

Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2018
The University of Texas M. D. Anderson Cancer Center
Institution Code: 506

Name	Position	Funding Source	Salary (09.01.2017)	Percentage Salary Increase Over FY 2017	Nonsalary Benefits FY 2018						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Hicks, Marshall E	President Ad Interim	Designated	\$776,648	14.02%	\$0	\$207,552	\$0	\$0	\$57,684	\$0	\$1,041,884	Performance Incentive Program (\$55,344); Longevity (\$2,160); Work Life Choice (\$180)
		Restricted	\$10,660	-0.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,660	
		Total	\$787,308	13.80%	\$0	\$207,552	\$0	\$0	\$57,684	\$0	\$1,052,544	
Swisher, Stephen G	Division Head, Chair, Professor and Charles A. LeMaistre Distinguished Chair in Thoracic Oncology	Designated	\$918,193	0.68%	\$0	\$282,666	\$0	\$0	\$74,740	\$0	\$1,275,599	Performance Incentive Program (\$74,560); Work Life Choice (\$180)
		Restricted	\$13,632	-31.28%	\$0	\$0	\$0	\$0	\$0	\$0	\$13,632	
		Total	\$931,825	0.00%	\$0	\$282,666	\$0	\$0	\$74,740	\$0	\$1,289,231	
Fontaine, Robert D	Executive Vice President, Administration	General Revenue	\$744,300	0.00%	\$0	\$0	\$0	\$0	\$279,287	\$0	\$1,023,587	Supplemental Benefit Program (\$216,957); Performance Incentive Program (\$59,750); Longevity (\$2,400); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,153	\$0	\$0	\$229,946	\$0	\$240,099	
		Total	\$744,300	0.00%	\$0	\$10,153	\$0	\$0	\$509,233	\$0	\$1,263,686	
Hahn, Stephen	Deputy President and Chief Operating Officer	General Revenue	\$853,644	100.00%	\$0	\$268,213	\$0	\$0	\$65,847	\$0	\$1,187,704	Performance Incentive Program (\$65,427); Longevity (\$240); Work Life Choice (\$180)
		Restricted	\$26,356	146.18%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,356	
		Total	\$880,000	20.51%	\$0	\$268,213	\$0	\$0	\$65,847	\$0	\$1,214,060	
Melson, Benjamin Blanton	Senior Vice President and Chief Financial Officer	General Revenue	\$750,000	0.00%	\$0	\$0	\$0	\$0	\$306,191	\$0	\$1,056,191	Supplemental Benefit Program (\$215,385); Performance Incentive Program (\$90,086); Longevity (\$720)
		Designated	\$0	0.00%	\$0	\$14,045	\$0	\$0	\$0	\$0	\$14,045	
		Total	\$750,000	0.00%	\$0	\$14,045	\$0	\$0	\$306,191	\$0	\$1,070,236	
Prat, Ferran	Senior Vice President, Research Administration and Industry Relations	General Revenue	\$465,000	9.62%	\$0	\$0	\$0	\$0	\$567,460	\$0	\$1,032,460	Long Term Incentive (\$400,000); Supplemental Benefit Program (\$132,822); Performance Incentive Program (\$33,978); Longevity (\$480); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,822	\$0	\$0	\$0	\$0	\$9,822	
		Total	\$465,000	9.62%	\$0	\$9,822	\$0	\$0	\$567,460	\$0	\$1,042,282	
Hay, Amy C	Senior Vice President, Strategic Network Development	General Revenue	\$490,000	19.22%	\$0	\$0	\$0	\$0	\$478,412	\$0	\$968,412	Long Term Incentive (\$300,000); Supplemental Benefit Program (\$143,215); Performance Incentive Program (\$33,037); Longevity (\$2,160)
		Designated	\$0	0.00%	\$0	\$6,333	\$0	\$0	\$0	\$0	\$6,333	
		Total	\$490,000	19.22%	\$0	\$6,333	\$0	\$0	\$478,412	\$0	\$974,745	

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Lu, Karen H	Senior Vice President & Chief Clinical Officer Ad Interim, Chair, Professor and HEB Professorship in Cancer Research	Designated	\$518,025	9.27%	\$0	\$200,919	\$0	\$0	\$82,461	\$0	\$801,405	Performance Incentive Program (\$80,121); Longevity (\$2,160); Work Life Choice (\$180)
		Restricted	\$147,312	53.07%	\$0	\$0	\$0	\$0	\$0	\$0	\$147,312	
		Total	\$665,337	16.66%	\$0	\$200,919	\$0	\$0	\$82,461	\$0	\$948,717	
Mulvey, Patrick B	Vice President, Development	General Revenue	\$440,200	0.00%	\$0	\$0	\$0	\$0	\$470,056	\$0	\$910,256	Long Term Incentive (\$267,977); Ad Interim Pay (\$52,500); Supplemental Benefit Program (\$106,081); Performance Incentive Program (\$39,718); Longevity (\$3,600); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$24,053	\$0	\$0	\$0	\$0	\$24,053	
		Total	\$440,200	0.00%	\$0	\$24,053	\$0	\$0	\$470,056	\$0	\$934,309	
Mansfield, Paul F	Vice President, Acute Care Services and Professor	General Revenue	\$528,446	0.00%	\$0	\$0	\$0	\$0	\$56,359	\$0	\$584,805	Performance Incentive Program (\$52,819); Longevity (\$3,360); Work Life Choice (\$180)
		Designated	\$128,254	0.00%	\$0	\$201,037	\$0	\$0	\$0	\$0	\$329,291	
		Total	\$656,700	0.00%	\$0	\$201,037	\$0	\$0	\$56,359	\$0	\$914,096	
Haydon, Steven R	Senior Vice President, Regulatory Affairs	General Revenue	\$615,000	25.61%	\$0	\$0	\$0	\$0	\$216,893	\$0	\$831,893	Supplemental Benefit Program (\$175,475); Performance Incentive Program (\$39,318); Longevity (\$1,920); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$13,793	\$0	\$0	\$0	\$0	\$13,793	
		Total	\$615,000	25.61%	\$0	\$13,793	\$0	\$0	\$216,893	\$0	\$845,686	
Hwu, Patrick	Division Head, Chair, Professor, and McGraw Chair-Study of Cancer Division Head, Chair, Professor, and the Sheikh Mohammed Bin Zayed Al Nahyan Distinguished University Chair	Designated	\$479,093	2.14%	\$0	\$183,668	\$0	\$0	\$48,218	\$0	\$710,979	Performance Incentive Program (\$48,038); Work Life Choice (\$180)
		Restricted	\$121,207	-7.66%	\$0	\$0	\$0	\$0	\$0	\$0	\$121,207	
		Total	\$600,300	0.00%	\$0	\$183,668	\$0	\$0	\$48,218	\$0	\$832,186	
Hagberg, Carin	Division Head, Professor and Helen Shafer Fly Distinguished Professorship of Anesthesiology	Designated	\$597,000	0.00%	\$0	\$183,084	\$0	\$0	\$43,427	\$0	\$823,511	Performance Incentive Program (\$43,247); Work Life Choice (\$180)
		Restricted	\$3,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$3,000	
		Total	\$600,000	0.00%	\$0	\$183,084	\$0	\$0	\$43,427	\$0	\$826,511	
Varghese, Shibu	Senior Vice President, People and Business Operations	General Revenue	\$590,000	26.58%	\$0	\$0	\$0	\$0	\$209,386	\$0	\$799,386	Supplemental Benefit Program (\$170,100); Performance Incentive Program (\$37,426); Longevity (\$1,680); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,655	\$0	\$0	\$0	\$0	\$10,655	
		Total	\$590,000	26.58%	\$0	\$10,655	\$0	\$0	\$209,386	\$0	\$810,041	

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Draetta, Giulio	Senior Vice President, Discovery and Platforms	General Revenue	\$518,005	165.88%	\$0	\$122,312	\$0	\$0	\$31,254	\$0	\$671,571	Performance Incentive Program (\$30,354); Longevity (\$720); Work Life Choice (\$180)
		Restricted	\$131,995	-36.69%	\$0	\$0	\$0	\$0	\$0	\$0	\$131,995	
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Total			\$650,000	0.09%	\$0	\$122,312	\$0	\$0	\$31,254	\$0	\$803,566	
Pullin, Tadd M	Senior Vice President, Institutional Advancement	General Revenue	\$580,000	8.29%	\$0	\$0	\$0	\$0	\$210,545	\$0	\$790,545	Supplemental Benefit Program (\$167,263); Performance Incentive Program (\$42,862); Longevity (\$240); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,805	\$0	\$0	\$0	\$0	\$9,805	
		Total	\$580,000	8.29%	\$0	\$9,805	\$0	\$0	\$210,545	\$0	\$800,350	
Steele, Joseph R	Division Head Ad Interim	Designated	\$577,693	10.52%	\$0	\$176,210	\$0	\$0	\$20,810	\$0	\$774,713	Performance Incentive Program (\$20,630); Work Life Choice (\$180)
		Total	\$577,693	10.52%	\$0	\$176,210	\$0	\$0	\$20,810	\$0	\$774,713	
Hamilton, Stanley R	Division Head, Professor and Frederick Becker Distinguished University Chair Cancer Research	Designated	\$447,294	-0.81%	\$0	\$167,155	\$0	\$0	\$43,146	\$0	\$657,595	Performance Incentive Program (\$42,966); Work Life Choice (\$180)
		Restricted	\$89,603	4.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$89,603	
		Total	\$536,897	0.00%	\$0	\$167,155	\$0	\$0	\$43,146	\$0	\$747,198	
Tweardy, David	Division Head, Professor	Designated	\$506,693	4.26%	\$0	\$160,402	\$0	\$0	\$41,363	\$0	\$708,458	Performance Incentive Program (\$41,363)
		Restricted	\$10,341	-66.67%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,341	
		Total	\$517,034	0.00%	\$0	\$160,402	\$0	\$0	\$41,363	\$0	\$718,799	
Wilding, George	VP & Dep CAO, Clin & Intr Rsch	General Revenue	\$459,123	-10.85%	\$0	\$159,302	\$0	\$0	\$41,394	\$0	\$659,819	Performance Incentive Program (\$41,214); Work Life Choice (\$180)
		Restricted	\$55,877	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$55,877	
		Total	\$515,000	0.00%	\$0	\$159,302	\$0	\$0	\$41,394	\$0	\$715,696	
Kupferman, Michael Elliot	SrVP, CN Clinical & Acad Dev	General Revenue	\$410,420	78.25%	\$0	\$0	\$0	\$0	\$62,054	\$0	\$472,474	Performance Incentive Program (\$60,434); Longevity (\$1,440); Work Life Choice (\$180)
		Designated	\$91,580	-65.73%	\$0	\$150,600	\$0	\$0	\$0	\$0	\$242,180	
		Total	\$502,000	0.90%	\$0	\$150,600	\$0	\$0	\$62,054	\$0	\$714,654	
Bodurka, Diane C	Vice President, Clinical Education	General Revenue	\$392,562	15.46%	\$0	\$0	\$0	\$0	\$41,707	\$0	\$434,269	Performance Incentive Program (\$39,067); Longevity (\$2,640) Ad Interim Pay (\$37,400)
		Designated	\$93,138	-36.08%	\$0	\$147,588	\$0	\$0	\$37,400	\$0	\$278,126	
		Total	\$485,700	0.00%	\$0	\$147,588	\$0	\$0	\$79,107	\$0	\$712,395	
Herman, Joseph M	Division Head Ad Interim	Designated	\$545,000	11.22%	\$0	\$166,457	\$0	\$0	\$180	\$0	\$711,637	Work Life Choice (\$180)
		Total	\$545,000	11.22%	\$0	\$166,457	\$0	\$0	\$180	\$0	\$711,637	

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Piwnica-Worms, Helen	VP, Deputy CAO & Div Head, Science	General	\$451,726	-4.33%	\$0	\$102,843	\$0	\$0	\$44,454	\$0	\$599,023	Performance Incentive Program (\$44,374); Longevity (\$80)
		Restricted	\$102,674	24.86%	\$0	\$0	\$0	\$0	\$0	\$0	\$102,674	
		Total	\$554,400	0.00%	\$0	\$102,843	\$0	\$0	\$44,454	\$0	\$701,697	
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	\$239,266	0.00%	\$0	\$0	\$0	\$0	\$40,631	\$0	\$279,897	Performance Incentive Program (\$39,491); Longevity (\$960); Work Life Choice (\$180)
		Designated	\$239,266	0.00%	\$0	\$151,529	\$0	\$0	\$0	\$0	\$390,795	
		Restricted	\$13,968	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$13,968	
		Total	\$492,500	0.00%	\$0	\$151,529	\$0	\$0	\$40,631	\$0	\$684,660	
Porter, Carol Anne	Senior Vice President and Chief Nursing Officer	General Revenue	\$500,000	7.53%	\$0	\$0	\$0	\$0	\$182,807	\$0	\$682,807	Supplemental Benefit Program (\$149,445); Performance Incentive Program (\$33,362)
		Designated	\$0	0.00%	\$0	\$792	\$0	\$0	\$0	\$0	\$792	
		Total	\$500,000	7.53%	\$0	\$792	\$0	\$0	\$182,807	\$0	\$683,599	
Buzdar, Aman U	Associate Vice Provost, Quantitative Research, Professor and John G. and Marie Stella Kennedy Memorial Foundation Chair	General Revenue	\$477,675	-0.50%	\$0	\$151,403	\$0	\$0	\$44,238	\$0	\$673,316	Performance Incentive Program (\$39,018); Longevity (\$5,040); Work Life Choice (\$180)
		Restricted	\$4,825	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$4,825	
		Total	\$482,500	0.00%	\$0	\$151,403	\$0	\$0	\$44,238	\$0	\$678,141	
Gorlick, Richard	Division Head, Chair, Professor and Mosbacher Pediatrics Chair	Designated	\$483,552	0.00%	\$0	\$149,424	\$0	\$0	\$29,283	\$0	\$662,259	Performance Incentive Program (\$29,103); Work Life Choice (\$180)
		Restricted	\$6,448	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$6,448	
		Total	\$490,000	0.00%	\$0	\$149,424	\$0	\$0	\$29,283	\$0	\$668,707	
Brigham, Robert	SrVP, Hospital and Clinics	General	\$615,400	0.00%	\$0	\$0	\$0	\$0	\$49,669	\$0	\$665,069	Performance Incentive Program (\$49,256); Supplemental Benefit Program (\$378); Longevity (\$20); Work Life Choice (\$15)
		Designated	\$0	0.00%	\$0	\$521	\$0	\$0	\$0	\$0	\$521	
		Total	\$615,400	0.00%	\$0	\$521	\$0	\$0	\$49,669	\$0	\$665,590	
Row, Margaret B	Vice President, Operations, Cancer Network and Pro	General Revenue	\$394,986	0.00%	\$0	\$0	\$0	\$0	\$40,284	\$0	\$435,270	Performance Incentive Program (\$38,184); Longevity (\$1,920); Work Life Choice (\$180)
		Designated	\$80,214	0.00%	\$0	\$146,176	\$0	\$0	\$0	\$0	\$226,390	
		Total	\$475,200	0.00%	\$0	\$146,176	\$0	\$0	\$40,284	\$0	\$661,660	
Bast Jr, Robert C	Vice President, Translational Research, Professor	Designated	\$356,397	-9.70%	\$0	\$146,026	\$0	\$0	\$40,270	\$0	\$542,693	Performance Incentive Program (\$37,450); Longevity (\$2,640); Work Life Choice (\$180)
		Restricted	\$108,903	54.23%	\$0	\$0	\$0	\$0	\$0	\$0	\$108,903	
		Total	\$465,300	0.00%	\$0	\$146,026	\$0	\$0	\$40,270	\$0	\$651,596	

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Foxhall, Lewis E	Vice President, Health Policy, Professor	General Revenue	\$374,359	-0.06%	\$0	\$139,191	\$0	\$0	\$38,918	\$0	\$552,468	Performance Incentive Program (\$35,858); Longevity (\$2,880); Work Life Choice (\$180)
		Designated	\$29,842	-40.71%	\$0	\$0	\$0	\$0	\$0	\$0	\$29,842	
		Restricted	\$41,199	101.08%	\$0	\$0	\$0	\$0	\$0	\$0	\$41,199	
		Total	\$445,400	0.00%	\$0	\$139,191	\$0	\$0	\$38,918	\$0	\$623,509	
Belmont, E Chris	VP & Chief Information Officer	General Revenue	\$461,100	0.00%	\$0	\$0	\$0	\$0	\$146,515	\$0	\$607,615	Supplemental Benefit Program (\$109,368); Performance Incentive Program (\$36,907); Longevity (\$240)
		Designated	\$0	0.00%	\$0	\$7,956	\$0	\$0	\$0	\$0	\$7,956	
		Total	\$461,100	0.00%	\$0	\$7,956	\$0	\$0	\$146,515	\$0	\$615,571	
Sherman, Steven I	SrVP and CAO Ad Interim	General Revenue	\$95,001	-24.00%	\$0	\$0	\$0	\$0	\$180	\$0	\$95,181	Work Life Choice (\$180) Faculty Award (\$20,069)
		Designated	\$372,636	0.00%	\$0	\$116,077	\$0	\$0	\$20,069	\$0	\$508,782	
		Restricted	\$4,090	0.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$4,090	
		Total	\$471,727	-5.98%	\$0	\$116,077	\$0	\$0	\$20,249	\$0	\$608,053	
Frenzel, John C	Chief Medical Information Officer and Professor	General Revenue	\$346,320	6.09%	\$0	\$0	\$0	\$0	\$37,201	\$0	\$383,521	Performance Incentive Program (34,861); Longevity (\$2,160); Work Life Choice (\$180)
		Designated	\$86,580	-18.68%	\$0	\$132,252	\$0	\$0	\$0	\$0	\$218,832	
		Total	\$432,900	0.00%	\$0	\$132,252	\$0	\$0	\$37,201	\$0	\$602,353	
Walters, Ronald S	Associate Vice President, Medical Operations and Informatics, Professor	General Revenue	\$358,530	0.00%	\$0	\$132,588	\$0	\$0	\$38,141	\$0	\$529,259	Performance Incentive Program (\$34,061); Longevity (\$4,080)
		Designated	\$63,270	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$63,270	
		Total	\$421,800	0.00%	\$0	\$132,588	\$0	\$0	\$38,141	\$0	\$592,529	
Bogler, Oliver	Vice President for Academic Affairs and Professor	General Revenue	\$458,600	0.00%	\$0	\$86,395	\$0	\$0	\$38,025	\$0	\$583,020	Performance Incentive Program (\$37,605); Longevity (\$240); Work Life Choice (\$180)
		Total	\$458,600	0.00%	\$0	\$86,395	\$0	\$0	\$38,025	\$0	\$583,020	
McKee, Christopher H	Senior Vice President, Strategy and Business Development	General Revenue	\$415,000	47.53%	\$0	\$0	\$0	\$0	\$145,354	\$0	\$560,354	Supplemental Benefit Program (\$120,796); Performance Incentive Program (\$22,638); Longevity (\$1,920)
		Designated	\$0	0.00%	\$0	\$6,115	\$0	\$0	\$0	\$0	\$6,115	
		Total	\$415,000	47.53%	\$0	\$6,115	\$0	\$0	\$145,354	\$0	\$566,469	

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Jones, Philip	Executive Director, Institute for Applied Cancer Science Platform	Designated	\$0	0.00%	\$0	\$2,859	\$0	\$0	\$0	\$0	\$2,859	Long Term Incentive (\$100,000); Ad Interim Pay (\$30,000); Supplemental Benefit Program (\$65,045); Performance Incentive Program (\$26,933); Longevity (\$480); Work Life Choice (\$180)
		Restricted	\$306,000	0.00%	\$0	\$0	\$0	\$0	\$222,638	\$0	\$528,638	
		Total	<u>\$306,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$2,859</u>	<u>\$0</u>	<u>\$0</u>	<u>\$222,638</u>	<u>\$0</u>	<u>\$531,497</u>	
Toniatti, Carlo	Executive Director, ORBIT Platform	Designated	\$0	0.00%	\$0	\$6,708	\$0	\$0	\$0	\$0	\$6,708	Long Term Incentive (\$100,000); Supplemental Benefit Program (\$59,690); Performance Incentive Program (\$26,022); Longevity (\$480)
		Restricted	\$324,800	0.00%	\$0	\$0	\$0	\$0	\$186,192	\$0	\$510,992	
		Total	<u>\$324,800</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$6,708</u>	<u>\$0</u>	<u>\$0</u>	<u>\$186,192</u>	<u>\$0</u>	<u>\$517,700</u>	
Gibson, Brad L	Vice President, Revenue Cycle and Treasurer	General Revenue	\$383,200	0.00%	\$0	\$0	\$0	\$0	\$122,120	\$0	\$505,320	Supplemental Benefit Program (\$88,420); Performance Incentive Program (\$30,880); Longevity (\$2,640); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,781	\$0	\$0	\$0	\$0	\$10,781	
		Total	<u>\$383,200</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$10,781</u>	<u>\$0</u>	<u>\$0</u>	<u>\$122,120</u>	<u>\$0</u>	<u>\$516,101</u>	
Rodriguez, Maria A	Vice President for Medical Affairs, Professor	General Revenue	\$329,040	-10.00%	\$0	\$109,918	\$0	\$0	\$33,330	\$0	\$472,288	Performance Incentive Program (\$29,550); Longevity (\$3,600); Work Life Choice (\$180)
		Restricted	\$36,560	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$36,560	
		Total	<u>\$365,600</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$109,918</u>	<u>\$0</u>	<u>\$0</u>	<u>\$33,330</u>	<u>\$0</u>	<u>\$508,848</u>	
Moore, Robert S	Vice President and Chief Facilities Officer	General Revenue	\$372,900	0.00%	\$0	\$0	\$0	\$0	\$123,832	\$0	\$496,732	Supplemental Benefit Program (\$91,214); Performance Incentive Program (\$30,038); Longevity (\$2,400); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$3,541	\$0	\$0	\$0	\$0	\$3,541	
		Total	<u>\$372,900</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$3,541</u>	<u>\$0</u>	<u>\$0</u>	<u>\$123,832</u>	<u>\$0</u>	<u>\$500,273</u>	
Thomas, Georgia A	Executive Director, Employee Health Services, Professor	General Revenue	\$181,305	0.00%	\$0	\$0	\$0	\$0	\$33,540	\$0	\$214,845	Performance Incentive Program (\$28,800); Longevity (\$4,560); Work Life Choice (\$180)
		Designated	\$174,195	0.00%	\$0	\$110,282	\$0	\$0	\$0	\$0	\$284,477	
		Total	<u>\$355,500</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$110,282</u>	<u>\$0</u>	<u>\$0</u>	<u>\$33,540</u>	<u>\$0</u>	<u>\$499,322</u>	
Kaul, Rebecca L	Vice President and Chief Innovation Officer	General Revenue	\$360,500	0.00%	\$0	\$0	\$0	\$0	\$116,280	\$0	\$476,780	Supplemental Benefit Program (\$87,006); Performance Incentive Program (\$28,854); Longevity (\$240); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$4,299	\$0	\$0	\$0	\$0	\$4,299	
		Total	<u>\$360,500</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$4,299</u>	<u>\$0</u>	<u>\$0</u>	<u>\$116,280</u>	<u>\$0</u>	<u>\$481,079</u>	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Latham, Crista Lu	Vice President, Strategic Communications	General Revenue	\$350,000	0.00%	\$0	\$0	\$0	\$0	\$108,899	\$0	\$458,899	Supplemental Benefit Program (\$80,705); Performance Incentive Program (\$28,014); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,120	\$0	\$0	\$0	\$0	\$9,120	
		Total	<u>\$350,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$9,120</u>	<u>\$0</u>	<u>\$0</u>	<u>\$108,899</u>	<u>\$0</u>	<u>\$468,019</u>	
Keneke, Michael J	Associate Vice President and Controller	General Revenue	\$308,500	0.00%	\$0	\$0	\$0	\$0	\$127,095	\$0	\$435,595	Ad Interim Pay (\$36,000); Supplemental Benefit Program (\$64,154); Performance Incentive Program (\$25,081); Longevity (\$1,680); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$6,398	\$0	\$0	\$0	\$0	\$6,398	
		Total	<u>\$308,500</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$6,398</u>	<u>\$0</u>	<u>\$0</u>	<u>\$127,095</u>	<u>\$0</u>	<u>\$441,993</u>	
Kinzel, Allyson H	Vice President, Chief Compliance and Ethics Officer	General Revenue	\$324,500	0.00%	\$0	\$0	\$0	\$0	\$100,864	\$0	\$425,364	Supplemental Benefit Program (\$73,679); Performance Incentive Program (\$26,045); Longevity (\$960); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,308	\$0	\$0	\$0	\$0	\$10,308	
		Total	<u>\$324,500</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$10,308</u>	<u>\$0</u>	<u>\$0</u>	<u>\$100,864</u>	<u>\$0</u>	<u>\$435,672</u>	
Moreno, Mark	Vice President, Government Relations	General Revenue	\$319,100	0.00%	\$0	\$0	\$0	\$0	\$104,955	\$0	\$424,055	Supplemental Benefit Program (\$75,871); Performance Incentive Program (\$25,784); Longevity (\$3,120); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$6,306	\$0	\$0	\$0	\$0	\$6,306	
		Total	<u>\$319,100</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$6,306</u>	<u>\$0</u>	<u>\$0</u>	<u>\$104,955</u>	<u>\$0</u>	<u>\$430,361</u>	
Lee, Jiun-Kae Jack	Assoc VP, Quantitative Scis	General Revenue	\$171,946	3.30%	\$0	\$62,715	\$0	\$0	\$30,065	\$0	\$264,726	Performance Incentive Program (\$26,765); Longevity (\$3,120); Work Life Choice (\$180)
		Designated	\$27,027	47.43%	\$0	\$0	\$0	\$0	\$0	\$0	\$27,027	
		Restricted	\$132,527	-9.67%	\$0	\$0	\$0	\$0	\$0	\$0	\$132,527	
		Total	<u>\$331,500</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$62,715</u>	<u>\$0</u>	<u>\$0</u>	<u>\$30,065</u>	<u>\$0</u>	<u>\$424,280</u>	
Cagley, Maureen K	Vice President, Academic Operations	General Revenue	\$287,100	0.00%	\$0	\$0	\$0	\$0	\$118,378	\$0	\$405,478	Ad Interim Pay (\$23,100); Supplemental Benefit Program (\$70,251); Performance Incentive Program (\$23,107); Longevity (\$1,920)
		Designated	\$0	0.00%	\$0	\$10,373	\$0	\$0	\$0	\$0	\$10,373	
		Total	<u>\$287,100</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$10,373</u>	<u>\$0</u>	<u>\$0</u>	<u>\$118,378</u>	<u>\$0</u>	<u>\$415,851</u>	
Lajeunesse, Joel D	Vice President, Pharmacy	General Revenue	\$304,200	0.00%	\$0	\$0	\$0	\$0	\$97,121	\$0	\$401,321	Supplemental Benefit Program (\$68,184); Performance Incentive Program (\$24,677); Longevity (\$4,080); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,908	\$0	\$0	\$0	\$0	\$11,908	
		Total	<u>\$304,200</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$11,908</u>	<u>\$0</u>	<u>\$0</u>	<u>\$97,121</u>	<u>\$0</u>	<u>\$413,229</u>	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
Heffernan, Timothy Paul	Exec Dir, Oncology Research	Designated	\$0	0.00%	\$0	\$8,046	\$0	\$0	\$0	\$0	\$8,046	Supplemental Benefit Program (\$58,695); Performance Incentive Program (\$14,865); Longevity (\$480); Work Life Choice (\$180)
		Restricted	\$325,000	0.00%	\$0	\$0	\$0	\$0	\$74,220	\$0	\$399,220	
		Total	<u>\$325,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$8,046</u>	<u>\$0</u>	<u>\$0</u>	<u>\$74,220</u>	<u>\$0</u>	<u>\$407,266</u>	
Austin, Wendy P	Executive Director, Hospital and Clinics	General Revenue	\$311,900	0.00%	\$0	\$0	\$0	\$0	\$84,302	\$0	\$396,202	Supplemental Benefit Program (\$56,777); Performance Incentive Program (\$25,125); Longevity (\$2,400)
		Designated	\$0	0.00%	\$0	\$7,603	\$0	\$0	\$0	\$0	\$7,603	
		Total	<u>\$311,900</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$7,603</u>	<u>\$0</u>	<u>\$0</u>	<u>\$84,302</u>	<u>\$0</u>	<u>\$403,805</u>	
Travis, Elizabeth L	Associate Vice President, Women Faculty Programs, Professor and Fair Professorship	General Revenue	\$302,188	0.00%	\$0	\$61,097	\$0	\$0	\$29,390	\$0	\$392,675	Performance Incentive Program (\$25,310); Longevity (\$4,080)
		Designated	\$7,551	194.85%	\$0	\$0	\$0	\$0	\$0	\$0	\$7,551	
		Restricted	\$2,561	-66.08%	\$0	\$0	\$0	\$0	\$0	\$0	\$2,561	
Total	<u>\$312,300</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$61,097</u>	<u>\$0</u>	<u>\$0</u>	<u>\$29,390</u>	<u>\$0</u>	<u>\$402,787</u>			
St Amant, Paul U	Associate Vice President, Supply Chain Services	General Revenue	\$307,800	0.00%	\$0	\$0	\$0	\$0	\$79,323	\$0	\$387,123	Supplemental Benefit Program (\$52,969); Performance Incentive Program (\$24,734); Longevity (\$1,440); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,143	\$0	\$0	\$0	\$0	\$11,143	
		Total	<u>\$307,800</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$11,143</u>	<u>\$0</u>	<u>\$0</u>	<u>\$79,323</u>	<u>\$0</u>	<u>\$398,266</u>	
Suitor, Charles T	Associate Vice President and Chief Technology Officer	General Revenue	\$303,900	0.00%	\$0	\$0	\$0	\$0	\$80,949	\$0	\$384,849	Supplemental Benefit Program (\$53,851); Performance Incentive Program (\$24,518); Longevity (\$2,400); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,306	\$0	\$0	\$0	\$0	\$9,306	
		Total	<u>\$303,900</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$9,306</u>	<u>\$0</u>	<u>\$0</u>	<u>\$80,949</u>	<u>\$0</u>	<u>\$394,155</u>	
Bingham, Johnny W	Vice President, Performance Improvement	General Revenue	\$289,600	0.00%	\$0	\$0	\$0	\$0	\$79,345	\$0	\$368,945	Supplemental Benefit Program (\$54,706); Performance Incentive Program (\$23,259); Longevity (\$1,200); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$24,053	\$0	\$0	\$0	\$0	\$24,053	
		Total	<u>\$289,600</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$24,053</u>	<u>\$0</u>	<u>\$0</u>	<u>\$79,345</u>	<u>\$0</u>	<u>\$392,998</u>	
Muchard, Suzanne M	Associate Vice President, Transformational Initiatives	General Revenue	\$297,600	0.00%	\$0	\$0	\$0	\$0	\$85,697	\$0	\$383,297	Supplemental Benefit Program (\$59,111); Performance Incentive Program (\$24,006); Longevity (\$2,400); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$1,157	\$0	\$0	\$0	\$0	\$1,157	
		Total	<u>\$297,600</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$1,157</u>	<u>\$0</u>	<u>\$0</u>	<u>\$85,697</u>	<u>\$0</u>	<u>\$384,454</u>	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Campbell, Yolan A	Associate Vice President, HR Operations	General Revenue	\$290,000	6.23%	\$0	\$0	\$0	\$0	\$82,168	\$0	\$372,168	Supplemental Benefit Program (\$52,844); Performance Incentive Program (\$27,464); Longevity (\$1,680); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$6,910	\$0	\$0	\$0	\$0	\$6,910	
		Total	\$290,000	6.23%	\$0	\$6,910	\$0	\$0	\$82,168	\$0	\$379,078	
Tortorella, Frank R	Vice President, Clinical Support Services	General Revenue	\$269,400	0.00%	\$0	\$0	\$0	\$0	\$87,351	\$0	\$356,751	Supplemental Benefit Program (\$63,798); Performance Incentive Program (\$21,693); Longevity (\$1,680); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$5,355	\$0	\$0	\$0	\$0	\$5,355	
		Total	\$269,400	0.00%	\$0	\$5,355	\$0	\$0	\$87,351	\$0	\$362,106	
Konstanzer, Renee T	Executive Director, Hospital and Clinics	General Revenue	\$278,600	0.00%	\$0	\$0	\$0	\$0	\$72,919	\$0	\$351,519	Supplemental Benefit Program (\$49,508); Performance Incentive Program (\$21,071); Longevity (\$2,160); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$8,350	\$0	\$0	\$0	\$0	\$8,350	
		Total	\$278,600	0.00%	\$0	\$8,350	\$0	\$0	\$72,919	\$0	\$359,869	
Perkins, Larry D	Associate Vice President, Talent and Diversity	General Revenue	\$275,000	4.64%	\$0	\$0	\$0	\$0	\$81,174	\$0	\$356,174	Supplemental Benefit Program (\$54,168); Performance Incentive Program (\$26,346); Longevity (\$480); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$1,206	\$0	\$0	\$0	\$0	\$1,206	
		Total	\$275,000	4.64%	\$0	\$1,206	\$0	\$0	\$81,174	\$0	\$357,380	
Gelormini, Maria M	Associate Vice President, Development Services	General Revenue	\$275,000	0.00%	\$0	\$0	\$0	\$0	\$71,562	\$0	\$346,562	Supplemental Benefit Program (\$47,049); Performance Incentive Program (\$22,173); Longevity (\$2,160); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,524	\$0	\$0	\$0	\$0	\$10,524	
		Total	\$275,000	0.00%	\$0	\$10,524	\$0	\$0	\$71,562	\$0	\$357,086	
Postma, Kent E	Executive Director, Hospital and Clinics	General Revenue	\$274,700	0.00%	\$0	\$0	\$0	\$0	\$71,371	\$0	\$346,071	Supplemental Benefit Program (\$47,062); Performance Incentive Program (\$22,149); Longevity (\$2,160)
		Designated	\$0	0.00%	\$0	\$10,387	\$0	\$0	\$0	\$0	\$10,387	
		Total	\$274,700	0.00%	\$0	\$10,387	\$0	\$0	\$71,371	\$0	\$356,458	
Weber, Max C	Associate Vice President and Deputy Chief Compliance Officer	General Revenue	\$275,600	0.00%	\$0	\$0	\$0	\$0	\$70,552	\$0	\$346,152	Supplemental Benefit Program (\$47,728); Performance Incentive Program (\$22,104); Longevity (\$720)
		Designated	\$0	0.00%	\$0	\$9,420	\$0	\$0	\$0	\$0	\$9,420	
		Total	\$275,600	0.00%	\$0	\$9,420	\$0	\$0	\$70,552	\$0	\$355,572	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Famiglietti, Robin M	Executive Director, Hospital and Clinics	General Revenue	\$274,500	0.00%	\$0	\$0	\$0	\$0	\$77,699	\$0	\$352,199	Supplemental Benefit Program (\$53,490); Performance Incentive Program (\$22,109); Longevity (\$1,920); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$2,288	\$0	\$0	\$0	\$0	\$2,288	
		Total	<u>\$274,500</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$2,288</u>	<u>\$0</u>	<u>\$0</u>	<u>\$77,699</u>	<u>\$0</u>	<u>\$354,487</u>	
Tannir, Habib F	Executive Director, Hospital and Clinics	General Revenue	\$274,500	0.00%	\$0	\$0	\$0	\$0	\$70,373	\$0	\$344,873	Supplemental Benefit Program (\$47,703); Performance Incentive Program (\$22,010); Longevity (\$480); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,161	\$0	\$0	\$0	\$0	\$9,161	
		Total	<u>\$274,500</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$9,161</u>	<u>\$0</u>	<u>\$0</u>	<u>\$70,373</u>	<u>\$0</u>	<u>\$354,034</u>	
Ray, William J	Institute Head, Research, Neuroscience	Designated	\$0	0.00%	\$0	\$11,239	\$0	\$0	\$0	\$0	\$11,239	Supplemental Benefit Program (\$42,557); Performance Incentive Program (\$20,619); Longevity (\$240)
		Restricted	\$257,500	0.00%	\$0	\$0	\$0	\$0	\$63,416	\$0	\$320,916	
		Total	<u>\$257,500</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$11,239</u>	<u>\$0</u>	<u>\$0</u>	<u>\$63,416</u>	<u>\$0</u>	<u>\$332,155</u>	
Magnus, Sherri P	VP & Chief Audit Officer	General Revenue	\$239,800	0.00%	\$0	\$0	\$0	\$0	\$76,149	\$0	\$315,949	Supplemental Benefit Program (\$52,639); Performance Incentive Program (\$19,490); Longevity (\$3,840); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,088	\$0	\$0	\$0	\$0	\$11,088	
		Total	<u>\$239,800</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$11,088</u>	<u>\$0</u>	<u>\$0</u>	<u>\$76,149</u>	<u>\$0</u>	<u>\$327,037</u>	
Denman, Corliss R	Exec Dir, Office of the COO	General Revenue	\$250,600	2.04%	\$0	\$0	\$0	\$0	\$74,524	\$0	\$325,124	Supplemental Benefit Program (\$49,933); Performance Incentive Program (\$22,491); Longevity (\$1,920); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$759	\$0	\$0	\$0	\$0	\$759	
		Total	<u>\$250,600</u>	<u>2.04%</u>	<u>\$0</u>	<u>\$759</u>	<u>\$0</u>	<u>\$0</u>	<u>\$74,524</u>	<u>\$0</u>	<u>\$325,883</u>	
Castro, Juan C	Associate Vice President, Financial Planning and Analysis	General Revenue	\$246,000	0.00%	\$0	\$0	\$0	\$0	\$66,364	\$0	\$312,364	Supplemental Benefit Program (\$43,382); Performance Incentive Program (\$19,922); Longevity (\$2,880); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$8,037	\$0	\$0	\$0	\$0	\$8,037	
		Total	<u>\$246,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$8,037</u>	<u>\$0</u>	<u>\$0</u>	<u>\$66,364</u>	<u>\$0</u>	<u>\$320,401</u>	
Barton, Michelle	Dean, Grad Sch Biomed Sciences and Professor	General Revenue	\$148,374	-7.91%	\$0	\$46,101	\$0	\$0	\$22,135	\$0	\$216,610	Performance Incentive Program (\$20,035); Longevity (\$1,920); Work Life Choice (\$180)
		Designated	\$11,108	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$11,108	
		Restricted	\$88,918	1.87%	\$0	\$0	\$0	\$0	\$0	\$0	\$88,918	
Total	<u>\$248,400</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$46,101</u>	<u>\$0</u>	<u>\$0</u>	<u>\$22,135</u>	<u>\$0</u>	<u>\$316,636</u>			

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
McClelland, Alan	Associate Vice President, Programs Infrastructure and Planning	General Revenue	\$240,600	0.00%	\$0	\$0	\$0	\$0	\$64,313	\$0	\$304,913	Supplemental Benefit Program (\$43,853); Performance Incentive Program (\$19,320); Longevity (\$960); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$5,619	\$0	\$0	\$0	\$0	\$5,619	
		Total	<u>\$240,600</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$5,619</u>	<u>\$0</u>	<u>\$0</u>	<u>\$64,313</u>	<u>\$0</u>	<u>\$310,532</u>	
Harrott, Wesley R	Associate Vice President, Research Administration	General Revenue	\$238,800	0.00%	\$0	\$0	\$0	\$0	\$65,330	\$0	\$304,130	Supplemental Benefit Program (\$43,958); Performance Incentive Program (\$19,272); Longevity (\$1,920); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$5,277	\$0	\$0	\$0	\$0	\$5,277	
		Total	<u>\$238,800</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$5,277</u>	<u>\$0</u>	<u>\$0</u>	<u>\$65,330</u>	<u>\$0</u>	<u>\$309,407</u>	
Peglow, Timothy M	Associate Vice President, Patient Care Facilities	General Revenue	\$238,000	0.00%	\$0	\$0	\$0	\$0	\$61,109	\$0	\$299,109	Supplemental Benefit Program (\$40,838); Performance Incentive Program (\$19,131); Longevity (\$960); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$8,737	\$0	\$0	\$0	\$0	\$8,737	
		Total	<u>\$238,000</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$8,737</u>	<u>\$0</u>	<u>\$0</u>	<u>\$61,109</u>	<u>\$0</u>	<u>\$307,846</u>	
Izzo, Giuliana J	Exec Dir, Faculty & Acad Intg	General Revenue	\$225,000	83.54%	\$0	\$0	\$0	\$0	\$73,920	\$0	\$298,920	Supplemental Benefit Program (\$43,762); Performance Incentive Program (\$27,338); Longevity (\$2,640); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$2,252	\$0	\$0	\$0	\$0	\$2,252	
		Total	<u>\$225,000</u>	<u>83.54%</u>	<u>\$0</u>	<u>\$2,252</u>	<u>\$0</u>	<u>\$0</u>	<u>\$73,920</u>	<u>\$0</u>	<u>\$301,172</u>	
Hemphill, Donna J	Associate Vice President, Business Analytics	General Revenue	\$230,000	4.26%	\$0	\$0	\$0	\$0	\$60,990	\$0	\$290,990	Supplemental Benefit Program (\$40,070); Performance Incentive Program (\$18,340); Longevity (\$2,400); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$8,058	\$0	\$0	\$0	\$0	\$8,058	
		Total	<u>\$230,000</u>	<u>4.26%</u>	<u>\$0</u>	<u>\$8,058</u>	<u>\$0</u>	<u>\$0</u>	<u>\$60,990</u>	<u>\$0</u>	<u>\$299,048</u>	
Young, Stephanie L	Associate Vice President, Field Operations	General Revenue	\$270,600	0.00%	\$0	\$0	\$0	\$0	\$24,782	\$0	\$295,382	Performance Incentive Program (\$21,797); Supplemental Benefit Program (\$2,830); Longevity (\$140); Work Life Choice (\$15)
		Designated	\$0	0.00%	\$0	\$797	\$0	\$0	\$0	\$0	\$797	
		Total	<u>\$270,600</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$797</u>	<u>\$0</u>	<u>\$0</u>	<u>\$24,782</u>	<u>\$0</u>	<u>\$296,179</u>	
Richmond, Shirley	Dean, School of Health Professions, Professor	General Revenue	\$262,200	0.00%	\$0	\$0	\$0	\$0	\$31,666	\$0	\$293,866	Performance Incentive Program (\$31,486); Work Life Choice (\$180)
		Total	<u>\$262,200</u>	<u>0.00%</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$31,666</u>	<u>\$0</u>	<u>\$293,866</u>	

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Name	Position	Funding Source	Salary (09.01.2017)	Percentage Salary Increase Over FY 2017	Nonsalary Benefits FY 2018						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Kurtin, Danna J	Associate Vice President, Academic and VISA Administration	General Revenue	\$222,600	0.00%	\$0	\$0	\$0	\$0	\$63,215	\$0	\$285,815	Supplemental Benefit Program (\$42,361); Performance Incentive Program (\$18,034); Longevity (\$2,640); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$3,404	\$0	\$0	\$0	\$0	\$3,404	
		Total	\$222,600	0.00%	\$0	\$3,404	\$0	\$0	\$63,215	\$0	\$289,219	
Maresh, Kelly J	Executive Director, Clinical Research	General Revenue	\$220,800	0.00%	\$0	\$0	\$0	\$0	\$60,911	\$0	\$281,711	Supplemental Benefit Program (\$42,730); Performance Incentive Program (\$17,701); Longevity (\$480)
		Designated	\$0	0.00%	\$0	\$1,907	\$0	\$0	\$0	\$0	\$1,907	
		Total	\$220,800	0.00%	\$0	\$1,907	\$0	\$0	\$60,911	\$0	\$283,618	
Tektiridis, Jennifer H	Executive Director, Research Planning and Development	Designated	\$0	0.00%	\$0	\$4,435	\$0	\$0	\$0	\$0	\$4,435	Supplemental Benefit Program (\$39,624); Performance Incentive Program (\$17,262); Longevity (\$1,680); Work Life Choice (\$180)
		Restricted	\$214,000	0.00%	\$0	\$0	\$0	\$0	\$58,746	\$0	\$272,746	
		Total	\$214,000	0.00%	\$0	\$4,435	\$0	\$0	\$58,746	\$0	\$277,181	
Mooney, Karen J	Associate Vice President, Research and Administrative Facilities	General Revenue	\$210,000	6.22%	\$0	\$0	\$0	\$0	\$64,222	\$0	\$274,222	Supplemental Benefit Program (\$41,878); Performance Incentive Program (\$20,004); Longevity (\$2,160); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$738	\$0	\$0	\$0	\$0	\$738	
		Total	\$210,000	6.22%	\$0	\$738	\$0	\$0	\$64,222	\$0	\$274,960	
Berkheiser, Matthew L	Associate Vice President, Environmental Health and Safety and Corporate Services	General Revenue	\$204,500	0.00%	\$0	\$0	\$0	\$0	\$57,651	\$0	\$262,151	Supplemental Benefit Program (\$34,113); Performance Incentive Program (\$20,718); Longevity (\$2,640); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,189	\$0	\$0	\$0	\$0	\$9,189	
		Total	\$204,500	0.00%	\$0	\$9,189	\$0	\$0	\$57,651	\$0	\$271,340	
Henderson, Steven C	Assoc VP, Ofc of the President	General Revenue	\$200,000	0.00%	\$0	\$0	\$0	\$0	\$53,764	\$0	\$253,764	Supplemental Benefit Program (\$35,961); Performance Incentive Program (\$16,123); Longevity (\$1,680)
		Designated	\$0	0.00%	\$0	\$5,468	\$0	\$0	\$0	\$0	\$5,468	
		Total	\$200,000	0.00%	\$0	\$5,468	\$0	\$0	\$53,764	\$0	\$259,232	
French, Susan P	Associate Vice President, Volunteer Services and Merchandising	General Revenue	\$195,700	0.00%	\$0	\$0	\$0	\$0	\$50,718	\$0	\$246,418	Supplemental Benefit Program (\$33,766); Performance Incentive Program (\$15,752); Longevity (\$1,200)
		Designated	\$0	0.00%	\$0	\$7,017	\$0	\$0	\$0	\$0	\$7,017	
		Total	\$195,700	0.00%	\$0	\$7,017	\$0	\$0	\$50,718	\$0	\$253,435	

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Name	Position	Funding Source	Salary (09.01.2017)	Percentage Salary Increase Over FY 2017	Nonsalary Benefits FY 2018						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Yadiny, Janis	Associate Vice President, Faculty Development	General Revenue	\$181,100	0.00%	\$0	\$0	\$0	\$0	\$44,772	\$0	\$225,872	Supplemental Benefit Program (\$27,774); Performance Incentive Program (\$14,658); Longevity (\$2,160); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,142	\$0	\$0	\$0	\$0	\$11,142	
		Total	\$181,100	0.00%	\$0	\$11,142	\$0	\$0	\$44,772	\$0	\$237,014	
Mattox, William	Associate Dean, GSBS	Designated	\$154,000	0.00%	\$0	\$0	\$0	\$0	\$18,758	\$0	\$172,758	Performance Incentive Program (\$15,698); Longevity (\$2,880); Work Life Choice (\$180)
		Total	\$154,000	0.00%	\$0	\$0	\$0	\$0	\$18,758	\$0	\$172,758	
Ewer, Michael S	Special Assistant to the Vice President for Medical Affairs, Professor	General Revenue	\$65,440	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,440	
		Designated	\$65,440	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,440	
		Total	\$130,880	100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,880	

Note: Incentive compensation for employees is based on 2017 actuals with the exception of new hire or faculty moving to administrative roles which are based on FY18 estimates.