

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 Fiscal Year 2016**

Institution Code: 506

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

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
DePinho,Ronald A	President, Professor	Designated	\$1,250,218	0.00%	\$0	\$405,900	\$0	\$0	\$196,528	\$0	\$1,852,646	Long Term Incentive
		Restricted	\$122,942	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$122,942	
		General Revenue	\$65,940	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,940	
			<u>\$1,439,100</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$405,900</u>	<u>\$0</u>	<u>\$0</u>	<u>\$196,528</u>	<u>\$0</u>	<u>\$2,041,528</u>	
<p>Note: Dr. DePinho participates in an incentive compensation program where award opportunity levels are adjusted to reflect his/her success in attaining performance goals. The award opportunity is 12.5% of FY 2015 base salary adjusted depending on achievement of "Threshold, Target, and Maximum" goals. Achievement of Threshold goals earned 50%, Target goals earned 100%, and Maximum goals earned 150% of the award opportunity respectively. The amount of compensation payable in FY 2016 for FY 2015 performance is determined by the Board of Regents in two parts. Qualitative awards were made in October 2015, while quantitative awards will be made in February 2016. Incentive compensation reported above as "other" is the actual qualitative award amount paid in October 2015 and an estimated quantitative award amount based on the actual quantitative payment made in the prior fiscal year.</p>												
Swisher,Stephen G	Division Head, Chair, Professor and Charles A. LeMaistre Distinguished Chair in Thoracic Oncology	Designated	\$877,608	3.08%	\$0	\$273,322	\$0	\$0	\$108,239	\$0	\$1,259,169	Performance Incentive Program (\$108,059) ; Work Life Choice (\$180)
		Restricted	\$22,706	-0.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$22,706	
			<u>\$900,314</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$273,322</u>	<u>\$0</u>	<u>\$0</u>	<u>\$108,239</u>	<u>\$0</u>	<u>\$1,281,875</u>	
Buchholz,Thomas A	Executive Vice President and Physician-in-Chief, Professor, and Hubert L. Olive Stringer Distinguished Chair in Oncology	Designated	\$411,690	3.01%	\$0	\$252,336	\$0	\$0	\$200,000	\$0	\$864,026	Deferred Compensation (\$200,000) Performance Incentive Program (\$99,785); Longevity (\$2,160); Phone (\$1,200); Work Life Choice (\$180)
		General Revenue	\$415,661	5.35%	\$0	\$0	\$0	\$0	\$103,325	\$0	\$518,986	
		Restricted	\$1,849	-82.85%	\$0	\$0	\$0	\$0	\$0	\$0	\$1,849	
			<u>\$829,200</u>	<u>3.01%</u>	<u>\$0</u>	<u>\$252,336</u>	<u>\$0</u>	<u>\$0</u>	<u>\$303,325</u>	<u>\$0</u>	<u>\$1,384,861</u>	
Dmitrovsky,Ethan	Provost and Executive Vice President, Professor and Ellen F. Knisely Distinguished Chair in Colon Cancer Research	General Revenue	\$583,939	-27.46%	\$0	\$252,189	\$0	\$0	\$99,773	\$0	\$935,901	Performance Incentive Program (\$99,533); Longevity (\$240) Deferred Compensation (\$200,000)
		Designated	\$124,380	0	\$0	\$0	\$0	\$0	\$200,000	\$0	\$324,380	
		Restricted	\$120,881	0	\$0	\$0	\$0	\$0	\$0	\$0	\$120,881	
			<u>\$829,200</u>	<u>3.01%</u>	<u>\$0</u>	<u>\$252,189</u>	<u>\$0</u>	<u>\$0</u>	<u>\$299,773</u>	<u>\$0</u>	<u>\$1,381,162</u>	
Leach,Leon J	Executive Vice President, Strategy and Innovation	General Revenue	\$823,500	2.01%	\$0	\$0	\$0	\$0	\$248,095	\$0	\$1,071,595	Supplemental Benefit Program (\$146,923); Performance Incentive Program (\$99,072); Longevity (\$1,920); Work Life Choice (\$180) Long Term Incentive (\$254,986); Deferred Compensation (\$200,000)
		Designated	\$0	0.00%	\$0	\$107,902	\$0	\$0	\$454,986	\$0	\$562,888	
			<u>\$823,500</u>	<u>2.01%</u>	<u>\$0</u>	<u>\$107,902</u>	<u>\$0</u>	<u>\$0</u>	<u>\$703,081</u>	<u>\$0</u>	<u>\$1,634,483</u>	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Burke,Thomas W	Executive Vice President, MD Anderson Cancer Network, Professor	General Revenue	\$418,392	2.00%	\$0	\$0	\$0	\$0	\$3,300	\$0	\$421,692	Work Life Choice (\$180); Longevity (\$3,120) Long Term Incentive (\$249,144); Deferred Compensation (\$200,000); Performance Incentive Program (\$96,948)
		Designated	\$386,208	2.00%	\$0	\$244,166	\$0	\$0	\$546,092	\$0	\$1,176,466	
			\$804,600	2.00%	\$0	\$244,166	\$0	\$0	\$549,392	\$0	\$1,598,158	
Fontaine,Robert D	Executive Vice President, Administration	General Revenue	\$708,800	3.01%	\$0	\$0	\$0	\$0	\$293,642	\$0	\$1,002,442	Supplemental Benefit Program (\$205,965); Performance Incentive Program (\$85,337); Longevity (\$2,160); Work Life Choice (\$180) Long Term Incentive (\$217,335); Deferred Compensation (\$200,000)
		Designated	\$0	0.00%	\$0	\$10,538	\$0	\$0	\$417,335	\$0	\$427,873	
			\$708,800	3.01%	\$0	\$10,538	\$0	\$0	\$710,977	\$0	\$1,430,315	
Hahn,Stephen	Division Head, Chair, Professor, and McGraw Chair-Study of Cancer	Designated	\$685,950	4.14%	\$0	\$215,350	\$0	\$0	\$101,534	\$0	\$1,002,835	Performance Incentive Program (\$84,688); Additional Supplemental Earnings (\$16,667); Work Life Choice (\$180)
		Restricted	\$19,600	-25.45%	\$0	\$0	\$0	\$0	\$0	\$0	\$19,600	
			\$705,550	3.00%	\$0	\$215,350	\$0	\$0	\$101,534	\$0	\$1,022,435	
Hicks,Marshall E	Division Head, Chair Ad Interim, Professor and Levit Family Distinguished Chair in Diagnostic Imaging	Designated	\$658,144	3.00%	\$0	\$204,751	\$0	\$0	\$80,415	\$0	\$943,310	Performance Incentive Program (\$80,235 ); Work Life Choice (\$180)
		Restricted	\$10,301	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,301	
			\$668,445	3.00%	\$0	\$204,751	\$0	\$0	\$80,415	\$0	\$953,611	
Mansfield,Paul F	Vice President, Acute Care Services and Professor	General Revenue	\$509,493	15.99%	\$0	\$0	\$0	\$0	\$79,824	\$0	\$589,317	Performance Incentive Program (\$76,524); Longevity (\$3,120 ); Work Life Choice (\$180)
		Designated	\$124,907	-29.29%	\$0	\$193,481	\$0	\$0	\$0	\$0	\$318,388	
			\$634,400	3.00%	\$0	\$193,481	\$0	\$0	\$79,824	\$0	\$907,705	
Rahlf, Tom F	Division Head Ad Interim, Professor	Designated	\$611,396	3.00%	\$0	\$188,334	\$0	\$0	\$73,368	\$0	\$873,098	Performance Incentive Program (\$73,368 )
			\$611,396	3.00%	\$0	\$188,334	\$0	\$0	\$73,368	\$0	\$873,098	
Gage,Weldon W	Senior Vice President and Chief Financial Officer	General Revenue	\$600,000	14.29%	\$0	\$0	\$0	\$0	\$249,870	\$0	\$849,870	Supplemental Benefit Program (\$177,063); Performance Incentive Program (\$72,086 ); Longevity (\$720)
		Designated	\$0	0.00%	\$0	\$4,504	\$0	\$0	\$0	\$0	\$4,504	
			\$600,000	14.29%	\$0	\$4,504	\$0	\$0	\$249,870	\$0	\$854,374	

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Brigham,Robert	Senior Vice President, Hospital and Clinics	General Revenue	\$597,400	3.00%	\$0	\$0	\$0	\$0	\$248,035	\$0	\$845,435	Supplemental Benefit Program (\$176,146); Performance Incentive Program (\$71,710); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$4,469	\$0	\$0	\$0	\$0	\$4,469	
			<u>\$597,400</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$4,469</u>	<u>\$0</u>	<u>\$0</u>	<u>\$248,035</u>	<u>\$0</u>	<u>\$849,904</u>	
Hwu,Patrick	Division Head, Chair, Professor, and the Sheikh Mohammed Bin Zayed Al Nahyan Distinguished University Chair	Designated	\$432,523	0.00%	\$0	\$177,576	\$0	\$0	\$71,002	\$0	\$681,101	Performance Incentive Program (\$69,622); Phone (\$1,200); Work Life Choice (\$180)
		Restricted	\$147,477	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$147,477	
			<u>\$580,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$177,576</u>	<u>\$0</u>	<u>\$0</u>	<u>\$71,002</u>	<u>\$0</u>	<u>\$828,578</u>	
Piwnica-Worms,Helen	Vice Provost, Science and Professor	General Revenue	\$478,821	8.03%	\$0	\$99,906	\$0	\$0	\$64,810	\$0	\$643,537	Performance Incentive Program (\$64,330); Longevity (\$480)
		Restricted	\$56,779	-26.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$56,779	
			<u>\$535,600</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$99,906</u>	<u>\$0</u>	<u>\$0</u>	<u>\$64,810</u>	<u>\$0</u>	<u>\$700,316</u>	
Pullin,Tadd M	Senior Vice President, Institutional Advancement	General Revenue	\$520,000	0.00%	\$0	\$0	\$0	\$0	\$244,575	\$0	\$764,575	Supplemental Benefit Program (\$151,990); Performance Incentive Program (\$62,420); Onboarding Transition Assistance(\$30,000); Work Life Choice (\$165)
		Designated	\$0	0.00%	\$0	\$5,799	\$0	\$0	\$0	\$0	\$5,799	
			<u>\$520,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$5,799</u>	<u>\$0</u>	<u>\$0</u>	<u>\$244,575</u>	<u>\$0</u>	<u>\$770,374</u>	
Hamilton,Stanley R	Division Head, Professor and Frederick Becker Distinguished University Chair Cancer Research	Designated	\$447,409	3.87%	\$0	\$161,304	\$0	\$0	\$62,451	\$0	\$671,163	Performance Incentive Program (\$62,271); Work Life Choice (\$180)
		Restricted	\$71,332	-2.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$71,332	
			<u>\$518,741</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$161,304</u>	<u>\$0</u>	<u>\$0</u>	<u>\$62,451</u>	<u>\$0</u>	<u>\$742,495</u>	
Wilding,George	Vice Provost, Clinical and Interdisciplinary Research	General Revenue	\$500,000	0.00%	\$0	\$155,545	\$0	\$0	\$91,200	\$0	\$746,745	Performance Incentive Program (\$60,000 ); Additional Supplemental Earnings (\$30,000); Phone (\$1,200)
			<u>\$500,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$155,545</u>	<u>\$0</u>	<u>\$0</u>	<u>\$91,200</u>	<u>\$0</u>	<u>\$746,745</u>	
Tweardy,David	Division Head, Professor	Designated	\$499,550	3.00%	\$0	\$164,099	\$0	\$0	\$59,946	\$0	\$723,595	Performance Incentive Program (\$59,946)
			<u>\$499,550</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$164,099</u>	<u>\$0</u>	<u>\$0</u>	<u>\$59,946</u>	<u>\$0</u>	<u>\$723,595</u>	
Masek,Matthew A.	Vice President & Chief Legal Officer	General Revenue	\$497,500	3.52%	\$0	\$0	\$0	\$0	\$184,384	\$0	\$681,884	Supplemental Benefit Program (\$122,063); Performance Incentive Program (\$59,981); Longevity (\$2,160); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$3,862	\$0	\$0	\$0	\$0	\$3,862	
			<u>\$497,500</u>	<u>3.52%</u>	<u>\$0</u>	<u>\$3,862</u>	<u>\$0</u>	<u>\$0</u>	<u>\$184,384</u>	<u>\$0</u>	<u>\$685,746</u>	

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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	\$232,242	3.87%	\$0	\$0	\$0	\$0	\$0	\$0	\$232,242	Performance Incentive Program (\$57,480); Longevity (\$720); Work Life Choice (\$180)
		Designated	\$232,242	3.87%	\$0	\$147,139	\$0	\$0	\$58,380	\$0	\$437,761	
		Restricted	\$13,616	-19.49%	\$0	\$0	\$0	\$0	\$0	\$0	\$13,616	
			<u>\$478,100</u>	<u>3.02%</u>	<u>\$0</u>	<u>\$147,139</u>	<u>\$0</u>	<u>\$0</u>	<u>\$58,380</u>	<u>\$0</u>	<u>\$683,619</u>	
Bodurka,Diane C	Vice President, Medical Education, Professor	General Revenue	\$330,050	3.02%	\$0	\$0	\$0	\$0	\$59,268	\$0	\$389,318	Performance Incentive Program (\$56,868); Longevity (\$2,400)
		Designated	\$141,450	3.02%	\$0	\$142,820	\$0	\$0	\$0	\$0	\$284,270	
			<u>\$471,500</u>	<u>3.02%</u>	<u>\$0</u>	<u>\$142,820</u>	<u>\$0</u>	<u>\$0</u>	<u>\$59,268</u>	<u>\$0</u>	<u>\$673,588</u>	
Buzdar,Aman U	Vice President, Clinical Research Administration and Professor	General Revenue	\$466,058	5.82%	\$0	\$145,103	\$0	\$0	\$62,986	\$0	\$674,147	Performance Incentive Program (\$56,806); Longevity (\$4,800); Phone (\$1,200) ; Work Life Choice (\$180)
		Restricted	\$2,342	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$2,342	
			<u>\$468,400</u>	<u>6.35%</u>	<u>\$0</u>	<u>\$145,103</u>	<u>\$0</u>	<u>\$0</u>	<u>\$62,986</u>	<u>\$0</u>	<u>\$676,489</u>	
Bogler,Oliver	Senior Vice President for Academic Affairs and Professor	General Revenue	\$464,600	7.65%	\$0	\$87,244	\$0	\$0	\$57,298	\$0	\$609,141	Performance Incentive Program (\$55,918); Longevity (\$1,200) ; Work Life Choice (\$180)
			<u>\$464,600</u>	<u>7.65%</u>	<u>\$0</u>	<u>\$87,244</u>	<u>\$0</u>	<u>\$0</u>	<u>\$57,298</u>	<u>\$0</u>	<u>\$609,141</u>	
Row,Margaret B	Vice President, Operations, Cancer Network and Professor	General Revenue	\$381,604	5.01%	\$0	\$0	\$0	\$0	\$57,175	\$0	\$438,779	Performance Incentive Program (\$55,315); Longevity (\$1,680); Work Life Choice (\$180)
		Designated	\$77,496	5.01%	\$0	\$141,306	\$0	\$0	\$0	\$0	\$218,802	
			<u>\$459,100</u>	<u>5.01%</u>	<u>\$0</u>	<u>\$141,306</u>	<u>\$0</u>	<u>\$0</u>	<u>\$57,175</u>	<u>\$0</u>	<u>\$657,582</u>	
Bast Jr,Robert C	Vice President, Translational Research, Professor and Harry Carothers Wiess Distinguished University Chair for Cancer Rese	Designated	\$315,025	-10.81%	\$0	\$139,962	\$0	\$0	\$57,094	\$0	\$512,081	Performance Incentive Program (\$54,514); Longevity(\$2,400); Work Life Choice (\$180)
		Restricted	\$136,675	60.28%	\$0	\$0	\$0	\$0	\$0	\$0	\$136,675	
			<u>\$451,700</u>	<u>3.01%</u>	<u>\$0</u>	<u>\$139,962</u>	<u>\$0</u>	<u>\$0</u>	<u>\$57,094</u>	<u>\$0</u>	<u>\$648,756</u>	
Varghese,Shibu	Vice President, Human Resources and Chief Human Resources Officer	General Revenue	\$449,000	3.01%	\$0	\$0	\$0	\$0	\$161,473	\$0	\$610,473	Supplemental Benefit Program (\$105,778 ); Performance Incentive Program (\$54,074); Longevity (\$1,440); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,169	\$0	\$0	\$0	\$0	\$9,169	
			<u>\$449,000</u>	<u>3.01%</u>	<u>\$0</u>	<u>\$9,169</u>	<u>\$0</u>	<u>\$0</u>	<u>\$161,473</u>	<u>\$0</u>	<u>\$619,642</u>	

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Belmont,E Chris	VP & Chief Information Officer	General Revenue	\$435,000	3.01%	\$0	\$0	\$0	\$0	\$152,919	\$0	\$587,919	Supplemental Benefit Program (\$100,473); Performance Incentive Program (\$52,226); Longevity (\$220)
		Designated	\$0	0.00%	\$0	\$11,109	\$0	\$0	\$0	\$0	\$11,109	
			<u>\$435,000</u>	<u>3.01%</u>	<u>\$0</u>	<u>\$11,109</u>	<u>\$0</u>	<u>\$0</u>	<u>\$152,919</u>	<u>\$0</u>	<u>\$599,029</u>	
Foxhall,Lewis E	Vice President, Health Policy, Professor	General Revenue	\$383,431	-2.10%	\$0	\$134,305	\$0	\$0	\$55,024	\$0	\$572,760	Performance Incentive Program (\$52,224); Longevity (\$2,620); Work Life Choice (\$180)
		Designated	\$19,242	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$19,242	
		Restricted	\$29,727	214.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$29,727	
			<u>\$432,400</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$134,305</u>	<u>\$0</u>	<u>\$0</u>	<u>\$55,024</u>	<u>\$0</u>	<u>\$621,729</u>	
Mulvey,Patrick B	Vice President, Development	General Revenue	\$427,300	3.01%	\$0	\$0	\$0	\$0	\$146,072	\$0	\$573,372	Supplemental Benefit Program (\$90,831); Performance Incentive Program (\$51,701); Longevity (\$3,360); Work Life Choice (\$180) Long Term Incentive (\$215,756 ); Deferred Compensation (\$150,000)
		Designated	\$0	0.00%	\$0	\$22,505	\$0	\$0	\$365,756	\$0	\$388,261	
			<u>\$427,300</u>	<u>3.01%</u>	<u>\$0</u>	<u>\$22,505</u>	<u>\$0</u>	<u>\$0</u>	<u>\$511,828</u>	<u>\$0</u>	<u>\$961,633</u>	
Frenzel,John C	Chief Medical Information Officer and Professor	General Revenue	\$320,027	1.99%	\$0	\$0	\$0	\$0	\$53,280	\$0	\$373,307	Performance Incentive Program (\$51,180); Longevity (\$1,920); Work Life Choice (\$180)
		Designated	\$104,373	2.12%	\$0	\$129,716	\$0	\$0	\$0	\$0	\$234,089	
			<u>\$424,400</u>	<u>2.02%</u>	<u>\$0</u>	<u>\$129,716</u>	<u>\$0</u>	<u>\$0</u>	<u>\$53,280</u>	<u>\$0</u>	<u>\$607,396</u>	
Prat,Ferran	Vice President, Strategic Industry Ventures	General Revenue	\$415,800	2.51%	\$0	\$0	\$0	\$0	\$548,538	\$0	\$964,338	Long Term Incentive (\$400,000); Supplemental Benefit Program (\$96,971 ); Performance Incentive Program (\$49,946 ); Phone (\$1,200); Longevity (\$240); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,445	\$0	\$0	\$0	\$0	\$9,445	
			<u>\$415,800</u>	<u>2.51%</u>	<u>\$0</u>	<u>\$9,445</u>	<u>\$0</u>	<u>\$0</u>	<u>\$548,538</u>	<u>\$0</u>	<u>\$973,783</u>	
Walters,Ronald S	Associate Vice President, Medical Operations and Informatics, Professor	General Revenue	\$346,375	9.45%	\$0	\$126,095	\$0	\$0	\$53,201	\$0	\$525,671	Performance Incentive Program (\$49,361); Longevity (\$3,840)
		Designated	\$61,125	-22.74%	\$0	\$0	\$0	\$0	\$0	\$0	\$61,125	
			<u>\$407,500</u>	<u>3.01%</u>	<u>\$0</u>	<u>\$126,095</u>	<u>\$0</u>	<u>\$0</u>	<u>\$53,201</u>	<u>\$0</u>	<u>\$586,796</u>	
Hay,Amy C	Vice President, Global Business Development	General Revenue	\$399,000	3.02%	\$0	\$0	\$0	\$0	\$545,964	\$0	\$944,964	Long Term Incentive (\$300,000); Deferred Compensation (\$100,000); Supplemental Benefit Program (\$95,934); Performance Incentive Program (\$48,110); Longevity (\$1,920)
		Designated	\$0	0.00%	\$0	\$5,728	\$0	\$0	\$0	\$0	\$5,728	
			<u>\$399,000</u>	<u>3.02%</u>	<u>\$0</u>	<u>\$5,728</u>	<u>\$0</u>	<u>\$0</u>	<u>\$545,964</u>	<u>\$0</u>	<u>\$950,692</u>	

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 Fiscal Year 2016**

Institution Code: 506

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

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Gibbs,Harry R	Chief Diversity Officer and Associate Professor	General Revenue	\$396,400	3.01%	\$0	\$124,796	\$0	\$0	\$50,794	\$0	\$571,990	Performance Incentive Program (\$47,914); Longevity (\$2,880 )
			\$396,400	3.01%	\$0	\$124,796	\$0	\$0	\$50,794	\$0	\$571,990	
Schwartz,Cindy L	Division Head Ad Interim, Professor	Designated	\$364,440	6.22%	\$0	\$114,996	\$0	\$0	\$46,120	\$0	\$525,556	Performance Incentive Program (\$44,740); Phone (\$1,200 ); Work Life Choice (\$180)
		Restricted	\$8,214	-56.08%	\$0	\$0	\$0	\$0	\$0	\$0	\$8,214	
			\$372,654	3.00%	\$0	\$114,996	\$0	\$0	\$46,120	\$0	\$533,770	
Gibson,Brad L	Vice President, Revenue Cycle and Treasurer	General Revenue	\$372,000	14.74%	\$0	\$0	\$0	\$0	\$133,491	\$0	\$505,491	Supplemental Benefit Program (\$85,962); Performance Incentive Program (\$44,950); Longevity (\$2,400); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,244	\$0	\$0	\$0	\$0	\$10,244	
			\$372,000	14.74%	\$0	\$10,244	\$0	\$0	\$133,491	\$0	\$515,736	
Moore,Robert S	Vice President and Chief Facilities Officer	General Revenue	\$362,000	2.00%	\$0	\$0	\$0	\$0	\$136,434	\$0	\$498,434	Supplemental Benefit Program (\$89,174); Performance Incentive Program (\$43,721); Longevity (\$2,160); Phone (\$1,200); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$2,549	\$0	\$0	\$0	\$0	\$2,549	
			\$362,000	2.00%	\$0	\$2,549	\$0	\$0	\$136,434	\$0	\$500,983	
Rodriguez,Maria A	Vice President for Medical Affairs, Professor	General Revenue	\$353,200	3.00%	\$0	\$106,190	\$0	\$0	\$46,349	\$0	\$505,739	Performance Incentive Program (\$42,809); Longevity (\$3,360); Work Life Choice (\$180)
			\$353,200	3.00%	\$0	\$106,190	\$0	\$0	\$46,349	\$0	\$505,739	
Haydon,Steven R	Associate Vice President and Deputy Chief Legal Officer	General Revenue	\$350,800	2.01%	\$0	\$0	\$0	\$0	\$142,129	\$0	\$492,929	Supplemental Benefit Program (\$66,510); Performance Incentive Program (\$45,559); Ad Interim Pay (\$27,000); Longevity (\$1,680); Phone (\$1,200); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,777	\$0	\$0	\$0	\$0	\$11,777	
			\$350,800	2.01%	\$0	\$11,777	\$0	\$0	\$142,129	\$0	\$504,707	
Kaul,Rebecca L	Chief Innovation Officer	General Revenue	\$350,000	0.00%	\$0	\$0	\$0	\$0	\$124,571	\$0	\$474,571	Supplemental Benefit Program (\$81,169); Performance Incentive Program (\$42,022); Phone (\$1,200); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$8,501	\$0	\$0	\$0	\$0	\$8,501	
			\$350,000	0.00%	\$0	\$8,501	\$0	\$0	\$124,571	\$0	\$483,072	

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 Fiscal Year 2016**

Institution Code: 506

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

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Thomas,Georgia A	Executive Director, Employee Health Services, Professor	General Revenue	\$176,001	3.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$176,001	Performance Incentive Program (\$41,952); Longevity (\$4,320); Phone (\$1,200); Work Life Choice (\$180)
		Designated	\$169,099	3.01%	\$0	\$106,824	\$0	\$0	\$47,652	\$0	\$323,575	
			<u>\$345,100</u>	<u>3.01%</u>	<u>\$0</u>	<u>\$106,824</u>	<u>\$0</u>	<u>\$0</u>	<u>\$47,652</u>	<u>\$0</u>	<u>\$499,576</u>	
Lee, Jiun-Kae Jack	Associate Vice Provost, Quantitative Research, Professor and John G. and Marie Stella Kenedy Memorial Foundation Chair	General Revenue	\$201,820	28.66%	\$0	\$60,895	\$0	\$0	\$43,221	\$0	\$305,936	Performance Incentive Program (\$38,981); Longevity (\$2,860); Phone (\$1,200); Work Life Choice (\$180)
		Restricted	\$116,350	-25.17%	\$0	\$0	\$0	\$0	\$0	\$0	\$116,350	
		Designated	\$3,630	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$3,630	
			<u>\$321,800</u>	<u>3.03%</u>	<u>\$0</u>	<u>\$60,895</u>	<u>\$0</u>	<u>\$0</u>	<u>\$43,221</u>	<u>\$0</u>	<u>\$425,916</u>	
Toniatti,Carlo	Executive Director, ORBIT Platform	Restricted	\$318,400	2.02%	\$0	\$0	\$0	\$0	\$1,440	\$0	\$319,840	Phone (\$1,200); Longevity (240)  Supplemental Benefit Program (\$59,054); Performance Incentive Program (\$38,237)
		Designated	\$0	0.00%	\$0	\$5,842	\$0	\$0	\$0	\$0	\$5,842	
		General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$97,291	\$0	\$97,291	
			<u>\$318,400</u>	<u>2.02%</u>	<u>\$0</u>	<u>\$5,842</u>	<u>\$0</u>	<u>\$0</u>	<u>\$97,291</u>	<u>\$0</u>	<u>\$422,973</u>	
Moreno,Mark	Vice President, Government Relations	General Revenue	\$309,800	6.02%	\$0	\$0	\$0	\$0	\$113,997	\$0	\$423,797	Supplemental Benefit Program (\$73,596); Performance Incentive Program (\$37,522); Longevity (\$2,880)
		Designated	\$0	0.00%	\$0	\$6,099	\$0	\$0	\$0	\$0	\$6,099	
			<u>\$309,800</u>	<u>6.02%</u>	<u>\$0</u>	<u>\$6,099</u>	<u>\$0</u>	<u>\$0</u>	<u>\$113,997</u>	<u>\$0</u>	<u>\$429,896</u>	
Kinzel,Allyson H	Vice President, Chief Compliance and Ethics Officer	General Revenue	\$310,500	3.50%	\$0	\$0	\$0	\$0	\$108,793	\$0	\$419,293	Supplemental Benefit Program (\$70,525); Performance Incentive Program (\$37,368); Longevity (\$720); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,767	\$0	\$0	\$0	\$0	\$9,767	
			<u>\$310,500</u>	<u>3.50%</u>	<u>\$0</u>	<u>\$9,767</u>	<u>\$0</u>	<u>\$0</u>	<u>\$108,793</u>	<u>\$0</u>	<u>\$429,060</u>	
Austin,Wendy P	Executive Director, Hospital and Clinics	General Revenue	\$305,700	2.00%	\$0	\$0	\$0	\$0	\$115,425	\$0	\$421,125	Supplemental Benefit Program (\$59,544); Performance Incentive Program (\$38,741); Ad Interim Pay (\$15,000); Longevity (\$2,140)
		Designated	\$0	0.00%	\$0	\$6,280	\$0	\$0	\$0	\$0	\$6,280	
			<u>\$305,700</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$6,280</u>	<u>\$0</u>	<u>\$0</u>	<u>\$115,425</u>	<u>\$0</u>	<u>\$427,405</u>	
Travis,Elizabeth L	Associate Vice President, Women Faculty Programs, Professor and Fair Professorship	General Revenue	\$293,383	3.10%	\$0	\$58,205	\$0	\$0	\$40,685	\$0	\$392,273	Performance Incentive Program (\$36,845); (\$3,840)
		Restricted	\$9,817	0.74%	\$0	\$0	\$0	\$0	\$0	\$0	\$9,817	
			<u>\$303,200</u>	<u>3.02%</u>	<u>\$0</u>	<u>\$58,205</u>	<u>\$0</u>	<u>\$0</u>	<u>\$40,685</u>	<u>\$0</u>	<u>\$402,090</u>	

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 Fiscal Year 2016**

Institution Code: 506

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

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
St Amant,Paul U	Associate Vice President, Supply Chain Services	General Revenue Designated	\$301,700	3.00%	\$0	\$0	\$0	\$0	\$90,158	\$0	\$391,858	Supplemental Benefit Program (\$52,408); Performance Incentive Program (\$36,370); Longevity (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$10,260	\$0	\$0	\$0	\$0	\$10,260	
			<u>\$301,700</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$10,260</u>	<u>\$0</u>	<u>\$0</u>	<u>\$90,158</u>	<u>\$0</u>	<u>\$402,118</u>	
Garcia,Joxel	Executive Director, Cancer Control Platform	Restricted Designated	\$300,000	0.00%	\$0	\$0	\$0	\$0	\$1,100	\$0	\$301,100	Phone (\$1,100)
			\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$121,000	\$0	\$121,000	
		General Revenue	<u>\$0</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$121,000</u>	<u>\$0</u>	<u>\$121,000</u>	Supplemental Benefit Program (\$60,000); Performance Incentive Program (\$36,000); Onboarding Transition Assistance(\$25,000)
			<u>\$300,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$122,100</u>	<u>\$0</u>	<u>\$422,100</u>	
Jones,Philip	Institute Head, Drug Discovery	Designated Restricted	\$238,101	5.67%	\$0	\$2,162	\$0	\$0	\$1,620	\$0	\$241,883	Phone (\$1,200); Longevity (\$240); Work Life Choice (\$180)
			\$61,899	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$61,899	
			\$0	0.00%	\$0	\$0	\$0	\$0	\$94,404	\$0	\$94,404	
		General Revenue	<u>\$300,000</u>	<u>5.67%</u>	<u>\$0</u>	<u>\$2,162</u>	<u>\$0</u>	<u>\$0</u>	<u>\$96,024</u>	<u>\$0</u>	<u>\$398,186</u>	Supplemental Benefit Program (\$58,354); Performance Incentive Program (\$36,050)
Lajeunesse,Joel D	Vice President, Pharmacy	General Revenue Designated	\$298,200	2.02%	\$0	\$0	\$0	\$0	\$108,292	\$0	\$406,492	Supplemental Benefit Program (\$66,806); Performance Incentive Program (\$36,266); Longevity (\$3,840); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$11,666	\$0	\$0	\$0	\$0	\$11,666	
			<u>\$298,200</u>	<u>2.02%</u>	<u>\$0</u>	<u>\$11,666</u>	<u>\$0</u>	<u>\$0</u>	<u>\$108,292</u>	<u>\$0</u>	<u>\$418,158</u>	
Brown,Barbara C	Associate Vice President and Managing Legal Officer	General Revenue Designated	\$297,600	2.80%	\$0	\$0	\$0	\$0	\$86,772	\$0	\$384,372	Supplemental Benefit Program (\$49,517); Performance Incentive Program (\$35,395); Longevity (\$1,680); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$11,844	\$0	\$0	\$0	\$0	\$11,844	
			<u>\$297,600</u>	<u>2.80%</u>	<u>\$0</u>	<u>\$11,844</u>	<u>\$0</u>	<u>\$0</u>	<u>\$86,772</u>	<u>\$0</u>	<u>\$396,216</u>	
Ecung,Wenonah B	Vice President, Clinical Administration	General Revenue Designated	\$297,600	2.80%	\$0	\$0	\$0	\$0	\$107,881	\$0	\$405,481	Supplemental Benefit Program (\$65,929); Performance Incentive Program (\$36,252); Longevity (\$4,320); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$12,795	\$0	\$0	\$0	\$0	\$12,795	
			<u>\$297,600</u>	<u>2.80%</u>	<u>\$0</u>	<u>\$12,795</u>	<u>\$0</u>	<u>\$0</u>	<u>\$107,881</u>	<u>\$0</u>	<u>\$418,276</u>	



**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 Fiscal Year 2016**

Institution Code: 506

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

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Muchard,Suzanne M	Associate Vice President, Transformational Initiatives	General Revenue Designated	\$291,700	2.03%	\$0	\$0	\$0	\$0	\$96,707	\$0	\$388,407	Supplemental Benefit Program (\$57,883); Performance Incentive Program (\$35,285); Longevity (\$2,160); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$1,157	\$0	\$0	\$0	\$0	\$1,157	
			<u>\$291,700</u>	<u>2.03%</u>	<u>\$0</u>	<u>\$1,157</u>	<u>\$0</u>	<u>\$0</u>	<u>\$96,707</u>	<u>\$0</u>	<u>\$389,564</u>	
Kenecker,Michael J	Associate Vice President and Controller	General Revenue Designated	\$291,000	3.01%	\$0	\$0	\$0	\$0	\$87,979	\$0	\$378,979	Supplemental Benefit Program (\$51,245); Performance Incentive Program (\$35,114); Longevity (\$1,440); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$9,099	\$0	\$0	\$0	\$0	\$9,099	
			<u>\$291,000</u>	<u>3.01%</u>	<u>\$0</u>	<u>\$9,099</u>	<u>\$0</u>	<u>\$0</u>	<u>\$87,979</u>	<u>\$0</u>	<u>\$388,078</u>	
Bingham,Johnny W	Vice President, Performance Improvement	General Revenue Designated	\$280,800	2.03%	\$0	\$0	\$0	\$0	\$91,437	\$0	\$372,237	Supplemental Benefit Program (\$55,286); Performance Incentive Program (\$33,830); Phone (\$1,200); Longevity (\$940); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$20,258	\$0	\$0	\$0	\$0	\$20,258	
			<u>\$280,800</u>	<u>2.03%</u>	<u>\$0</u>	<u>\$20,258</u>	<u>\$0</u>	<u>\$0</u>	<u>\$91,437</u>	<u>\$0</u>	<u>\$392,495</u>	
Brown,Michael W	Associate Vice President, Global Business Development	General Revenue Designated	\$280,000	0.00%	\$0	\$0	\$0	\$0	\$83,431	\$0	\$363,431	Supplemental Benefit Program (\$49,293); Performance Incentive Program (\$33,658); Longevity (\$480)
			\$0	0.00%	\$0	\$8,503	\$0	\$0	\$0	\$0	\$8,503	
			<u>\$280,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$8,503</u>	<u>\$0</u>	<u>\$0</u>	<u>\$83,431</u>	<u>\$0</u>	<u>\$371,934</u>	
Cagley,Maureen K	Vice President, Academic Operations	General Revenue Designated	\$278,700	3.03%	\$0	\$0	\$0	\$0	\$99,684	\$0	\$378,384	Supplemental Benefit Program (\$63,159); Performance Incentive Program (\$33,646); Longevity (\$1,680); Phone (\$1,200)
			\$0	0.00%	\$0	\$9,249	\$0	\$0	\$0	\$0	\$9,249	
			<u>\$278,700</u>	<u>3.03%</u>	<u>\$0</u>	<u>\$9,249</u>	<u>\$0</u>	<u>\$0</u>	<u>\$99,684</u>	<u>\$0</u>	<u>\$387,633</u>	
McKee,Christopher H	Vice President, Business Operations	General Revenue Designated	\$270,400	4.00%	\$0	\$0	\$0	\$0	\$100,468	\$0	\$370,868	Supplemental Benefit Program (\$66,138); Performance Incentive Program (\$32,650); Longevity (\$1,680)
			\$0	0.00%	\$0	\$2,509	\$0	\$0	\$0	\$0	\$2,509	
			<u>\$270,400</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$2,509</u>	<u>\$0</u>	<u>\$0</u>	<u>\$100,468</u>	<u>\$0</u>	<u>\$373,377</u>	
Konstanzer,Renee T	Executive Director, Hospital and Clinics	General Revenue Designated	\$263,800	2.01%	\$0	\$0	\$0	\$0	\$100,574	\$0	\$364,374	Supplemental Benefit Program (\$49,766); Performance Incentive Program (\$33,708); Ad Interim Pay (\$15,000); Longevity (\$1,920); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$8,017	\$0	\$0	\$0	\$0	\$8,017	
			<u>\$263,800</u>	<u>2.01%</u>	<u>\$0</u>	<u>\$8,017</u>	<u>\$0</u>	<u>\$0</u>	<u>\$100,574</u>	<u>\$0</u>	<u>\$372,391</u>	

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Institution Code: 506

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

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Tortorella, Frank R	Vice President, Clinical Support Services	General Revenue Designated	\$261,500	4.43%	\$0	\$0	\$0	\$0	\$95,936	\$0	\$357,436	Supplemental Benefit Program (\$61,541); Performance Incentive Program (\$31,574); Phone (\$1,200); Longevity (\$1,440); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$5,652	\$0	\$0	\$0	\$0	\$5,652	
			<u>\$261,500</u>	<u>4.43%</u>	<u>\$0</u>	<u>\$5,652</u>	<u>\$0</u>	<u>\$0</u>	<u>\$95,936</u>	<u>\$0</u>	<u>\$363,087</u>	
Famiglietti, Robin M	Executive Director, Hospital and Clinics	General Revenue Designated	\$259,900	2.00%	\$0	\$0	\$0	\$0	\$103,550	\$0	\$363,450	Supplemental Benefit Program (\$53,479); Performance Incentive Program (\$33,211); Ad Interim Pay (\$15,000); Longevity (\$1,680); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$2,341	\$0	\$0	\$0	\$0	\$2,341	
			<u>\$259,900</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$2,341</u>	<u>\$0</u>	<u>\$0</u>	<u>\$103,550</u>	<u>\$0</u>	<u>\$365,791</u>	
Young, Stephanie L	Associate Vice President, Field Operations	General Revenue Designated	\$259,600	3.02%	\$0	\$0	\$0	\$0	\$79,204	\$0	\$338,804	Supplemental Benefit Program (\$45,038); Performance Incentive Program (\$31,346); Longevity (\$1,440); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$9,007	\$0	\$0	\$0	\$0	\$9,007	
			<u>\$259,600</u>	<u>3.02%</u>	<u>\$0</u>	<u>\$9,007</u>	<u>\$0</u>	<u>\$0</u>	<u>\$79,204</u>	<u>\$0</u>	<u>\$347,812</u>	
Richmond, Shirley	Dean, School of Health Professions, Professor	General Revenue	\$254,500	2.00%	\$0	\$0	\$0	\$0	\$31,942	\$0	\$286,442	Performance Incentive Program (\$30,562); Phone (\$1,200); Work Life Choice (\$180)
			<u>\$254,500</u>	<u>2.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$31,942</u>	<u>\$0</u>	<u>\$286,442</u>	
Weber, Max C	Associate Vice President and Deputy Chief Compliance Officer	General Revenue Designated	\$252,800	3.02%	\$0	\$0	\$0	\$0	\$74,775	\$0	\$327,575	Supplemental Benefit Program (\$43,901); Performance Incentive Program (\$30,394); Longevity (\$480)
			\$0	0.00%	\$0	\$8,444	\$0	\$0	\$0	\$0	\$8,444	
			<u>\$252,800</u>	<u>3.02%</u>	<u>\$0</u>	<u>\$8,444</u>	<u>\$0</u>	<u>\$0</u>	<u>\$74,775</u>	<u>\$0</u>	<u>\$336,018</u>	
Gelormini, Maria M	Associate Vice President, Development Services	General Revenue Designated	\$252,600	7.54%	\$0	\$0	\$0	\$0	\$77,362	\$0	\$329,962	Supplemental Benefit Program (\$43,498); Performance Incentive Program (\$30,564); Longevity (\$1,920); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$9,302	\$0	\$0	\$0	\$0	\$9,302	
			<u>\$252,600</u>	<u>7.54%</u>	<u>\$0</u>	<u>\$9,302</u>	<u>\$0</u>	<u>\$0</u>	<u>\$77,362</u>	<u>\$0</u>	<u>\$339,264</u>	
Ray, William J	Institute Head, Research, Neuroscience	Restricted Designated	\$250,000	0.00%	\$0	\$0	\$0	\$0	\$1,380	\$0	\$251,380	Work Life Choice (\$180); Phone (\$1,200)
			\$0	0.00%	\$0	\$9,695	\$0	\$0	\$0	\$0	\$9,695	
		General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$72,301	\$0	\$72,301	Supplemental Benefit Program (\$42,280); Performance Incentive Program (\$30,022)
			<u>\$250,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$9,695</u>	<u>\$0</u>	<u>\$0</u>	<u>\$73,681</u>	<u>\$0</u>	<u>\$333,377</u>	

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 Fiscal Year 2016**

Institution Code: 506

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

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Barton,Michelle	Dean, Grad Sch Biomed Sciences and Professor	General Revenue	\$163,442	4.47%	\$0	\$44,745	\$0	\$0	\$31,015	\$0	\$239,202	Performance Incentive Program (\$29,155); Longevity (\$1,680); Work Life Choice (\$180)
		Restricted	\$67,657	0.16%	\$0	\$0	\$0	\$0	\$0	\$0	\$67,657	
		Designated	\$10,001	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,001	
			<u>\$241,100</u>	<u>3.03%</u>	<u>\$0</u>	<u>\$44,745</u>	<u>\$0</u>	<u>\$0</u>	<u>\$31,015</u>	<u>\$0</u>	<u>\$316,860</u>	
Gilbert,Teddy D	Associate Vice President, Research Finance	General Revenue	\$240,900	0.00%	\$0	\$0	\$0	\$0	\$72,093	\$0	\$312,993	Supplemental Benefit Program (\$41,930); Performance Incentive Program (\$29,042); Longevity (\$940); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$8,092	\$0	\$0	\$0	\$0	\$8,092	
			<u>\$240,900</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$8,092</u>	<u>\$0</u>	<u>\$0</u>	<u>\$72,093</u>	<u>\$0</u>	<u>\$321,085</u>	
Ferguson Jr,Hugh R	Executive Director, State & System Reporting	General Revenue	\$237,400	2.02%	\$0	\$0	\$0	\$0	\$73,665	\$0	\$311,065	Supplemental Benefit Program (\$39,206); Performance Incentive Program (\$28,999); Longevity (\$4,080); Phone (\$1,200); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,408	\$0	\$0	\$0	\$0	\$11,408	
			<u>\$237,400</u>	<u>2.02%</u>	<u>\$0</u>	<u>\$11,408</u>	<u>\$0</u>	<u>\$0</u>	<u>\$73,665</u>	<u>\$0</u>	<u>\$322,473</u>	
Newson,Sarah	Associate Vice President, Communications	General Revenue	\$234,300	2.54%	\$0	\$0	\$0	\$0	\$75,380	\$0	\$309,680	Supplemental Benefit Program (\$45,450); Performance Incentive Program (\$28,310); Longevity (\$1,440); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$2,168	\$0	\$0	\$0	\$0	\$2,168	
			<u>\$234,300</u>	<u>2.54%</u>	<u>\$0</u>	<u>\$2,168</u>	<u>\$0</u>	<u>\$0</u>	<u>\$75,380</u>	<u>\$0</u>	<u>\$311,848</u>	
McClelland,Alan	Associate Vice President, Programs Infrastructure and Planning	General Revenue	\$233,500	2.01%	\$0	\$0	\$0	\$0	\$70,754	\$0	\$304,254	Supplemental Benefit Program (\$40,548); Performance Incentive Program (\$28,126); Longevity (\$700); Phone (\$1,200); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$7,910	\$0	\$0	\$0	\$0	\$7,910	
			<u>\$233,500</u>	<u>2.01%</u>	<u>\$0</u>	<u>\$7,910</u>	<u>\$0</u>	<u>\$0</u>	<u>\$70,754</u>	<u>\$0</u>	<u>\$312,164</u>	
Jansen,Alicia M	Associate Vice President, Marketing	General Revenue	\$231,200	2.03%	\$0	\$0	\$0	\$0	\$75,055	\$0	\$306,255	Supplemental Benefit Program (\$44,319); Performance Incentive Program (\$27,936); Longevity (\$1,420); Phone (\$1,200); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$2,802	\$0	\$0	\$0	\$0	\$2,802	
			<u>\$231,200</u>	<u>2.03%</u>	<u>\$0</u>	<u>\$2,802</u>	<u>\$0</u>	<u>\$0</u>	<u>\$75,055</u>	<u>\$0</u>	<u>\$309,056</u>	

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 Fiscal Year 2016**

Institution Code: 506

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

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Bammerlin,David	Associate Vice President, Research & Education Facilities	General Revenue Designated	\$231,000	3.03%	\$0	\$0	\$0	\$0	\$69,361	\$0	\$300,361	Supplemental Benefit Program (\$38,358); Performance Incentive Program (\$27,943); Longevity (\$1,680); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$10,268	\$0	\$0	\$0	\$0	\$10,268	
			<u>\$231,000</u>	<u>3.03%</u>	<u>\$0</u>	<u>\$10,268</u>	<u>\$0</u>	<u>\$0</u>	<u>\$69,361</u>	<u>\$0</u>	<u>\$310,629</u>	
Peglow,Timothy M	Associate Vice President, Patient Care Facilities	General Revenue Designated	\$231,000	3.03%	\$0	\$0	\$0	\$0	\$69,686	\$0	\$300,686	Supplemental Benefit Program (\$39,758); Performance Incentive Program (\$27,828); Longevity (\$720); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$8,277	\$0	\$0	\$0	\$0	\$8,277	
			<u>\$231,000</u>	<u>3.03%</u>	<u>\$0</u>	<u>\$8,277</u>	<u>\$0</u>	<u>\$0</u>	<u>\$69,686</u>	<u>\$0</u>	<u>\$308,963</u>	
Castro,Juan C	Associate Vice President, Financial Planning and Analysis	General Revenue Designated	\$230,500	5.40%	\$0	\$0	\$0	\$0	\$71,734	\$0	\$302,234	Supplemental Benefit Program (\$40,915); Performance Incentive Program (\$27,998); Longevity (\$2,640); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$7,186	\$0	\$0	\$0	\$0	\$7,186	
			<u>\$230,500</u>	<u>5.40%</u>	<u>\$0</u>	<u>\$7,186</u>	<u>\$0</u>	<u>\$0</u>	<u>\$71,734</u>	<u>\$0</u>	<u>\$309,420</u>	
Magnus,Sherri P	VP & Chief Audit Officer	General Revenue Designated	\$229,400	5.04%	\$0	\$0	\$0	\$0	\$82,020	\$0	\$311,420	Supplemental Benefit Program (\$50,259); Performance Incentive Program (\$27,982); Longevity (\$3,600); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$10,715	\$0	\$0	\$0	\$0	\$10,715	
			<u>\$229,400</u>	<u>5.04%</u>	<u>\$0</u>	<u>\$10,715</u>	<u>\$0</u>	<u>\$0</u>	<u>\$82,020</u>	<u>\$0</u>	<u>\$322,135</u>	
Hemphill,Donna J	Associate Vice President, Business Analytics	General Revenue Designated	\$216,200	2.03%	\$0	\$0	\$0	\$0	\$66,567	\$0	\$282,767	Supplemental Benefit Program (\$36,802); Performance Incentive Program (\$26,225); Longevity (\$2,160); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$8,632	\$0	\$0	\$0	\$0	\$8,632	
			<u>\$216,200</u>	<u>2.03%</u>	<u>\$0</u>	<u>\$8,632</u>	<u>\$0</u>	<u>\$0</u>	<u>\$66,567</u>	<u>\$0</u>	<u>\$291,399</u>	
Kurtin,Danna J	Associate Vice President, Academic and VISA Administration	General Revenue Designated	\$216,100	3.00%	\$0	\$0	\$0	\$0	\$70,975	\$0	\$287,075	Supplemental Benefit Program (\$40,953); Performance Incentive Program (\$26,242); Longevity (\$2,400); Phone (\$1,200); Work Life Choice (\$180)
			\$0	0.00%	\$0	\$3,478	\$0	\$0	\$0	\$0	\$3,478	
			<u>\$216,100</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$3,478</u>	<u>\$0</u>	<u>\$0</u>	<u>\$70,975</u>	<u>\$0</u>	<u>\$290,553</u>	
Maresh,Kelly J	Executive Director, Clinical Research	General Revenue Designated	\$214,300	3.03%	\$0	\$0	\$0	\$0	\$67,859	\$0	\$282,159	Supplemental Benefit Program (\$41,874); Performance Incentive Program (\$25,745); Longevity (\$240)
			\$0	0.00%	\$0	\$1,293	\$0	\$0	\$0	\$0	\$1,293	
			<u>\$214,300</u>	<u>3.03%</u>	<u>\$0</u>	<u>\$1,293</u>	<u>\$0</u>	<u>\$0</u>	<u>\$67,859</u>	<u>\$0</u>	<u>\$283,451</u>	

**Higher Education - Administrative Accountability Report  
Special Provisions, Sec. 5 Fiscal Year 2016**

Institution Code: 506

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

Name	Position	Funding Source	Salary (09.01.2015)	Percentage Salary Increase Over FY 2015	Nonsalary Benefits FY 2016						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Tektiridis,Jennifer H	Executive Director, Research Planning and Development	Restricted	\$209,800	3.05%	\$0	\$0	\$0	\$0	\$2,820	\$0	\$212,620	Longevity (\$1,400); Phone (\$1,200); Work Life Choice (\$180)  Supplemental Benefit Program (\$38,204); Performance Incentive Program (\$25,370);
		Designated	\$0	0.00%	\$0	\$5,100	\$0	\$0	\$0	\$0	\$5,100	
		General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$63,574	\$0	\$63,574	
			<u>\$209,800</u>	<u>3.05%</u>	<u>\$0</u>	<u>\$5,100</u>	<u>\$0</u>	<u>\$0</u>	<u>\$66,394</u>	<u>\$0</u>	<u>\$281,294</u>	
Yadiny,Janis	Associate Vice President, Faculty Development	General Revenue	\$177,500	2.01%	\$0	\$0	\$0	\$0	\$54,906	\$0	\$232,406	Supplemental Benefit Program (\$30,054); Performance Incentive Program (\$21,552); Longevity (\$1,920); Phone (\$1,200); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$7,332	\$0	\$0	\$0	\$0	\$7,332	
			\$177,500	2.01%	\$0	\$7,332	\$0	\$0	\$54,906	\$0	\$239,738	
			<u>\$177,500</u>	<u>2.01%</u>	<u>\$0</u>	<u>\$7,332</u>	<u>\$0</u>	<u>\$0</u>	<u>\$54,906</u>	<u>\$0</u>	<u>\$239,738</u>	
May,Gregory	Special Assistant to the Senior Vice President and Professor	General Revenue	\$170,000	2.04%	\$0	\$32,131	\$0	\$0	\$22,483	\$0	\$224,614	Performance Incentive Program (\$20,623); Longevity (\$1,680); Work Life Choice (\$180)
			\$170,000	2.04%	\$0	\$32,131	\$0	\$0	\$22,483	\$0	\$224,614	
			<u>\$170,000</u>	<u>2.04%</u>	<u>\$0</u>	<u>\$32,131</u>	<u>\$0</u>	<u>\$0</u>	<u>\$22,483</u>	<u>\$0</u>	<u>\$224,614</u>	
Mattox,William W	Associate Dean, Graduate School of Biomedical Sciences and Associate Professor	Designated	\$149,500	3.03%	\$0	\$0	\$0	\$0	\$2,820	\$0	\$152,320	Longevity (\$2,640); Work Life Choice (\$180)  Performance Incentive Program (\$18,278)
		General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$18,278	\$0	\$18,278	
			\$149,500	3.03%	\$0	\$0	\$0	\$0	\$21,098	\$0	\$170,598	
			<u>\$149,500</u>	<u>3.03%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$21,098</u>	<u>\$0</u>	<u>\$170,598</u>	
Ewer,Michael S	Special Assistant to the Vice President for Medical Affairs, Professor	General Revenue	\$65,440	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,440	
			\$65,440	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,440	
			<u>\$65,440</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$65,440</u>	