$0	\$0	\$165,422	\$0	\$453,522	Longevity (\$3,120); Work Life Choice (\$180);	
			Designated	\$0	0.00%	\$0	\$8,467	\$0	\$0	\$0	\$0	\$8,467	Ad Interim Pay (\$60,000); Performance
			Total	\$288,100	4.01%	\$0	\$8,467	\$0	\$0	\$165,422	\$0	\$461,989	Incentive Program (\$40,836); Supplemental
Travis, Elizabeth L	Associate Vice President, Women Faculty Programs, Professor and Fair Professorship	E & G	\$324,155	2.71%	\$0	\$70,912	\$0	\$0	\$44,367	\$0	\$439,434	Longevity (\$4,081); Performance Incentive	
			Designated	\$17,718	35.36%	\$0	\$0	\$0	\$0	\$0	\$0	\$17,718	Program (\$40,286)
			Restricted	\$2,827	4.05%	\$0	\$0	\$0	\$0	\$239	\$0	\$3,066	Longevity (\$239)
Total	\$344,700	4.01%	\$0	\$70,912	\$0	\$0	\$44,606	\$0	\$460,218				
Salas, Martha L	VP, Inpatient Services	E & G	\$357,000	25.13%	\$0	\$0	\$0	\$0	\$96,479	\$0	\$453,479	Longevity (\$2,400); Work Life Choice (\$180);	
			Designated	\$0	0.00%	\$0	\$6,115	\$0	\$0	\$0	\$0	\$6,115	Performance Incentive Program (\$39,722);
			Total	\$357,000	25.13%	\$0	\$6,115	\$0	\$0	\$96,479	\$0	\$459,594	Supplemental Benefit Program (\$54,177)

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Barton,Michelle	Dean, Grad Sch Biomed Sciences and Professor	E & G Designated	\$259,373	16.70%	\$0	\$62,769	\$0	\$0	\$42,030	\$0	\$364,173	Longevity (\$1,230); Work Life Choice (\$180); Performance Incentive Program (\$40,620)
			\$90,327	-20.73%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,327	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$890	\$0	\$890	Longevity (\$890)
			<u>\$349,700</u>	<u>4.02%</u>	<u>\$0</u>	<u>\$62,769</u>	<u>\$0</u>	<u>\$0</u>	<u>\$42,920</u>	<u>\$0</u>	<u>\$455,389</u>	
Weber,Max C	VP, Chief Comp & Ethics Ofc	E & G Designated	\$332,800	4.00%	\$0	\$0	\$0	\$0	\$112,535	\$0	\$445,335	Longevity (\$960); Performance Incentive Program (\$38,515); Supplemental Benefit Program (\$73,060)
			\$0	0.00%	\$0	\$9,574	\$0	\$0	\$0	\$0	\$9,574	
			<u>\$332,800</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$9,574</u>	<u>\$0</u>	<u>\$0</u>	<u>\$112,535</u>	<u>\$0</u>	<u>\$454,909</u>	
Gelormini,Maria M	Associate Vice President, Development Services	E & G Designated	\$339,100	2.02%	\$0	\$0	\$0	\$0	\$102,008	\$0	\$441,108	Longevity (\$2,240); Work Life Choice (\$180); Performance Incentive Program (\$40,178); Supplemental Benefit Program (\$59,410)
			\$0	0.00%	\$0	\$9,442	\$0	\$0	\$0	\$0	\$9,442	
			<u>\$339,100</u>	<u>2.02%</u>	<u>\$0</u>	<u>\$9,442</u>	<u>\$0</u>	<u>\$0</u>	<u>\$102,008</u>	<u>\$0</u>	<u>\$450,550</u>	
Suitor,Charles T	Assoc VP, Technology	E & G Designated	\$332,100	3.01%	\$0	\$0	\$0	\$0	\$99,391	\$0	\$431,491	Longevity (\$2,640); Work Life Choice (\$180); Performance Incentive Program (\$39,026); Supplemental Benefit Program (\$57,545)
			\$0	0.00%	\$0	\$9,374	\$0	\$0	\$0	\$0	\$9,374	
			<u>\$332,100</u>	<u>3.01%</u>	<u>\$0</u>	<u>\$9,374</u>	<u>\$0</u>	<u>\$0</u>	<u>\$99,391</u>	<u>\$0</u>	<u>\$440,865</u>	
Castro,Juan C	VP, Finance	E & G Designated	\$318,600	6.20%	\$0	\$0	\$0	\$0	\$109,277	\$0	\$427,877	Longevity (\$3,100); Work Life Choice (\$180); Performance Incentive Program (\$36,394); Supplemental Benefit Program (\$69,603)
			\$0	0.00%	\$0	\$8,289	\$0	\$0	\$0	\$0	\$8,289	
			<u>\$318,600</u>	<u>6.20%</u>	<u>\$0</u>	<u>\$8,289</u>	<u>\$0</u>	<u>\$0</u>	<u>\$109,277</u>	<u>\$0</u>	<u>\$436,166</u>	
Ying,Anita Kuo	VP, Ambulatory Medical Prac	E & G Designated	\$167,163	0.00%	\$0	\$87,631	\$0	\$0	\$34,762	\$0	\$289,556	Longevity (\$427); Work Life Choice (\$135); Performance Incentive Program (\$34,200)
			\$141,637	-44.24%	\$0	\$0	\$0	\$0	\$373	\$0	\$142,010	Longevity (\$373)
			<u>\$308,800</u>	<u>21.57%</u>	<u>\$0</u>	<u>\$87,631</u>	<u>\$0</u>	<u>\$0</u>	<u>\$35,135</u>	<u>\$0</u>	<u>\$431,566</u>	

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Bock,Jason B	VP & Head, Biologics Prod Dev	E & G Designated	\$380,000	0.00%	\$0	\$1,776	\$0	\$0	\$49,304	\$0	\$431,080	Work Life Choice (\$30); Performance Incentive Program (\$16,413); Supplemental Benefit Program (\$32,861)
			\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		
			<u>\$380,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$1,776</u>	<u>\$0</u>	<u>\$0</u>	<u>\$49,304</u>	<u>\$0</u>	<u>\$431,080</u>	
Bingham,Johnny W	Vice President, Performance Improvement	E & G Designated	\$310,400	2.00%	\$0	\$0	\$0	\$0	\$87,141	\$0	\$397,541	Longevity (\$1,200); Work Life Choice (\$180); Performance Incentive Program (\$26,393); Supplemental Benefit Program (\$59,368)
			\$0	0.00%	\$0	\$22,736	\$0	\$0	\$0	\$0	\$22,736	
			<u>\$310,400</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$22,736</u>	<u>\$0</u>	<u>\$0</u>	<u>\$87,141</u>	<u>\$0</u>	<u>\$420,277</u>	
Campbell,Yolan A	Associate Vice President, HR Operations	E & G Designated	\$317,000	3.02%	\$0	\$0	\$0	\$0	\$93,475	\$0	\$410,475	Longevity (\$1,720); Work Life Choice (\$180); Performance Incentive Program (\$37,152); Supplemental Benefit Program (\$54,423)
			\$0	0.00%	\$0	\$9,372	\$0	\$0	\$0	\$0	\$9,372	
			<u>\$317,000</u>	<u>3.02%</u>	<u>\$0</u>	<u>\$9,372</u>	<u>\$0</u>	<u>\$0</u>	<u>\$93,475</u>	<u>\$0</u>	<u>\$419,847</u>	
Stoltenberg,Lessley J	Assoc VP and CISO	E & G Designated	\$308,100	4.02%	\$0	\$258	\$0	\$0	\$93,485	\$0	\$401,842	Longevity (\$620); Work Life Choice (\$120); Performance Incentive Program (\$35,633); Supplemental Benefit Program (\$57,112)
			\$0	0.00%	\$0	\$2,588	\$0	\$0	\$0	\$0	\$2,588	
			<u>\$308,100</u>	<u>4.02%</u>	<u>\$0</u>	<u>\$2,845</u>	<u>\$0</u>	<u>\$0</u>	<u>\$93,485</u>	<u>\$0</u>	<u>\$404,430</u>	
Tortorella,Frank R	Vice President, Clinical Support Services	E & G Designated	\$294,400	3.01%	\$0	\$0	\$0	\$0	\$104,268	\$0	\$398,668	Longevity (\$1,820); Work Life Choice (\$180); Performance Incentive Program (\$34,536); Supplemental Benefit Program (\$67,732)
			\$0	0.00%	\$0	\$5,624	\$0	\$0	\$0	\$0	\$5,624	
			<u>\$294,400</u>	<u>3.01%</u>	<u>\$0</u>	<u>\$5,624</u>	<u>\$0</u>	<u>\$0</u>	<u>\$104,268</u>	<u>\$0</u>	<u>\$404,292</u>	
Mesghali,Houman	AVP, Portfolio & Alliance Mgmt	E & G Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$101,703	\$0	\$101,703	Performance Incentive Program (\$42,000); Supplemental Benefit Program (\$59,703)
			\$300,000	0.00%	\$0	\$371	\$0	\$0	\$0	\$0	\$300,371	
			<u>\$300,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$371</u>	<u>\$0</u>	<u>\$0</u>	<u>\$101,703</u>	<u>\$0</u>	<u>\$402,074</u>	

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Perkins,Larry D	Assoc VP, Talent and Diversity	E & G Designated	\$303,500	4.01%	\$0	\$0	\$0	\$0	\$93,540	\$0	\$397,040	Longevity (\$720); Work Life Choice (\$180); Performance Incentive Program (\$35,124); Supplemental Benefit Program (\$57,516)
			\$0	0.00%	\$0	\$1,280	\$0	\$0	\$0	\$0	\$1,280	
			\$303,500	4.01%	\$0	\$1,280	\$0	\$0	\$93,540	\$0	\$398,320	
Wright,Calvin T	Assoc VP, Supply Chain Svcs	E & G Designated	\$309,000	0.00%	\$0	\$0	\$0	\$0	\$78,716	\$0	\$387,716	Work Life Choice (\$135); Performance Incentive Program (\$31,712); Supplemental Benefit Program (\$46,869)
			\$0	0.00%	\$0	\$7,480	\$0	\$0	\$0	\$0	\$7,480	
			\$309,000	0.00%	\$0	\$7,480	\$0	\$0	\$78,716	\$0	\$395,196	
Ray,William J	Exec Dir, Neuroscience Rsch	E & G Designated Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$80,565	\$0	\$80,565	Performance Incentive Program (\$33,635); Supplemental Benefit Program (\$46,930)
			\$300,000	265.90%	\$0	\$11,412	\$0	\$0	\$320	\$0	\$311,732	Longevity (\$320)
			\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
\$300,000	9.77%	\$0	\$11,412	\$0	\$0	\$80,885	\$0	\$392,297				
St Onge,Richard	Assoc VP, Ofc of CBS	E & G Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$82,480	\$0	\$82,480	Work Life Choice (\$180); Performance Incentive Program (\$33,857); Supplemental Benefit Program (\$48,443)
			\$290,400	4.01%	\$0	\$9,981	\$0	\$0	\$2,760	\$0	\$303,141	Longevity (\$2,760)
			\$290,400	4.01%	\$0	\$9,981	\$0	\$0	\$85,240	\$0	\$385,621	
Magnus,Sherrri P	VP & Chief Audit Officer	E & G Designated	\$276,100	4.03%	\$0	\$0	\$0	\$0	\$94,051	\$0	\$370,151	Longevity (\$3,900); Work Life Choice (\$180); Performance Incentive Program (\$32,338); Supplemental Benefit Program (\$57,633)
			\$0	0.00%	\$0	\$12,982	\$0	\$0	\$0	\$0	\$12,982	
			\$276,100	4.03%	\$0	\$12,982	\$0	\$0	\$94,051	\$0	\$383,133	
Cooper,Mary K	Assoc VP, Spcl Progs & Events	E & G Designated	\$284,400	3.01%	\$0	\$0	\$0	\$0	\$85,907	\$0	\$370,307	Longevity (\$3,300); Work Life Choice (\$180); Performance Incentive Program (\$33,550); Supplemental Benefit Program (\$48,877)
			\$0	0.00%	\$0	\$8,799	\$0	\$0	\$0	\$0	\$8,799	
			\$284,400	3.01%	\$0	\$8,799	\$0	\$0	\$85,907	\$0	\$379,106	

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A	B	C	D	E	F G H I J K					L	M	
Name	Position	Funding Source	Salary (09.01.2019)	Percentage Salary Increase Over FY 2019	Nonsalary Benefits FY 2020					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Sheriff,Fatima	Chief of Staff	E & G Designated	\$280,800	4.00%	\$0	\$0	\$0	\$0	\$94,793	\$0	\$375,593	Work Life Choice (\$150); Performance Incentive Program (\$31,068); Supplemental Benefit Program (\$63,575)
			\$0	0.00%	\$0	\$1,533	\$0	\$0	\$0	\$0	\$1,533	
			<u>\$280,800</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$1,533</u>	<u>\$0</u>	<u>\$0</u>	<u>\$94,793</u>	<u>\$0</u>	<u>\$377,126</u>	
Shoenthal,Daniel P	Assoc VP, Innovation	E & G Designated	\$285,000	6.34%	\$0	\$0	\$0	\$0	\$82,842	\$0	\$367,842	Longevity (\$240); Work Life Choice (\$180); Performance Incentive Program (\$32,210); Supplemental Benefit Program (\$50,212)
			\$0	0.00%	\$0	\$8,590	\$0	\$0	\$0	\$0	\$8,590	
			<u>\$285,000</u>	<u>6.34%</u>	<u>\$0</u>	<u>\$8,590</u>	<u>\$0</u>	<u>\$0</u>	<u>\$82,842</u>	<u>\$0</u>	<u>\$376,432</u>	
Izzo,Giuliana J	Exec Dir, Office of the CME	E & G Designated	\$286,000	14.40%	\$0	\$2,498	\$0	\$0	\$85,342	\$0	\$373,840	Longevity (\$2,780); Work Life Choice (\$180); Performance Incentive Program (\$31,855); Supplemental Benefit Program (\$50,527)
			\$0	0.00%	\$0	\$708	\$0	\$0	\$0	\$0	\$708	
			<u>\$286,000</u>	<u>14.40%</u>	<u>\$0</u>	<u>\$3,206</u>	<u>\$0</u>	<u>\$0</u>	<u>\$85,342</u>	<u>\$0</u>	<u>\$374,548</u>	
Barnes,Krista M	AVP & Dep Chief Compliance Off	E & G Designated	\$270,000	10.38%	\$0	\$0	\$0	\$0	\$81,191	\$0	\$351,191	Longevity (\$720); Work Life Choice (\$180); Performance Incentive Program (\$29,460); Supplemental Benefit Program (\$50,831)
			\$0	0.00%	\$0	\$4,186	\$0	\$0	\$0	\$0	\$4,186	
			<u>\$270,000</u>	<u>10.38%</u>	<u>\$0</u>	<u>\$4,186</u>	<u>\$0</u>	<u>\$0</u>	<u>\$81,191</u>	<u>\$0</u>	<u>\$355,377</u>	
Taylor,Kyle A	Executive Director, Houston Area Locations	E & G Designated	\$265,700	5.02%	\$0	\$0	\$0	\$0	\$77,438	\$0	\$343,138	Longevity (\$740); Performance Incentive Program (\$30,989); Supplemental Benefit Program (\$45,709)
			\$0	0.00%	\$0	\$7,418	\$0	\$0	\$0	\$0	\$7,418	
			<u>\$265,700</u>	<u>5.02%</u>	<u>\$0</u>	<u>\$7,418</u>	<u>\$0</u>	<u>\$0</u>	<u>\$77,438</u>	<u>\$0</u>	<u>\$350,556</u>	
Peglow,Timothy M	Associate Vice President, Patient Care Facilities	E & G Designated	\$262,800	4.04%	\$0	\$0	\$0	\$0	\$75,455	\$0	\$338,255	Longevity (\$1,200); Work Life Choice (\$180); Performance Incentive Program (\$30,478); Supplemental Benefit Program (\$43,597)
			\$0	0.00%	\$0	\$8,999	\$0	\$0	\$0	\$0	\$8,999	
			<u>\$262,800</u>	<u>4.04%</u>	<u>\$0</u>	<u>\$8,999</u>	<u>\$0</u>	<u>\$0</u>	<u>\$75,455</u>	<u>\$0</u>	<u>\$347,254</u>	

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A Name	B Position	C Funding Source	D Salary (09.01.2019)	E Percentage Salary Increase Over FY 2019	F G Nonsalary Benefits FY 2020						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		
Harrott, Wesley R	Associate Vice President, Research Administration	E & G Designated	\$261,100	3.04%	\$0	\$0	\$0	\$0	\$79,913	\$0	\$341,013	Longevity (\$2,160); Work Life Choice (\$180); Performance Incentive Program (\$30,689); Supplemental Benefit Program (\$46,884)
			\$0	0.00%	\$0	\$5,330	\$0	\$0	\$0	\$0	\$5,330	
			<u>\$261,100</u>	<u>3.04%</u>	<u>\$0</u>	<u>\$5,330</u>	<u>\$0</u>	<u>\$0</u>	<u>\$79,913</u>	<u>\$0</u>	<u>\$346,343</u>	
Roux, Ryan	VP, Pharmacy	E & G Designated	\$300,000	36.12%	\$0	\$0	\$0	\$0	\$45,741	\$0	\$345,741	Longevity (\$480); Work Life Choice (\$180); Performance Incentive Program (\$32,919); Supplemental Benefit Program (\$12,162)
			\$0	0.00%	\$0	\$487	\$0	\$0	\$0	\$0	\$487	
			<u>\$300,000</u>	<u>36.12%</u>	<u>\$0</u>	<u>\$487</u>	<u>\$0</u>	<u>\$0</u>	<u>\$45,741</u>	<u>\$0</u>	<u>\$346,228</u>	
Atkinson IV, William A	Exec Dir, Office of the COO	E & G Designated	\$260,000	17.43%	\$0	\$0	\$0	\$0	\$73,002	\$0	\$333,002	Longevity (\$1,520); Performance Incentive Program (\$27,136); Supplemental Benefit Program (\$44,346)
			\$0	0.00%	\$0	\$9,948	\$0	\$0	\$0	\$0	\$9,948	
			<u>\$260,000</u>	<u>17.43%</u>	<u>\$0</u>	<u>\$9,948</u>	<u>\$0</u>	<u>\$0</u>	<u>\$73,002</u>	<u>\$0</u>	<u>\$342,950</u>	
Mooney, Karen J	Assoc VP, Fac Plan Dsg&Const	E & G Designated	\$257,600	14.49%	\$0	\$0	\$0	\$0	\$79,020	\$0	\$336,620	Longevity (\$2,400); Work Life Choice (\$180); Performance Incentive Program (\$28,860); Supplemental Benefit Program (\$47,580)
			\$0	0.00%	\$0	\$649	\$0	\$0	\$0	\$0	\$649	
			<u>\$257,600</u>	<u>14.49%</u>	<u>\$0</u>	<u>\$649</u>	<u>\$0</u>	<u>\$0</u>	<u>\$79,020</u>	<u>\$0</u>	<u>\$337,269</u>	
Hemphill, Donna J	Assoc VP, Operations, SRP	E & G Designated	\$251,400	4.01%	\$0	\$10,947	\$0	\$0	\$71,461	\$0	\$333,808	Longevity (\$2,460); Work Life Choice (\$180); Performance Incentive Program (\$29,321); Supplemental Benefit Program (\$39,500)
			\$0	0.00%	\$0	\$762	\$0	\$0	\$0	\$0	\$762	
			<u>\$251,400</u>	<u>4.01%</u>	<u>\$0</u>	<u>\$11,710</u>	<u>\$0</u>	<u>\$0</u>	<u>\$71,461</u>	<u>\$0</u>	<u>\$334,571</u>	
Garcia, Elizabeth A	Assoc VP, Patient Experience	E & G Designated	\$249,600	4.00%	\$0	\$0	\$0	\$0	\$71,886	\$0	\$321,486	Longevity (\$1,300); Work Life Choice (\$165); Performance Incentive Program (\$29,336); Supplemental Benefit Program (\$41,085)
			\$0	0.00%	\$0	\$9,759	\$0	\$0	\$0	\$0	\$9,759	
			<u>\$249,600</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$9,759</u>	<u>\$0</u>	<u>\$0</u>	<u>\$71,886</u>	<u>\$0</u>	<u>\$331,245</u>	

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A Name	B Position	C Funding Source	D Salary (09.01.2019)	E Percentage Salary Increase Over FY 2019	F G Nonsalary Benefits FY 2020						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			
Kurtin,Danna J	Associate Vice President, Academic and VISA Administration	E & G Designated Total	\$243,300	3.01%	\$0	\$0	\$0	\$0	\$76,775	\$0	\$320,075	Longevity (\$2,880); Work Life Choice (\$180); Performance Incentive Program (\$28,711); Supplemental Benefit Program (\$45,004)	
			\$0	0.00%	\$0	\$3,560	\$0	\$0	\$0	\$0	\$3,560		
			\$243,300	3.01%	\$0	\$3,560	\$0	\$0	\$76,775	\$0	\$323,635		
Adcox,William H	AVP, Chief of Police & CSO	E & G Designated Total	\$234,600	4.13%	\$0	\$0	\$0	\$0	\$80,435	\$0	\$315,035	Work Life Choice (\$180); Hazardous Pay (\$2,270); Tclose Pay (\$4,200); Education Pay (\$4,200); Performance Incentive Program (\$28,338); Supplemental Benefit Program (\$41,247)	
			\$0	0.00%	\$0	\$7,479	\$0	\$0	\$0	\$0	\$7,479		
			\$234,600	4.13%	\$0	\$7,479	\$0	\$0	\$80,435	\$0	\$322,514		
Incalcaterra,James R	Assoc VP, Strategic Finance	E & G Designated Total	\$235,000	5.48%	\$0	\$0	\$0	\$0	\$68,898	\$0	\$303,898	Longevity (\$1,680); Work Life Choice (\$180); Performance Incentive Program (\$26,959); Supplemental Benefit Program (\$40,079)	
			\$0	0.00%	\$0	\$9,116	\$0	\$0	\$0	\$0	\$9,116		
			\$235,000	5.48%	\$0	\$9,116	\$0	\$0	\$68,898	\$0	\$313,014		
Tektiridis,Jennifer H	Executive Director, Research Planning and Development	E & G Designated Restricted Total	\$0	0.00%	\$0	\$0	\$0	\$0	\$69,957	\$0	\$69,957	Work Life Choice (\$180); Performance Incentive Program (\$27,497); Supplemental Benefit Program (\$42,280)	
			\$0	0.00%	\$0	\$4,436	\$0	\$0	\$0	\$0	\$4,436		
			\$234,000	3.04%	\$0	\$0	\$0	\$0	\$1,860	\$0	\$235,860		Longevity (\$1,860)
			\$234,000	3.04%	\$0	\$4,436	\$0	\$0	\$71,817	\$0	\$310,253		
Berkheiser,Matthew L	Assoc VP, EHSSEM	E & G Designated Total	\$225,700	4.01%	\$0	\$0	\$0	\$0	\$66,002	\$0	\$291,702	Longevity (\$2,760); Work Life Choice (\$180); Performance Incentive Program (\$26,393); Supplemental Benefit Program (\$36,669)	
			\$0	0.00%	\$0	\$9,148	\$0	\$0	\$0	\$0	\$9,148		
			\$225,700	4.01%	\$0	\$9,148	\$0	\$0	\$66,002	\$0	\$300,850		
French,Susan P	Associate Vice President, Volunteer Services and Merchandising	E & G Designated Total	\$216,100	4.04%	\$0	\$0	\$0	\$0	\$56,954	\$0	\$273,054	Longevity (\$1,440); Performance Incentive Program (\$25,097); Supplemental Benefit Program (\$30,417)	
			\$0	0.00%	\$0	\$14,264	\$0	\$0	\$0	\$0	\$14,264		
			\$216,100	4.04%	\$0	\$14,264	\$0	\$0	\$56,954	\$0	\$287,318		

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation			
Williams,LaJuanda P	Exec Dir, Ambulatory Bus Svcs	E & G Designated	\$205,000	20.73%	\$0	\$0	\$0	\$0	\$59,350	\$0	\$264,350	Longevity (\$1,680); Work Life Choice (\$180); Performance Incentive Program (\$22,007); Supplemental Benefit Program (\$35,483)	
			\$0	0.00%	\$0	\$7,362	\$0	\$0	\$0	\$0	\$7,362		
			\$205,000	20.73%	\$0	\$7,362	\$0	\$0	\$59,350	\$0	\$271,712		
Aziz,Dina	Executive Director, Clinical Research	E & G	\$220,000	0.00%	\$0	\$0	\$0	\$0	\$44,216	\$0	\$264,216	Work Life Choice (\$180); Supplemental Benefit Program (\$44,036)	
			\$220,000	0.00%	\$0	\$0	\$0	\$0	\$44,216	\$0	\$264,216		
Undie,William	Associate Professor-SHP, Dean Ad Interim	E & G	\$201,007	4.16%	\$0	\$0	\$0	\$0	\$23,158	\$0	\$224,165	Performance Incentive Program (\$23,158)	
			\$201,007	4.16%	\$0	\$0	\$0	\$0	\$23,158	\$0	\$224,165		
McClelland,Alan	AVP, Prg Infrastructure & Plng	E & G Designated Restricted	\$78,930	-55.85%	\$0	\$0	\$0	\$0	\$78,358	\$0	\$157,288	Longevity (\$632); Work Life Choice (\$180); Performance Incentive Program (\$30,785); Supplemental Benefit Program (\$46,761)	
			\$0	0.00%	\$0	\$5,684	\$0	\$0	\$0	\$0	\$5,684		
			\$52,620	-31.32%	\$0	\$0	\$0	\$0	\$328	\$0	\$52,948		Longevity (\$328)
			\$131,550	-48.49%	\$0	\$5,684	\$0	\$0	\$78,686	\$0	\$215,920		
Hu,Peter C	Professor-SHP, Dean Ad Interim	E & G	\$182,059	4.96%	\$0	\$0	\$0	\$0	\$21,017	\$0	\$203,076	Work Life Choice (\$180); Performance Incentive Program (\$20,837)	
			\$182,059	4.96%	\$0	\$0	\$0	\$0	\$21,017	\$0	\$203,076		
Mattox,William W	Associate Dean, GSBS	E & G Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$10,178	\$0	\$10,178	Work Life Choice (\$180); Performance Incentive Program (\$9,998) Longevity (\$3,060)	
			\$168,400	3.06%	\$0	\$0	\$0	\$0	\$3,060	\$0	\$171,460		
			\$168,400	3.06%	\$0	\$0	\$0	\$0	\$13,238	\$0	\$181,638		
Ewer,Michael S	Special Assistant to the Vice President for Medical Affairs, Professor	E & G Designated	\$65,439	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,439		
			\$79,801	21.95%	\$0	\$0	\$0	\$0	\$0	\$0	\$79,801		
			\$145,240	10.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,240		

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A	B	C	D	E	F						L	M
Name	Position	Funding Source	Salary (09.01.2019)	Percentage Salary Increase Over FY 2019	Nonsalary Benefits FY 2020						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		

Notes:

Effective 09/01/19, McClelland's FTE status changed from 1 to .5 FTE resulting in the decrease in salary year over year.

Incentive compensation for employees is based on 2019 actuals with the exception of new hires, promotions, or faculty moving to administrative roles which are based on FY20 estimates.

Education and General Funds (E&G) includes General Revenue, Other E&G Income and Patient Income. Individuals' compensation may not total exactly due to immaterial rounding issues.