

Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2023
The University of Texas M.D. Anderson Cancer Center

Institution Code: 506

A Name	B Position	C Funding Source	D Salary (9.1.2022)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2023						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 W.T.	President, Professor	General Revenue	\$65,945	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	Deferred Compensation (\$706,870); Long Term Incentive (\$251,843)
		Designated	\$2,290,288	21.16%	\$0	\$405,900	\$0	\$0	\$958,713	\$0	\$3,654,901	
		Total	\$2,356,233	20.45%	\$0	\$405,900	\$0	\$0	\$958,713	\$0	\$3,720,846	
Morris,Rosanna D.	Chief Operating Officer	General Revenue	\$927,400	3.50%	\$0	\$0	\$0	\$0	\$654,437	\$0	\$1,581,837	Deferred Compensation (\$268,800); Performance Incentive Program (\$125,474); Supplemental Benefit Program (\$260,163)
		Designated	\$0	0.00%	\$0	\$14,625	\$0	\$0	\$0	\$0	\$14,625	
		Total	\$927,400	3.50%	\$0	\$14,625	\$0	\$0	\$654,437	\$0	\$1,596,462	
Swisher,Stephen G.	Division Head, Chair, Professor and Charles A. LeMaistre Distinguished Chair in Thoracic Oncology	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$147,081	\$0	\$147,081	Performance Incentive Program (\$147,081)
		Designated	\$1,070,358	3.89%	\$0	\$318,873	\$0	\$0	\$0	\$0	\$1,389,231	
		Restricted	\$11,741	-42.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$11,741	
Total	\$1,082,099	3.00%	\$0	\$318,873	\$0	\$0	\$147,081	\$0	\$1,548,053			
Hagberg,Carin	Chief Academic Officer, Professor	General Revenue	\$461,600	2.36%	\$0	\$263,974	\$0	\$0	\$376,805	\$0	\$1,102,379	Deferred Compensation (\$256,590); Performance Incentive Program (\$120,215)
		Designated	\$415,100	7.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$415,100	
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Total	\$876,700	2.50%	\$0	\$263,974	\$0	\$0	\$376,805	\$0	\$1,517,479			
Prat,Ferran	Senior Vice President, Research Administration and Industry Relations	General Revenue	\$560,300	3.51%	\$0	\$0	\$0	\$0	\$793,156	\$0	\$1,353,456	Deferred Compensation (\$162,390); Long Term Incentive (\$400,000); Performance Incentive Program (\$75,916); Supplemental Benefit Program (\$154,850)
		Designated	\$0	0.00%	\$0	\$11,536	\$0	\$0	\$0	\$0	\$11,536	
		Total	\$560,300	3.51%	\$0	\$11,536	\$0	\$0	\$793,156	\$0	\$1,364,992	
Tereffe,Welela	Chief Medical Executive,Professor	General Revenue	\$869,400	3.50%	\$0	\$259,200	\$0	\$0	\$217,869	\$0	\$1,346,469	Performance Incentive Program (\$117,869); Retention (\$100,000)
Lee,Jeffrey E.	Vice President, Clinical Operations Program Strategy and Institutional Readiness. Professor	General Revenue	\$905,310	5.56%	\$0	\$271,954	\$0	\$0	\$122,038	\$0	\$1,299,302	Performance Incentive Program (\$122,038)
		Restricted	\$13,190	25.79%	\$0	\$0	\$0	\$0	\$0	\$0	\$13,190	
		Total	\$918,500	5.81%	\$0	\$271,954	\$0	\$0	\$122,038	\$0	\$1,312,492	
Varghese,Shibu	SrVP, People, Culture and Infrs	General Revenue	\$704,200	3.51%	\$0	\$0	\$0	\$0	\$496,695	\$0	\$1,200,895	Deferred Compensation (\$204,090); Performance Incentive Program (\$95,544); Supplemental Benefit Program (\$197,061)
		Designated	\$0	0.00%	\$0	\$12,585	\$0	\$0	\$0	\$0	\$12,585	
		Total	\$704,200	3.51%	\$0	\$12,585	\$0	\$0	\$496,695	\$0	\$1,213,480	
Pullin,Tadd M.	SrVP, Institutional Affairs	General Revenue	\$705,500	3.51%	\$0	\$0	\$0	\$0	\$498,808	\$0	\$1,204,308	Deferred Compensation (\$204,480); Performance Incentive Program (\$95,525); Supplemental Benefit Program (\$198,803)
		Designated	\$0	0.00%	\$0	\$8,548	\$0	\$0	\$0	\$0	\$8,548	
		Total	\$705,500	3.51%	\$0	\$8,548	\$0	\$0	\$498,808	\$0	\$1,212,856	
Draetta,Giulio	SrVP, Chief Scientific Officer, Professor	General Revenue	\$787,978	3.47%	\$0	\$253,608	\$0	\$0	\$114,380	\$0	\$1,155,966	Performance Incentive Program (\$114,380)
		Restricted	\$56,422	4.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$56,422	
		Total	\$844,400	3.51%	\$0	\$253,608	\$0	\$0	\$114,380	\$0	\$1,212,388	

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Sultan,Omer	SrVP and CFO	General Revenue	\$828,000	3.50%	\$0	\$0	\$0	\$0	\$356,250	\$0	\$1,184,250	Performance Incentive Program (\$115,920); Supplemental Benefit Program (\$240,330) Hired 10/04/2021
		Designated	\$0	0.00%	\$0	\$11,529	\$0	\$0	\$0	\$0	\$11,529	
		Total	\$828,000	3.50%	\$0	\$11,529	\$0	\$0	\$356,250	\$0	\$1,195,779	
Hicks,Marshall E.	Division Head, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$109,202	\$0	\$109,202	Performance Incentive Program (\$109,202)
		Designated	\$794,639	3.49%	\$0	\$244,607	\$0	\$0	\$0	\$0	\$1,039,246	
		Restricted	\$12,675	3.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,675	
Total	\$807,314	3.50%	\$0	\$244,607	\$0	\$0	\$109,202	\$0	\$1,161,123			
Kinzel,Allyson H.	SrVP, Legal and Reg Affairs	General Revenue	\$670,900	4.50%	\$0	\$0	\$0	\$0	\$467,940	\$0	\$1,138,840	Deferred Compensation (\$192,600); Performance Incentive Program (\$90,082); Supplemental Benefit Program (\$185,258)
		Designated	\$0	0.00%	\$0	\$12,657	\$0	\$0	\$0	\$0	\$12,657	
		Total	\$670,900	4.50%	\$0	\$12,657	\$0	\$0	\$467,940	\$0	\$1,151,497	
Hansel,Donna Elisabeth	Division Head, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$328,200	\$0	\$328,200	Performance Incentive Program (\$88,200); Transition Pay (\$240,000)
		Designated	\$630,000	0.00%	\$0	\$189,000	\$0	\$0	\$0	\$0	\$819,000	
		Total	\$630,000	0.00%	\$0	\$189,000	\$0	\$0	\$328,200	\$0	\$1,147,200	
Koong,Albert C.	Division Head, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$105,730	\$0	\$105,730	Performance Incentive Program (\$105,730)
		Designated	\$752,144	4.47%	\$0	\$234,154	\$0	\$0	\$0	\$0	\$986,298	
		Restricted	\$31,389	-11.04%	\$0	\$0	\$0	\$0	\$0	\$0	\$31,389	
Total	\$783,533	3.75%	\$0	\$234,154	\$0	\$0	\$105,730	\$0	\$1,123,417			
Allison,James P.	VP, Immunobiology, Professor	General Revenue	\$215,688	17.85%	\$0	\$198,836	\$0	\$0	\$154,129	\$0	\$568,653	Performance Incentive Program (\$104,129); Retention (\$50,000)
		Designated	\$22,822	6.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$22,822	
		Restricted	\$529,390	-1.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$529,390	
Total	\$767,900	3.50%	\$0	\$198,836	\$0	\$0	\$154,129	\$0	\$1,120,865			
Gan,Tong Joo	Division Head, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$135,000	\$0	\$135,000	Performance Incentive Program (\$105,000); Transition Pay (\$30,000) Hired 08/15/2022
		Designated	\$750,000	0.00%	\$0	\$225,305	\$0	\$0	\$0	\$0	\$975,305	
		Total	\$750,000	0.00%	\$0	\$225,305	\$0	\$0	\$135,000	\$0	\$1,110,305	
Kuban,Deborah A.	VP, CN Clinical Ops, Professor	General Revenue	\$654,368	3.84%	\$0	\$214,797	\$0	\$0	\$97,118	\$0	\$966,283	Performance Incentive Program (\$97,118)
		Designated	\$61,132	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$61,132	
		Total	\$715,500	3.50%	\$0	\$214,797	\$0	\$0	\$97,118	\$0	\$1,027,415	
Bodurka,Diane C.	Chief Education and Training Officer, Professor	General Revenue	\$651,153	13.39%	\$0	\$216,713	\$0	\$0	\$96,958	\$0	\$964,825	Performance Incentive Program (\$96,958)
		Designated	\$57,359	-47.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$57,359	
		Restricted	\$5,088	-3.29%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,088	
Total	\$713,600	3.51%	\$0	\$216,713	\$0	\$0	\$96,958	\$0	\$1,027,272			
Jaffray,David	SrVP, Chief Tech and Digital Ofc	General Revenue	\$592,600	4.51%	\$0	\$0	\$0	\$0	\$412,226	\$0	\$1,004,826	Deferred Compensation (\$170,100); Performance Incentive Program (\$79,411); Supplemental Benefit Program (\$162,715)
		Designated	\$0	0.00%	\$0	\$12,858	\$0	\$0	\$0	\$0	\$12,858	
		Total	\$592,600	4.51%	\$0	\$12,858	\$0	\$0	\$412,226	\$0	\$1,017,684	
McKee,Christopher H.	SrVP, Strategy and Business Devt	General Revenue	\$546,300	3.51%	\$0	\$0	\$0	\$0	\$386,571	\$0	\$932,871	Deferred Compensation (\$158,340); Performance Incentive Program (\$74,228); Supplemental Benefit Program (\$154,003)
		Designated	\$0	0.00%	\$0	\$7,348	\$0	\$0	\$0	\$0	\$7,348	
		Total	\$546,300	3.51%	\$0	\$7,348	\$0	\$0	\$386,571	\$0	\$940,219	

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Kupferman,Michael	Sr VP, CN Clinical & Acad Dev	General Revenue	\$546,139	4.41%	\$0	\$198,396	\$0	\$0	\$76,555	\$0	\$821,090	Performance Incentive Program (\$76,555)
		Designated	\$112,161	3.32%	\$0	\$0	\$0	\$0	\$0	\$0	\$112,161	
		Total	\$658,300	3.51%	\$0	\$198,396	\$0	\$0	\$76,555	\$0	\$933,251	
Zeidenstein,Darrow G.	SrVP and Chief Development Ofc	General Revenue	\$639,600	2.50%	\$0	\$0	\$0	\$0	\$267,357	\$0	\$906,957	Performance Incentive Program (\$87,525); Supplemental Benefit Program (\$179,832)
		Designated	\$0	0.00%	\$0	\$11,478	\$0	\$0	\$0	\$0	\$11,478	
		Total	\$639,600	2.50%	\$0	\$11,478	\$0	\$0	\$267,357	\$0	\$918,435	
Tweardy,David	Division Head, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$81,570	\$0	\$81,570	Performance Incentive Program (\$81,570)
		Designated	\$510,845	6.29%	\$0	\$183,626	\$0	\$0	\$0	\$0	\$694,471	
		Restricted	\$92,193	-9.64%	\$0	\$0	\$0	\$0	\$0	\$0	\$92,193	
		Total	\$603,038	3.50%	\$0	\$183,626	\$0	\$0	\$81,570	\$0	\$868,234	
Chung,Caroline	VP, Chief Data Officer, Associate Professor	General Revenue	\$418,320	116.83%	\$0	\$181,764	\$0	\$0	\$79,788	\$0	\$679,872	Performance Incentive Program (\$79,788)
		Designated	\$119,520	-17.38%	\$0	\$0	\$0	\$0	\$0	\$0	\$119,520	
		Restricted	\$59,760	-58.71%	\$0	\$0	\$0	\$0	\$0	\$0	\$59,760	
		Total	\$597,600	23.90%	\$0	\$181,764	\$0	\$0	\$79,788	\$0	\$859,152	
Porter,Carol Anne	SrVP and Chief Nursing Officer	General Revenue	\$588,100	3.50%	\$0	\$0	\$0	\$0	\$249,644	\$0	\$837,744	Performance Incentive Program (\$79,615); Supplemental Benefit Program (\$170,029)
		Designated	\$0	0.00%	\$0	\$809	\$0	\$0	\$0	\$0	\$809	
		Total	\$588,100	3.50%	\$0	\$809	\$0	\$0	\$249,644	\$0	\$838,553	
Frumovitz,Michael	Chief Patient Experience Ofc, Professor	General Revenue	\$257,131	81.13%	\$0	\$0	\$0	\$0	\$70,686	\$0	\$327,817	Performance Incentive Program (\$70,686)
		Designated	\$320,176	-2.01%	\$0	\$164,544	\$0	\$0	\$0	\$0	\$484,720	
		Restricted	\$22,893	57.93%	\$0	\$0	\$0	\$0	\$0	\$0	\$22,893	
		Total	\$600,200	24.21%	\$0	\$164,544	\$0	\$0	\$70,686	\$0	\$835,430	
Caudle,Abigail Suzanne	Vice President, Procedural and Therapeutics Practice, Professor	General Revenue	\$451,309	17.98%	\$0	\$157,852	\$0	\$0	\$70,739	\$0	\$679,901	Performance Incentive Program (\$70,739)
		Designated	\$150,565	24.35%	\$0	\$0	\$0	\$0	\$0	\$0	\$150,565	
		Total	\$601,874	19.51%	\$0	\$157,852	\$0	\$0	\$70,739	\$0	\$830,466	
Flowers, Christopher R.	Division Head Ad Interim, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$77,547	\$0	\$77,547	Performance Incentive Program (\$77,547)
		Designated	\$498,947	-4.70%	\$0	\$174,659	\$0	\$0	\$0	\$0	\$673,606	
		Restricted	\$73,643	142.44%	\$0	\$0	\$0	\$0	\$0	\$0	\$73,643	
		Total	\$572,590	3.37%	\$0	\$174,659	\$0	\$0	\$77,547	\$0	\$824,796	
Gorlick,Richard	Division Head, Chair, Professor and Mosbacher Pediatrics Chair	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$77,305	\$0	\$77,305	Performance Incentive Program (\$77,305)
		Designated	\$516,495	23.22%	\$0	\$168,554	\$0	\$0	\$0	\$0	\$685,049	
		Restricted	\$57,771	-56.57%	\$0	\$0	\$0	\$0	\$0	\$0	\$57,771	
		Total	\$574,266	4.00%	\$0	\$168,554	\$0	\$0	\$77,305	\$0	\$820,125	

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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	\$253,988	2.19%	\$0	\$0	\$0	\$0	\$75,869	\$0	\$329,857	Performance Incentive Program (\$75,869)
		Designated	\$253,988	2.19%	\$0	\$140,781	\$0	\$0	\$0	\$0	\$394,769	
		Restricted	\$48,624	12.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$48,624	
		Total	\$556,600	3.02%	\$0	\$140,781	\$0	\$0	\$75,869	\$0	\$773,250	
Litton,Jennifer	VP, Clinical Research, Professor	General Revenue	\$419,168	27.16%	\$0	\$150,496	\$0	\$0	\$66,419	\$0	\$636,083	Performance Incentive Program (\$66,419)
		Designated	\$136,419	80.66%	\$0	\$0	\$0	\$0	\$0	\$0	\$136,419	
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$555,587	17.58%	\$0	\$150,496	\$0	\$0	\$66,419	\$0	\$772,502	
French,Katy Elizabeth	Exec Med Dir, Pt Care Inform, Professor	General Revenue	\$321,558	1.64%	\$0	\$157,749	\$0	\$0	\$69,353	\$0	\$548,661	Performance Incentive Program (\$69,353)
		Designated	\$181,042	1.95%	\$0	\$0	\$0	\$0	\$0	\$0	\$181,042	
		Total	\$502,600	1.75%	\$0	\$157,749	\$0	\$0	\$69,353	\$0	\$729,703	
Foxhall,Lewis E.	Vice President, Health Policy, Professor	General Revenue	\$489,132	8.88%	\$0	\$132,553	\$0	\$0	\$70,666	\$0	\$692,351	Performance Incentive Program (\$70,666)
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$29,868	0.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$29,868	
		Total	\$519,000	3.51%	\$0	\$132,553	\$0	\$0	\$70,666	\$0	\$722,219	
Walters,Ronald S.	Assoc VP, Med Op and Informatics, Professor	General Revenue	\$418,710	3.60%	\$0	\$157,060	\$0	\$0	\$68,888	\$0	\$644,659	Performance Incentive Program (\$68,888)
		Designated	\$73,890	-11.33%	\$0	\$0	\$0	\$0	\$0	\$0	\$73,890	
		Total	\$492,600	1.05%	\$0	\$157,060	\$0	\$0	\$68,888	\$0	\$718,549	
Jones,Philip	VP, TDD and Rsch Strategy and Ops	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$161,915	\$0	\$161,915	Performance Incentive Program (\$59,623); Supplemental Benefit Program (\$102,292) Long Term Incentive (\$100,000)
		Designated	\$99,363	5.44%	\$0	\$7,303	\$0	\$0	\$100,000	\$0	\$206,666	
		Restricted	\$340,237	2.96%	\$0	\$0	\$0	\$0	\$0	\$0	\$340,237	
		Total	\$439,600	3.51%	\$0	\$7,303	\$0	\$0	\$261,915	\$0	\$708,818	
Tsao,Anne	Deputy Chief Academic Officer, Professor	General Revenue	\$379,930	-12.89%	\$0	\$140,791	\$0	\$0	\$61,862	\$0	\$582,583	Performance Incentive Program (\$61,862)
		Designated	\$51,039	410.49%	\$0	\$0	\$0	\$0	\$0	\$0	\$51,039	
		Restricted	\$66,393	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$66,393	
		Total	\$497,362	11.48%	\$0	\$140,791	\$0	\$0	\$61,862	\$0	\$700,015	
Sharma,Padmanee	Assoc VP, Immunobiology, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$111,200	\$0	\$111,200	Performance Incentive Program (\$61,200); Retention (\$50,000)
		Designated	\$143,597	-15.70%	\$0	\$137,708	\$0	\$0	\$0	\$0	\$281,305	
		Restricted	\$306,903	15.88%	\$0	\$0	\$0	\$0	\$0	\$0	\$306,903	
		Total	\$450,500	3.52%	\$0	\$137,708	\$0	\$0	\$111,200	\$0	\$699,407	
Gospin,Daniel E.	VP, Chief Legal Officer	General Revenue	\$493,700	3.50%	\$0	\$0	\$0	\$0	\$180,800	\$0	\$674,500	Performance Incentive Program (\$66,881); Supplemental Benefit Program (\$113,919)
		Designated	\$0	0.00%	\$0	\$7,888	\$0	\$0	\$0	\$0	\$7,888	
		Total	\$493,700	3.50%	\$0	\$7,888	\$0	\$0	\$180,800	\$0	\$682,387	

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Overman,Michael James	VP, CN Research	General Revenue	\$361,699	295.89%	\$0	\$132,049	\$0	\$0	\$55,687	\$0	\$549,435	Performance Incentive Program (\$55,687)
		Designated	\$45,458	-70.85%	\$0	\$0	\$0	\$0	\$0	\$0	\$45,458	
		Restricted	\$68,843	-37.60%	\$0	\$0	\$0	\$0	\$0	\$0	\$68,843	
		Total	\$476,000	33.10%	\$0	\$132,049	\$0	\$0	\$55,687	\$0	\$663,736	
Gonzalez,Carmen E.	Chief Patient Safety Officer, Professor	General Revenue	\$339,428	3.28%	\$0	\$133,761	\$0	\$0	\$61,866	\$0	\$535,055	Performance Incentive Program (\$61,866)
		Designated	\$115,472	4.17%	\$0	\$0	\$0	\$0	\$0	\$0	\$115,472	
		Total	\$454,900	3.50%	\$0	\$133,761	\$0	\$0	\$61,866	\$0	\$650,527	
Gibson,Brad L.	VP, Revenue Cycle and Treasurer	General Revenue	\$459,700	3.51%	\$0	\$0	\$0	\$0	\$165,130	\$0	\$624,830	Performance Incentive Program (\$62,611); Supplemental Benefit Program (\$102,519)
		Designated	\$0	0.00%	\$0	\$12,693	\$0	\$0	\$0	\$0	\$12,693	
		Total	\$459,700	3.51%	\$0	\$12,693	\$0	\$0	\$165,130	\$0	\$637,523	
Postma,Kent E.	VP, Amb Ops and Clin Infra Dev	General Revenue	\$450,300	3.52%	\$0	\$0	\$0	\$0	\$162,381	\$0	\$612,681	Performance Incentive Program (\$61,298); Supplemental Benefit Program (\$101,083)
		Designated	\$0	0.00%	\$0	\$12,729	\$0	\$0	\$0	\$0	\$12,729	
		Total	\$450,300	3.52%	\$0	\$12,729	\$0	\$0	\$162,381	\$0	\$625,410	
Ying,Anita Kuo	VP, Ambulatory Medical Ops, Professor	General Revenue	\$347,166	7.52%	\$0	\$130,751	\$0	\$0	\$56,216	\$0	\$534,132	Performance Incentive Program (\$56,216)
		Designated	\$85,634	10.90%	\$0	\$0	\$0	\$0	\$0	\$0	\$85,634	
		Total	\$432,800	8.17%	\$0	\$130,751	\$0	\$0	\$56,216	\$0	\$619,766	
Latham,Crista Lu	Vice President, Strategic Communications	General Revenue	\$445,400	3.01%	\$0	\$0	\$0	\$0	\$160,503	\$0	\$605,903	Performance Incentive Program (\$60,609); Supplemental Benefit Program (\$99,894)
		Designated	\$0	0.00%	\$0	\$11,529	\$0	\$0	\$0	\$0	\$11,529	
		Total	\$445,400	3.01%	\$0	\$11,529	\$0	\$0	\$160,503	\$0	\$617,432	
George,Marina Ciny	VP, Inpatient Medical Ops, Professor	General Revenue	\$335,658	3.21%	\$0	\$130,778	\$0	\$0	\$57,742	\$0	\$524,177	Performance Incentive Program (\$57,742)
		Designated	\$89,742	4.63%	\$0	\$0	\$0	\$0	\$0	\$0	\$89,742	
		Total	\$425,400	3.50%	\$0	\$130,778	\$0	\$0	\$57,742	\$0	\$613,919	
Moore,Robert S.	Vice President and Chief Facilities Officer	General Revenue	\$443,000	3.50%	\$0	\$0	\$0	\$0	\$161,846	\$0	\$604,846	Performance Incentive Program (\$60,340); Supplemental Benefit Program (\$101,506)
		Designated	\$0	0.00%	\$0	\$8,552	\$0	\$0	\$0	\$0	\$8,552	
		Total	\$443,000	3.50%	\$0	\$8,552	\$0	\$0	\$161,846	\$0	\$613,398	
Weber,Randal S.	AVP, Health Care Advancement, Professor	General Revenue	\$454,473	12.92%	\$0	\$98,159	\$0	\$0	\$56,349	\$0	\$608,981	Performance Incentive Program (\$56,349)
Owen,Craig S.	VP, Chief Information Officer	General Revenue	\$434,700	3.50%	\$0	\$0	\$0	\$0	\$162,274	\$0	\$596,974	Performance Incentive Program (\$59,276); Supplemental Benefit Program (\$102,998)
		Designated	\$0	0.00%	\$0	\$3,807	\$0	\$0	\$0	\$0	\$3,807	
		Total	\$434,700	3.50%	\$0	\$3,807	\$0	\$0	\$162,274	\$0	\$600,781	
Chemaly,Roy F.	Chief Infection Control Ofc, Professor	General Revenue	\$383,708	-2.69%	\$0	\$125,237	\$0	\$0	\$55,510	\$0	\$564,455	Performance Incentive Program (\$55,510)
		Restricted	\$24,492	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$24,492	
		Total	\$408,200	3.53%	\$0	\$125,237	\$0	\$0	\$55,510	\$0	\$588,947	

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Weber,Max C.	VP, Chief Comp and Ethics Ofc	General Revenue	\$426,900	7.02%	\$0	\$0	\$0	\$0	\$148,402	\$0	\$575,302	Performance Incentive Program (\$56,014); Supplemental Benefit Program (\$92,388)
		Designated	\$0	0.00%	\$0	\$11,478	\$0	\$0	\$0	\$0	\$11,478	
		Total	\$426,900	7.02%	\$0	\$11,478	\$0	\$0	\$148,402	\$0	\$586,781	
Heffernan,Timothy Paul	VP, Oncology Research	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$151,414	\$0	\$151,414	Performance Incentive Program (\$54,349); Supplemental Benefit Program (\$97,065)
		Designated	\$268,988	25.72%	\$0	\$8,987	\$0	\$0	\$0	\$0	\$277,975	
		Restricted	\$145,012	-6.71%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,012	
Total	\$414,000	12.07%	\$0	\$8,987	\$0	\$0	\$151,414	\$0	\$574,401			
Rivera,Jose A.	Chief Admin Qual and PI Officer	General Revenue	\$387,500	2.51%	\$0	\$0	\$0	\$0	\$159,855	\$0	\$547,355	Performance Incentive Program (\$52,920); Supplemental Benefit Program (\$106,935)
		Designated	\$0	0.00%	\$0	\$9,770	\$0	\$0	\$0	\$0	\$9,770	
		Total	\$387,500	2.51%	\$0	\$9,770	\$0	\$0	\$159,855	\$0	\$557,124	
Keneker,Michael J.	VP, Finance and Chief Acctg Ofc	General Revenue	\$395,600	3.51%	\$0	\$0	\$0	\$0	\$144,371	\$0	\$539,971	Performance Incentive Program (\$53,813); Supplemental Benefit Program (\$90,558)
		Designated	\$0	0.00%	\$0	\$7,570	\$0	\$0	\$0	\$0	\$7,570	
		Total	\$395,600	3.51%	\$0	\$7,570	\$0	\$0	\$144,371	\$0	\$547,541	
Salas,Martha L.	VP, Inpatient Ops and Infra	General Revenue	\$380,600	2.50%	\$0	\$0	\$0	\$0	\$138,073	\$0	\$518,673	Performance Incentive Program (\$52,357); Supplemental Benefit Program (\$85,716)
		Designated	\$0	0.00%	\$0	\$10,851	\$0	\$0	\$0	\$0	\$10,851	
		Total	\$380,600	2.50%	\$0	\$10,851	\$0	\$0	\$138,073	\$0	\$529,524	
Moreno,Mark	VP and Chief Govt Relations Ofc	General Revenue	\$379,200	2.51%	\$0	\$0	\$0	\$0	\$137,154	\$0	\$516,354	Performance Incentive Program (\$52,290); Supplemental Benefit Program (\$84,864)
		Designated	\$0	0.00%	\$0	\$11,794	\$0	\$0	\$0	\$0	\$11,794	
		Total	\$379,200	2.51%	\$0	\$11,794	\$0	\$0	\$137,154	\$0	\$528,148	
Cagley,Maureen K.	Vice President, Academic Operations	General Revenue	\$365,900	2.52%	\$0	\$0	\$0	\$0	\$131,678	\$0	\$497,578	Performance Incentive Program (\$50,302); Supplemental Benefit Program (\$81,376)
		Designated	\$0	0.00%	\$0	\$13,056	\$0	\$0	\$0	\$0	\$13,056	
		Total	\$365,900	2.52%	\$0	\$13,056	\$0	\$0	\$131,678	\$0	\$510,633	
Castro,Juan C.	VP, Finance	General Revenue	\$366,100	3.51%	\$0	\$0	\$0	\$0	\$131,957	\$0	\$498,057	Performance Incentive Program (\$49,988); Supplemental Benefit Program (\$81,969)
		Designated	\$0	0.00%	\$0	\$10,200	\$0	\$0	\$0	\$0	\$10,200	
		Total	\$366,100	3.51%	\$0	\$10,200	\$0	\$0	\$131,957	\$0	\$508,257	
Thomas,Georgia	Special Advisor,Pract Health, Professor	General Revenue	\$349,900	51.47%	\$0	\$85,946	\$0	\$0	\$38,577	\$0	\$474,423	Performance Incentive Program (\$38,577)
		Designated	\$30,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$30,000	
		Total	\$379,900	64.46%	\$0	\$85,946	\$0	\$0	\$38,577	\$0	\$504,423	
Campbell,Yolan A.	VP, HR Operations	General Revenue	\$362,300	3.51%	\$0	\$0	\$0	\$0	\$128,886	\$0	\$491,186	Performance Incentive Program (\$49,302); Supplemental Benefit Program (\$79,584)
		Designated	\$0	0.00%	\$0	\$11,731	\$0	\$0	\$0	\$0	\$11,731	
		Total	\$362,300	3.51%	\$0	\$11,731	\$0	\$0	\$128,886	\$0	\$502,918	

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Travis,Elizabeth L.	Associate Vice President, Faculty Diversity, Equity, and Inclusion, Professor and Fair Professorship	General Revenue	\$361,877	2.49%	\$0	\$76,879	\$0	\$0	\$50,837	\$0	\$489,593	Performance Incentive Program (\$50,837)
		Restricted	\$5,623	3.73%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,623	
		Total	\$367,500	2.51%	\$0	\$76,879	\$0	\$0	\$50,837	\$0	\$495,216	
Tannir,Habib F.	VP, Diagnostic Operations	General Revenue	\$355,000	4.01%	\$0	\$0	\$0	\$0	\$125,694	\$0	\$480,694	Performance Incentive Program (\$47,916); Supplemental Benefit Program (\$77,778)
		Designated	\$0	0.00%	\$0	\$10,889	\$0	\$0	\$0	\$0	\$10,889	
		Total	\$355,000	4.01%	\$0	\$10,889	\$0	\$0	\$125,694	\$0	\$491,583	
Ghafar,Robert A.	VP, Procedural and Therapct Ops	General Revenue	\$355,000	4.01%	\$0	\$0	\$0	\$0	\$127,801	\$0	\$482,801	Performance Incentive Program (\$47,872); Supplemental Benefit Program (\$79,929)
		Designated	\$0	0.00%	\$0	\$7,888	\$0	\$0	\$0	\$0	\$7,888	
		Total	\$355,000	4.01%	\$0	\$7,888	\$0	\$0	\$127,801	\$0	\$490,689	
Rumbaugh,Holly	AVP and Dep Chief Legal Officer	General Revenue	\$360,600	2.50%	\$0	\$0	\$0	\$0	\$111,159	\$0	\$471,759	Performance Incentive Program (\$49,386); Supplemental Benefit Program (\$61,773)
		Designated	\$0	0.00%	\$0	\$11,364	\$0	\$0	\$0	\$0	\$11,364	
		Total	\$360,600	2.50%	\$0	\$11,364	\$0	\$0	\$111,159	\$0	\$483,123	
Shaikh,Saima	AVP and Dep Chief Legal Officer	General Revenue	\$360,600	2.50%	\$0	\$0	\$0	\$0	\$119,859	\$0	\$480,459	Performance Incentive Program (\$49,339); Supplemental Benefit Program (\$70,520)
		Designated	\$0	0.00%	\$0	\$769	\$0	\$0	\$0	\$0	\$769	
		Total	\$360,600	2.50%	\$0	\$769	\$0	\$0	\$119,859	\$0	\$481,228	
Wright,Calvin T.	Assoc VP, Supply Chain Svcs	General Revenue	\$350,000	7.86%	\$0	\$0	\$0	\$0	\$102,139	\$0	\$452,139	Performance Incentive Program (\$45,464); Supplemental Benefit Program (\$56,675)
		Designated	\$0	0.00%	\$0	\$10,785	\$0	\$0	\$0	\$0	\$10,785	
		Total	\$350,000	7.86%	\$0	\$10,785	\$0	\$0	\$102,139	\$0	\$462,924	
Stoltenberg,Lessley J.	VP, Chief Cybersecurity Offcr	General Revenue	\$331,700	2.50%	\$0	\$0	\$0	\$0	\$121,653	\$0	\$453,353	Performance Incentive Program (\$45,438); Supplemental Benefit Program (\$76,215)
		Designated	\$0	0.00%	\$0	\$6,842	\$0	\$0	\$0	\$0	\$6,842	
		Total	\$331,700	2.50%	\$0	\$6,842	\$0	\$0	\$121,653	\$0	\$460,195	
Parekh,Ranna I.	Chief Diversity, Equity and Incl	General Revenue	\$330,000	0.00%	\$0	\$1,362	\$0	\$0	\$127,679	\$0	\$459,041	Performance Incentive Program (\$46,200); Supplemental Benefit Program (\$81,479) Hired 05/31/2022
Sheriff,Fatima	Chief of Staff	General Revenue	\$332,400	4.53%	\$0	\$0	\$0	\$0	\$120,618	\$0	\$453,018	Performance Incentive Program (\$44,554); Supplemental Benefit Program (\$76,064)
		Designated	\$0	0.00%	\$0	\$4,945	\$0	\$0	\$0	\$0	\$4,945	
		Total	\$332,400	4.53%	\$0	\$4,945	\$0	\$0	\$120,618	\$0	\$457,963	
Roux,Ryan	VP, Pharmacy	General Revenue	\$326,100	3.52%	\$0	\$0	\$0	\$0	\$120,735	\$0	\$446,835	Performance Incentive Program (\$44,218); Supplemental Benefit Program (\$76,517)
		Designated	\$0	0.00%	\$0	\$4,397	\$0	\$0	\$0	\$0	\$4,397	
		Total	\$326,100	3.52%	\$0	\$4,397	\$0	\$0	\$120,735	\$0	\$451,232	
Magnus,Sherrri P.	VP and Chief Audit Officer	General Revenue	\$311,100	4.33%	\$6,000	\$0	\$0	\$0	\$110,544	\$0	\$427,644	Performance Incentive Program (\$42,353); Supplemental Benefit Program (\$68,191)

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		Designated	\$0	0.00%	\$0	\$10,168	\$0	\$0	\$0	\$0	\$10,168	
		Total	\$311,100	4.33%	\$6,000	\$10,168	\$0	\$0	\$110,544	\$0	\$437,812	
Ray,William J.	Exec Dir, Neuroscience Rsch	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$96,031	\$0	\$96,031	Performance Incentive Program (\$44,201); Supplemental Benefit Program (\$51,830)
		Designated	\$212,780	2.31%	\$0	\$14,524	\$0	\$0	\$0	\$0	\$227,304	
		Restricted	\$113,320	5.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$113,320	
		Total	\$326,100	3.52%	\$0	\$14,524	\$0	\$0	\$96,031	\$0	\$436,655	
Tortorella, Frank R.	VP, Accreditation, Reg and Cert	General Revenue	\$313,900	2.51%	\$0	\$0	\$0	\$0	\$113,616	\$0	\$427,516	Performance Incentive Program (\$43,170); Supplemental Benefit Program (\$70,446)
		Designated	\$0	0.00%	\$0	\$8,683	\$0	\$0	\$0	\$0	\$8,683	
		Total	\$313,900	2.51%	\$0	\$8,683	\$0	\$0	\$113,616	\$0	\$436,199	
Barnes, Krista M.	AVP and Dep Chief Compliance Off	General Revenue	\$318,400	4.53%	\$0	\$0	\$0	\$0	\$100,086	\$0	\$418,486	Performance Incentive Program (\$42,781); Supplemental Benefit Program (\$57,305)
		Designated	\$0	0.00%	\$0	\$5,872	\$0	\$0	\$0	\$0	\$5,872	
		Total	\$318,400	4.53%	\$0	\$5,872	\$0	\$0	\$100,086	\$0	\$424,358	
Shoenthal, Daniel	VP, Chief Innovation Officer	General Revenue	\$309,800	3.51%	\$0	\$0	\$0	\$0	\$103,177	\$0	\$412,977	Interim Pay (\$6,000); Performance Incentive Program (\$42,829); Supplemental Benefit Program (\$54,348)
		Designated	\$0	0.00%	\$0	\$9,069	\$0	\$0	\$0	\$0	\$9,069	
		Total	\$309,800	3.51%	\$0	\$9,069	\$0	\$0	\$103,177	\$0	\$422,046	
St Onge, Richard	Assoc VP, Ofc of CBS	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$92,631	\$0	\$92,631	Performance Incentive Program (\$42,731); Supplemental Benefit Program (\$49,900)
		Designated	\$312,700	3.51%	\$0	\$14,349	\$0	\$0	\$0	\$0	\$327,049	
		Total	\$312,700	3.51%	\$0	\$14,349	\$0	\$0	\$92,631	\$0	\$419,680	
Garcia, Elizabeth A.	VP, Patient Experience	General Revenue	\$299,000	3.53%	\$0	\$0	\$0	\$0	\$104,870	\$0	\$403,870	Performance Incentive Program (\$40,667); Supplemental Benefit Program (\$64,203)
		Designated	\$0	0.00%	\$0	\$11,716	\$0	\$0	\$0	\$0	\$11,716	
		Total	\$299,000	3.53%	\$0	\$11,716	\$0	\$0	\$104,870	\$0	\$415,586	
Roarty, Emily B.	Assoc VP, Strategy and Impact	General Revenue	\$142,860	3.52%	\$0	\$0	\$0	\$0	\$76,702	\$0	\$219,562	Performance Incentive Program (\$32,402); Supplemental Benefit Program (\$44,300)
		Designated	\$95,240	3.52%	\$0	\$2,434	\$0	\$0	\$0	\$0	\$97,674	
		Restricted	\$95,240	3.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$95,240	
		Total	\$333,340	3.52%	\$0	\$2,434	\$0	\$0	\$76,702	\$0	\$412,476	
Izzo, Giuliana J.	Exec Dir, HR Fac and Acad Pships	General Revenue	\$305,000	2.52%	\$0	\$0	\$0	\$0	\$98,502	\$0	\$403,502	Performance Incentive Program (\$42,087); Supplemental Benefit Program (\$56,415)
		Designated	\$0	0.00%	\$0	\$4,743	\$0	\$0	\$0	\$0	\$4,743	
		Total	\$305,000	2.52%	\$0	\$4,743	\$0	\$0	\$98,502	\$0	\$408,245	
Harrison, Christian D.	Assoc VP and Controller	General Revenue	\$301,400	2.52%	\$0	\$0	\$0	\$0	\$91,254	\$0	\$392,654	Performance Incentive Program (\$41,530); Supplemental Benefit Program (\$49,724)
		Designated	\$0	0.00%	\$0	\$14,174	\$0	\$0	\$0	\$0	\$14,174	
		Total	\$301,400	2.52%	\$0	\$14,174	\$0	\$0	\$91,254	\$0	\$406,828	
Cooper, Mary K.	Assoc VP, Spcl Progs and Events	General Revenue	\$303,200	2.50%	\$0	\$0	\$0	\$0	\$95,867	\$0	\$399,067	Performance Incentive Program (\$41,916); Supplemental Benefit Program (\$53,951)

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		Designated	\$0	0.00%	\$0	\$7,260	\$0	\$0	\$0	\$0	\$7,260	
		Total	\$303,200	2.50%	\$0	\$7,260	\$0	\$0	\$95,867	\$0	\$406,326	
Marszalek,Joseph R.	Exec Dir, TRACTION	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$46,967	\$0	\$46,967	Performance Incentive Program (\$46,967)
		Designated	\$172,935	-34.83%	\$0	\$9,321	\$0	\$0	\$0	\$0	\$182,256	
		Restricted	\$177,065	156.87%	\$0	\$0	\$0	\$0	\$0	\$0	\$177,065	
		Total	\$350,000	4.70%	\$0	\$9,321	\$0	\$0	\$46,967	\$0	\$406,288	
Aziz,Dina	Assoc VP, Clinical Research	General Revenue	\$311,500	22.16%	\$0	\$0	\$0	\$0	\$92,947	\$0	\$404,447	Performance Incentive Program (\$38,370); Supplemental Benefit Program (\$54,577)
		Designated	\$0	0.00%	\$0	\$1,031	\$0	\$0	\$0	\$0	\$1,031	
		Total	\$311,500	22.16%	\$0	\$1,031	\$0	\$0	\$92,947	\$0	\$405,478	
Incalcaterra,James R.	Assoc VP, Finance and Analytics	General Revenue	\$310,000	14.81%	\$0	\$0	\$0	\$0	\$85,195	\$0	\$395,195	Performance Incentive Program (\$38,086); Supplemental Benefit Program (\$47,109)
		Designated	\$0	0.00%	\$0	\$9,636	\$0	\$0	\$0	\$0	\$9,636	
		Total	\$310,000	14.81%	\$0	\$9,636	\$0	\$0	\$85,195	\$0	\$404,831	
Hoggatt Krumwiede,Kimberly Ann	Dean, School of Health Professions, Professor	General Revenue	\$355,000	0.00%	\$0	\$0	\$0	\$0	\$49,700	\$0	\$404,700	Performance Incentive Program (\$49,700) Hired 08/01/2022
Atkinson IV,William A.	Assoc VP, Office of the COO	General Revenue	\$300,400	4.02%	\$0	\$0	\$0	\$0	\$90,212	\$0	\$390,612	Performance Incentive Program (\$40,701); Supplemental Benefit Program (\$49,511)
		Designated	\$0	0.00%	\$0	\$11,246	\$0	\$0	\$0	\$0	\$11,246	
		Total	\$300,400	4.02%	\$0	\$11,246	\$0	\$0	\$90,212	\$0	\$401,858	
Flores,Miriam	Assoc VP, Pt Business Svcs	General Revenue	\$295,000	3.51%	\$0	\$0	\$0	\$0	\$90,505	\$0	\$385,505	Performance Incentive Program (\$40,379); Supplemental Benefit Program (\$50,126)
		Designated	\$0	0.00%	\$0	\$9,645	\$0	\$0	\$0	\$0	\$9,645	
		Total	\$295,000	3.51%	\$0	\$9,645	\$0	\$0	\$90,505	\$0	\$395,150	
Peyton,Brette N.	Assoc VP, External Affairs	General Revenue	\$293,800	3.52%	\$0	\$0	\$0	\$0	\$96,327	\$0	\$390,127	Performance Incentive Program (\$39,833); Supplemental Benefit Program (\$56,494)
		Designated	\$0	0.00%	\$0	\$551	\$0	\$0	\$0	\$0	\$551	
		Total	\$293,800	3.52%	\$0	\$551	\$0	\$0	\$96,327	\$0	\$390,678	
Kanodia,Shreya	AVP, Prg Infrastructure and Plng	General Revenue	\$174,060	2.51%	\$0	\$0	\$0	\$0	\$97,255	\$0	\$271,315	Performance Incentive Program (\$40,144); Supplemental Benefit Program (\$57,111)
		Designated	\$0	0.00%	\$0	\$342	\$0	\$0	\$0	\$0	\$342	
		Restricted	\$116,040	2.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$116,040	
		Total	\$290,100	2.51%	\$0	\$342	\$0	\$0	\$97,255	\$0	\$387,698	
Bailey,Angela Y.	AVP, Mngd Care and Fin Clearance	General Revenue	\$287,800	3.53%	\$0	\$0	\$0	\$0	\$85,871	\$0	\$373,671	Performance Incentive Program (\$39,256); Supplemental Benefit Program (\$46,615)
		Designated	\$0	0.00%	\$0	\$12,296	\$0	\$0	\$0	\$0	\$12,296	
		Total	\$287,800	3.53%	\$0	\$12,296	\$0	\$0	\$85,871	\$0	\$385,967	
Secrest,Tania M.	Assoc VP, Rsch Strategy and Ops	General Revenue	\$284,200	3.01%	\$0	\$0	\$0	\$0	\$84,213	\$0	\$368,413	Performance Incentive Program (\$39,071); Supplemental Benefit Program (\$45,142)
		Designated	\$0	0.00%	\$0	\$13,738	\$0	\$0	\$0	\$0	\$13,738	
		Total	\$284,200	3.01%	\$0	\$13,738	\$0	\$0	\$84,213	\$0	\$382,151	

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Lovelady, Antoinetta D.	Assoc VP and Dep Chief Audit Ofc	General Revenue	\$267,400	2.53%	\$20,864	\$0	\$0	\$0	\$83,684	\$0	\$371,948	Performance Incentive Program (\$36,991); Supplemental Benefit Program (\$46,693)
		Designated	\$0	0.00%	\$0	\$9,483	\$0	\$0	\$0	\$0	\$9,483	
		Total	\$267,400	2.53%	\$20,864	\$9,483	\$0	\$0	\$83,684	\$0	\$381,431	
Peglow, Timothy M.	Associate Vice President, Patient Care Facilities	General Revenue	\$285,700	3.51%	\$0	\$0	\$0	\$0	\$90,618	\$0	\$376,318	Performance Incentive Program (\$38,870); Supplemental Benefit Program (\$51,748)
		Designated	\$0	0.00%	\$0	\$4,996	\$0	\$0	\$0	\$0	\$4,996	
		Total	\$285,700	3.51%	\$0	\$4,996	\$0	\$0	\$90,618	\$0	\$381,314	
Holladay, Courtney L.	Assoc VP, Leadership Institute	General Revenue	\$284,700	3.53%	\$0	\$0	\$0	\$0	\$87,281	\$0	\$371,981	Performance Incentive Program (\$38,769); Supplemental Benefit Program (\$48,512)
		Designated	\$0	0.00%	\$0	\$9,069	\$0	\$0	\$0	\$0	\$9,069	
		Total	\$284,700	3.53%	\$0	\$9,069	\$0	\$0	\$87,281	\$0	\$381,050	
McWilliams, Natalia L.	Assoc VP, Indv Giving	General Revenue	\$282,700	4.01%	\$0	\$0	\$0	\$0	\$92,098	\$0	\$374,798	Performance Incentive Program (\$38,287); Supplemental Benefit Program (\$53,811)
		Designated	\$0	0.00%	\$0	\$1,342	\$0	\$0	\$0	\$0	\$1,342	
		Total	\$282,700	4.01%	\$0	\$1,342	\$0	\$0	\$92,098	\$0	\$376,141	
Mooney, Karen J.	Assoc VP, Fac Plan DsgandConst	General Revenue	\$280,000	3.51%	\$0	\$0	\$0	\$0	\$92,424	\$0	\$372,424	Performance Incentive Program (\$38,256); Supplemental Benefit Program (\$54,168)
		Designated	\$0	0.00%	\$0	\$650	\$0	\$0	\$0	\$0	\$650	
		Total	\$280,000	3.51%	\$0	\$650	\$0	\$0	\$92,424	\$0	\$373,074	
Adcox, William H.	VP, Chief of Police and CSO	General Revenue	\$255,100	3.53%	\$0	\$0	\$0	\$0	\$104,621	\$0	\$359,721	Education Pay (\$4,200); Hazardous Pay (\$2,630); Performance Incentive Program (\$36,040); Supplemental Benefit Program (\$57,551); Tclose Pay (\$4,200)
		Designated	\$0	0.00%	\$0	\$9,272	\$0	\$0	\$0	\$0	\$9,272	
		Total	\$255,100	3.53%	\$0	\$9,272	\$0	\$0	\$104,621	\$0	\$368,993	
Harrott, Wesley R.	Assoc VP, Research Admin	General Revenue	\$275,800	2.53%	\$0	\$0	\$0	\$0	\$87,840	\$0	\$363,640	Performance Incentive Program (\$38,007); Supplemental Benefit Program (\$49,833)
		Designated	\$0	0.00%	\$0	\$5,089	\$0	\$0	\$0	\$0	\$5,089	
		Total	\$275,800	2.53%	\$0	\$5,089	\$0	\$0	\$87,840	\$0	\$368,729	
Thomas, Lavonia G.	Nursing Informatics Officer	General Revenue	\$275,200	2.53%	\$0	\$0	\$0	\$0	\$86,983	\$0	\$362,183	Performance Incentive Program (\$37,677); Supplemental Benefit Program (\$49,306)
		Designated	\$0	0.00%	\$0	\$5,924	\$0	\$0	\$0	\$0	\$5,924	
		Total	\$275,200	2.53%	\$0	\$5,924	\$0	\$0	\$86,983	\$0	\$368,107	
Moore, Judy	Assoc VP, Ambulatory Ops	General Revenue	\$274,300	3.51%	\$0	\$0	\$0	\$0	\$86,932	\$0	\$361,232	Performance Incentive Program (\$37,534); Supplemental Benefit Program (\$49,398)
		Designated	\$0	0.00%	\$0	\$6,060	\$0	\$0	\$0	\$0	\$6,060	
		Total	\$274,300	3.51%	\$0	\$6,060	\$0	\$0	\$86,932	\$0	\$367,292	
Ninan, Elizabeth P.	Assoc VP, Procedures and Therapt	General Revenue	\$277,000	4.53%	\$0	\$0	\$0	\$0	\$85,037	\$0	\$362,037	Performance Incentive Program (\$37,400); Supplemental Benefit Program (\$47,637)
		Designated	\$0	0.00%	\$0	\$5,150	\$0	\$0	\$0	\$0	\$5,150	
		Total	\$277,000	4.53%	\$0	\$5,150	\$0	\$0	\$85,037	\$0	\$367,187	

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Kraycirik, Kate M.	VP and Chief Enterprise Risk Ofc	General Revenue	\$261,300	4.52%	\$0	\$0	\$0	\$0	\$95,514	\$0	\$356,814	Performance Incentive Program (\$35,269); Supplemental Benefit Program (\$60,245)
		Designated	\$0	0.00%	\$0	\$4,325	\$0	\$0	\$0	\$0	\$4,325	
		Total	\$261,300	4.52%	\$0	\$4,325	\$0	\$0	\$95,514	\$0	\$361,139	
Burkhardt, Andrew J.	Assoc VP, Rsch and Admin Fac	General Revenue	\$266,400	3.54%	\$0	\$0	\$0	\$0	\$80,961	\$0	\$347,361	Performance Incentive Program (\$36,053); Supplemental Benefit Program (\$44,908)
		Designated	\$0	0.00%	\$0	\$8,988	\$0	\$0	\$0	\$0	\$8,988	
		Total	\$266,400	3.54%	\$0	\$8,988	\$0	\$0	\$80,961	\$0	\$356,349	
Ampomah, Prince	Exec Dir, Office of the CME	General Revenue	\$260,000	0.00%	\$0	\$0	\$0	\$0	\$88,400	\$0	\$348,400	Performance Incentive Program (\$36,400); Supplemental Benefit Program (\$52,000) Hired 04/11/2022
		Total	\$260,000	0.00%	\$0	\$0	\$0	\$0	\$88,400	\$0	\$348,400	
Guajardo, Tomas G.	Assoc VP, State and System Rep	General Revenue	\$265,000	14.32%	\$0	\$0	\$0	\$0	\$72,503	\$0	\$337,503	Performance Incentive Program (\$32,721); Supplemental Benefit Program (\$39,782);
		Designated	\$0	0.00%	\$0	\$10,111	\$0	\$0	\$0	\$0	\$10,111	
		Total	\$265,000	14.32%	\$0	\$10,111	\$0	\$0	\$72,503	\$0	\$347,614	
Kurtin, Danna J.	Assoc VP, FAA	General Revenue	\$259,500	2.53%	\$0	\$0	\$0	\$0	\$82,910	\$0	\$342,410	Performance Incentive Program (\$35,902); Supplemental Benefit Program (\$47,008)
		Designated	\$0	0.00%	\$0	\$1,994	\$0	\$0	\$0	\$0	\$1,994	
		Total	\$259,500	2.53%	\$0	\$1,994	\$0	\$0	\$82,910	\$0	\$344,403	
Brasher, Melissa A.	Assoc VP, Principal Gifts	General Revenue	\$260,000	10.03%	\$0	\$0	\$0	\$0	\$76,147	\$0	\$336,147	Performance Incentive Program (\$28,558); Supplemental Benefit Program (\$47,589)
		Designated	\$0	0.00%	\$0	\$5,934	\$0	\$0	\$0	\$0	\$5,934	
		Total	\$260,000	10.03%	\$0	\$5,934	\$0	\$0	\$76,147	\$0	\$342,081	
Patel, Samir S.	Assoc VP, Clin Infrastructure	General Revenue	\$256,300	24.84%	\$0	\$0	\$0	\$0	\$78,934	\$0	\$335,234	Performance Incentive Program (\$32,064); Supplemental Benefit Program (\$46,870)
		Designated	\$0	0.00%	\$0	\$5,848	\$0	\$0	\$0	\$0	\$5,848	
		Total	\$256,300	24.84%	\$0	\$5,848	\$0	\$0	\$78,934	\$0	\$341,082	
Tektiridis, Jennifer H.	Executive Director, Research Planning and Development	General Revenue	\$25,190	2.52%	\$0	\$0	\$0	\$0	\$80,593	\$0	\$105,783	Performance Incentive Program (\$34,700); Supplemental Benefit Program (\$45,893)
		Designated	\$0	0.00%	\$0	\$4,888	\$0	\$0	\$0	\$0	\$4,888	
		Restricted	\$226,710	2.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$226,710	
Total	\$251,900	2.52%	\$0	\$4,888	\$0	\$0	\$80,593	\$0	\$337,381			
Espat, Adelina J.	Assoc VP, Philanthropic Engmt	General Revenue	\$249,300	4.53%	\$0	\$0	\$0	\$0	\$74,275	\$0	\$323,575	Performance Incentive Program (\$33,692); Supplemental Benefit Program (\$40,583)
		Designated	\$0	0.00%	\$0	\$9,908	\$0	\$0	\$0	\$0	\$9,908	
		Total	\$249,300	4.53%	\$0	\$9,908	\$0	\$0	\$74,275	\$0	\$333,484	
Berkheiser, Matthew L.	Assoc VP, EHSSEM	General Revenue	\$247,700	4.51%	\$0	\$0	\$0	\$0	\$73,119	\$0	\$320,819	Performance Incentive Program (\$33,617); Supplemental Benefit Program (\$39,502)
		Designated	\$0	0.00%	\$0	\$8,140	\$0	\$0	\$0	\$0	\$8,140	
		Total	\$247,700	4.51%	\$0	\$8,140	\$0	\$0	\$73,119	\$0	\$328,959	
Feigl, Carrie C.	Assoc VP, Research Finance	General Revenue	\$240,900	2.51%	\$0	\$0	\$0	\$0	\$75,665	\$0	\$316,565	Performance Incentive Program (\$33,169); Supplemental Benefit Program (\$42,496)
		Total	\$240,900	2.51%	\$0	\$0	\$0	\$0	\$75,665	\$0	\$316,565	

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		Designated	\$0	0.00%	\$0	\$5,729	\$0	\$0	\$0	\$0	\$5,729	
		Total	\$240,900	2.51%	\$0	\$5,729	\$0	\$0	\$75,665	\$0	\$322,294	
French,Susan P.	Assoc VP, Vol Svcs and Merch	General Revenue	\$235,000	3.52%	\$0	\$0	\$0	\$0	\$65,496	\$0	\$300,496	Performance Incentive Program (\$32,029); Supplemental Benefit Program (\$33,467)
		Designated	\$0	0.00%	\$0	\$15,399	\$0	\$0	\$0	\$0	\$15,399	
		Total	\$235,000	3.52%	\$0	\$15,399	\$0	\$0	\$65,496	\$0	\$315,895	
Layegh,Pouyan	Assoc VP, Facilities Engr	General Revenue	\$238,100	36.21%	\$0	\$0	\$0	\$0	\$74,662	\$0	\$312,762	Performance Incentive Program (\$28,538); Supplemental Benefit Program (\$46,124)
		Designated	\$0	0.00%	\$0	\$2,230	\$0	\$0	\$0	\$0	\$2,230	
		Total	\$238,100	36.21%	\$0	\$2,230	\$0	\$0	\$74,662	\$0	\$314,992	
Cavalier Jr,James	Assoc VP, Education Operations	General Revenue	\$235,000	13.20%	\$0	\$0	\$0	\$0	\$75,395	\$0	\$310,395	Performance Incentive Program (\$29,299); Supplemental Benefit Program (\$46,096)
		Designated	\$0	0.00%	\$0	\$3,158	\$0	\$0	\$0	\$0	\$3,158	
		Total	\$235,000	13.20%	\$0	\$3,158	\$0	\$0	\$75,395	\$0	\$313,553	
Harris,Denise S.	Assoc VP, Fac Mgmt Bus Svcs	General Revenue	\$227,700	9.73%	\$0	\$0	\$0	\$0	\$80,139	\$0	\$307,839	Interim Pay (\$3,542); Performance Incentive Program (\$31,139); Supplemental Benefit Program (\$45,458)
		Designated	\$0	0.00%	\$0	\$342	\$0	\$0	\$0	\$0	\$342	
		Total	\$227,700	9.73%	\$0	\$342	\$0	\$0	\$80,139	\$0	\$308,181	
Berger,Sarah P.	Assoc VP, Cancer Network	General Revenue	\$225,000	3.54%	\$0	\$0	\$0	\$0	\$71,181	\$0	\$296,181	Performance Incentive Program (\$30,649); Supplemental Benefit Program (\$40,532)
		Designated	\$0	0.00%	\$0	\$4,364	\$0	\$0	\$0	\$0	\$4,364	
		Total	\$225,000	3.54%	\$0	\$4,364	\$0	\$0	\$71,181	\$0	\$300,545	
Gerwitz Jr,Raymond J.	Assoc VP, Deputy CSO	General Revenue	\$210,000	3.91%	\$0	\$0	\$0	\$0	\$71,336	\$0	\$281,336	Performance Incentive Program (\$28,529); Supplemental Benefit Program (\$42,807)
		Designated	\$0	0.00%	\$0	\$10,756	\$0	\$0	\$0	\$0	\$10,756	
		Total	\$210,000	3.91%	\$0	\$10,756	\$0	\$0	\$71,336	\$0	\$292,092	
Williams,LaJuanda P.	Exec Dir, Ambulatory Bus Svcs	General Revenue	\$215,300	0.00%	\$0	\$0	\$0	\$0	\$67,899	\$0	\$283,199	Performance Incentive Program (\$30,416); Supplemental Benefit Program (\$37,483)
		Designated	\$0	0.00%	\$0	\$7,599	\$0	\$0	\$0	\$0	\$7,599	
		Total	\$215,300	0.00%	\$0	\$7,599	\$0	\$0	\$67,899	\$0	\$290,798	
Miller,Edward C.	Exec Dir, Government Rltns	General Revenue	\$212,200	3.01%	\$0	\$0	\$0	\$0	\$69,595	\$0	\$281,795	Performance Incentive Program (\$29,008); Supplemental Benefit Program (\$40,587)
		Designated	\$0	0.00%	\$0	\$1,077	\$0	\$0	\$0	\$0	\$1,077	
		Total	\$212,200	3.01%	\$0	\$1,077	\$0	\$0	\$69,595	\$0	\$282,872	
Mattox,Willam	Sr Associate Dean-GSBS	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$27,672	\$0	\$27,672	Performance Incentive Program (\$27,672)
		Designated	\$194,220	2.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$194,220	
		Restricted	\$4,980	2.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$4,980	
		Total	\$199,200	2.52%	\$0	\$0	\$0	\$0	\$27,672	\$0	\$226,872	
Ewer,Michael S.	Special Asst to the CPEO, Professor	General Revenue	\$65,441	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,441	
		Designated	\$81,399	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$81,399	
		Total	\$146,840	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$146,840	

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A	B	C	D	E	F					K	L	M
Name	Position	Funding Source	Salary (9.1.2022)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2023					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation

Notes:

Salary increases are due to merits, promotions or pay rate changes.

Incentives are based on FY22 actuals except those that were hired late in FY22 or in FY23 and are based on FY23 estimates.

Donna Elisabeth Hansel hired 09/12/2022 and was included in order to be consistent with reports submitted to UT System.

Michael Kupferman terminated 09/29/2022.

Georgia Thomas is a part time employee reported that was 0.6 FTE to 0.8 FTE.

Randal Weber is a part time employee reported that was 0.55 FTE to 0.6 FTE.