

Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2024
The University of Texas M.D. Anderson Cancer Center
Institution Code: 506

A Name	B Position	C Funding Source	D Salary (9.1.2023)	E Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2024						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 (\$732,630); Long Term Incentive (\$251,843)
		Designated	\$2,376,153	3.75%	\$0	\$405,900	\$0	\$0	\$984,473	\$0	\$3,766,526	
		Total	\$2,442,098	3.64%	\$0	\$405,900	\$0	\$0	\$984,473	\$0	\$3,832,471	
Morris, Rosanna D.	SrVP & Chief Operating Officer	General Revenue	\$973,800	5.00%	\$0	\$0	\$0	\$0	\$666,781	\$0	\$1,640,581	Deferred Compensation (\$268,800); Performance Incentive Program (\$129,884); Supplemental Benefit Program (\$268,097)
		Designated	\$0	5.00%	\$0	\$15,104	\$0	\$0	\$0	\$0	\$15,104	
		Total	\$973,800	5.00%	\$0	\$15,104	\$0	\$0	\$666,781	\$0	\$1,655,685	
Swisher, Stephen G.	Division Head, Chair, Professor and Charles	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$151,494	\$0	\$151,494	Performance Incentive Program (\$151,494)
		Designated	\$1,113,116	3.99%	\$0	\$328,990	\$0	\$0	\$0	\$0	\$1,442,106	
		Restricted	\$12,267	4.48%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,267	
Total	\$1,125,383	4.00%	\$0	\$328,990	\$0	\$0	\$151,494	\$0	\$1,605,866			
Hagberg, Carin	Chief Academic Officer, Professor	General Revenue	\$839,088	81.78%	\$0	\$269,837	\$0	\$0	\$123,242	\$0	\$1,232,167	Performance Incentive Program (\$123,242) Deferred Compensation (\$256,590)
		Designated	\$64,012	-84.58%	\$0	\$0	\$0	\$0	\$256,590	\$0	\$320,602	
		Total	\$903,100	3.01%	\$0	\$269,837	\$0	\$0	\$379,832	\$0	\$1,552,769	
Prat, Ferran	Senior Vice President, Research Administra	General Revenue	\$582,800	4.02%	\$0	\$0	\$0	\$0	\$801,331	\$0	\$1,384,131	Deferred Compensation (\$162,390); Long Term Incentive (\$400,000); Performance Incentive Program (\$78,593); Supplemental Benefit Program (\$160,348)
		Designated	\$0	0.00%	\$0	\$12,027	\$0	\$0	\$0	\$0	\$12,027	
		Total	\$582,800	4.02%	\$0	\$12,027	\$0	\$0	\$801,331	\$0	\$1,396,158	
Lee, Jeffrey E.	Vice President, Clinical Operations Prograrr	General Revenue	\$948,632	4.79%	\$0	\$286,082	\$0	\$0	\$129,100	\$0	\$1,363,814	Performance Incentive Program (\$129,100)
		Designated	\$6,668	-49.45%	\$0	\$0	\$0	\$0	\$0	\$0	\$6,668	
		Total	\$955,300	4.01%	\$0	\$286,082	\$0	\$0	\$129,100	\$0	\$1,370,482	
Varghese, Shibu	SrVP, People, Culture & Infrass	General Revenue	\$720,000	2.24%	\$0	\$0	\$0	\$0	\$506,132	\$0	\$1,226,132	Deferred Compensation (\$204,090); Performance Incentive Program (\$98,907); Supplemental Benefit Program (\$203,135)
		Designated	\$80,000	0.00%	\$0	\$13,100	\$0	\$0	\$0	\$0	\$93,100	
		Total	\$800,000	13.60%	\$0	\$13,100	\$0	\$0	\$506,132	\$0	\$1,319,232	
Tereffe, Welela	Chief Medical Executive, Professor	General Revenue	\$904,200	4.00%	\$0	\$263,658	\$0	\$0	\$121,988	\$0	\$1,289,845	Performance Incentive Program (\$121,988)
Kinzel, Allyson H.	SrVP, Legal & Reg Affairs	General Revenue	\$771,600	15.01%	\$0	\$0	\$0	\$0	\$479,649	\$0	\$1,251,249	Deferred Compensation (\$192,600); Performance Incentive Program (\$94,153); Supplemental Benefit Program (\$192,896)
		Designated	\$0	0.00%	\$0	\$15,068	\$0	\$0	\$0	\$0	\$15,068	
		Total	\$771,600	15.01%	\$0	\$15,068	\$0	\$0	\$479,649	\$0	\$1,266,317	
Draetta, Giulio	SrVP, Chief Scientific Officer, Professor	General Revenue	\$808,506	2.61%	\$0	\$261,970	\$0	\$0	\$118,384	\$0	\$1,188,860	Performance Incentive Program (\$118,384)
		Restricted	\$69,694	23.52%	\$0	\$0	\$0	\$0	\$0	\$0	\$69,694	

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Name	Position	Funding Source	Salary (9.1.2023)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2024					Total Compensation	Explanation / Comments		
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation	
Total			\$878,200	4.00%	\$0	\$261,970	\$0	\$0	\$0	\$118,384	\$0	\$1,258,554	
Pullin, Tadd M.	SrVP, Institutional Affairs	General Revenue	\$733,800	4.01%	\$0	\$0	\$0	\$0	\$509,249	\$0	\$1,243,049	Deferred Compensation (\$204,480); Performance Incentive Program (\$98,874); Supplemental Benefit Program (\$205,895)	
		Designated	\$0	0.00%	\$0	\$8,773	\$0	\$0	\$0	\$0	\$8,773		
		Total	\$733,800	4.01%	\$0	\$8,773	\$0	\$0	\$509,249	\$0	\$1,251,822		
Sultan, Omer	SrVP and CFO	General Revenue	\$877,700	6.00%	\$0	\$0	\$0	\$0	\$356,262	\$0	\$1,233,962	Performance Incentive Program (\$115,920); Supplemental Benefit Program (\$240,342)	
		Designated	\$0	0.00%	\$0	\$12,008	\$0	\$0	\$0	\$0	\$12,008		
		Total	\$877,700	6.00%	\$0	\$12,008	\$0	\$0	\$356,262	\$0	\$1,245,971		
Koong, Albert C.	Division Head, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$109,695	\$0	\$109,695	Performance Incentive Program (\$109,695)	
		Designated	\$840,762	11.78%	\$0	\$242,212	\$0	\$0	\$0	\$0	\$1,082,974		
		Restricted	\$25,030	-20.26%	\$0	\$0	\$0	\$0	\$0	\$0	\$25,030		
Total	\$865,792	10.50%	\$0	\$242,212	\$0	\$0	\$109,695	\$0	\$1,217,699				
Hicks, Marshall E.	Division Head, Professor	General Revenue	\$748,536	0.00%	\$0	\$251,860	\$0	\$0	\$113,024	\$0	\$1,113,420	Performance Incentive Program (\$113,024)	
		Designated	\$85,000	-89.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$85,000		
		Restricted	\$10,551	-16.76%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,551		
Total	\$844,087	4.55%	\$0	\$251,860	\$0	\$0	\$113,024	\$0	\$1,208,971				
Allison, James P.	VP, Immunobiology, Professor	General Revenue	\$271,087	25.68%	\$0	\$202,944	\$0	\$0	\$157,775	\$0	\$631,805	Performance Incentive Pay (\$107,775); Retention (\$50,000)	
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		Restricted	\$527,613	-0.34%	\$0	\$0	\$0	\$0	\$0	\$0	\$527,613		
Total	\$798,700	4.01%	\$0	\$202,944	\$0	\$0	\$157,775	\$0	\$1,159,418				
Jaffray, David	SrVP, Chief Tech & Digital Ofc	General Revenue	\$700,100	18.14%	\$0	\$0	\$0	\$0	\$421,962	\$0	\$1,122,062	Deferred Compensation (\$170,100); Performance Incentive Program (\$82,998); Supplemental Benefit Program (\$168,864)	
		Designated	\$0	0.00%	\$0	\$13,923	\$0	\$0	\$0	\$0	\$13,923		
		Total	\$700,100	18.14%	\$0	\$13,923	\$0	\$0	\$421,962	\$0	\$1,135,985		
McKee, Christopher H.	SrVP, Strategy & Business Devt	General Revenue	\$732,100	34.01%	\$0	\$0	\$0	\$0	\$394,640	\$0	\$1,126,740	Deferred Compensation (\$158,340); Performance Incentive Program (\$76,821); Supplemental Benefit Program (\$159,479)	
		Designated	\$0	0.00%	\$0	\$7,573	\$0	\$0	\$0	\$0	\$7,573		
		Total	\$732,100	34.01%	\$0	\$7,573	\$0	\$0	\$394,640	\$0	\$1,134,313		
Gan, Tong Joo	Division Head	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$105,000	\$0	\$105,000	Performance Incentive Program (\$105,000)	
		Designated	\$773,401	3.12%	\$0	\$228,811	\$0	\$0	\$0	\$0	\$1,002,212		
		Restricted	\$6,599	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$6,599		
Total	\$780,000	4.00%	\$0	\$228,811	\$0	\$0	\$105,000	\$0	\$1,113,811				
Kuban, Deborah A.	VP, CN Clinical Ops, Professor	General Revenue	\$680,310	3.96%	\$0	\$221,914	\$0	\$0	\$100,540	\$0	\$1,002,764	Performance Incentive Program (\$100,540)	

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other			K Non-Cash Compensation
		Designated	\$63,890	4.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$63,890	
		Total	\$744,200	4.01%	\$0	\$221,914	\$0	\$0	\$100,540	\$0	\$1,066,654	
Bodurka, Diane C.	Chief Education & Training Officer, Professor	General Revenue	\$646,567	-0.70%	\$0	\$219,546	\$0	\$0	\$100,374	\$0	\$966,488	Performance Incentive Program (\$100,374)
		Designated	\$90,333	57.49%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,333	
		Restricted	\$5,300	4.17%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,300	
		Total	\$742,200	4.01%	\$0	\$219,546	\$0	\$0	\$100,374	\$0	\$1,062,121	
Gottlieb, Eyal	VP, Research	General Revenue	\$813,700	3.00%	\$0	\$124,115	\$0	\$0	\$73,733	\$0	\$1,011,549	Performance Incentive Program (\$73,733)
Flowers, Christopher R.	Division Head, Chair, Professor, and McGrath	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$80,163	\$0	\$80,163	Performance Incentive Program (\$80,163)
		Designated	\$618,151	23.89%	\$0	\$188,609	\$0	\$0	\$0	\$0	\$806,760	
		Restricted	\$121,849	65.46%	\$0	\$0	\$0	\$0	\$0	\$0	\$121,849	
		Total	\$740,000	29.24%	\$0	\$188,609	\$0	\$0	\$80,163	\$0	\$1,008,772	
Chung, Caroline	VP, Chief Data Officer, Associate Professor	General Revenue	\$545,280	30.35%	\$0	\$184,085	\$0	\$0	\$83,765	\$0	\$813,129	Performance Incentive Program (\$83,765)
		Designated	\$136,320	14.06%	\$0	\$0	\$0	\$0	\$0	\$0	\$136,320	
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$681,600	14.06%	\$0	\$184,085	\$0	\$0	\$83,765	\$0	\$949,449	
Zeidenstein, Darrow G.	SVP & Chief Philanthropy Officer	General Revenue	\$658,800	3.00%	\$0	\$0	\$0	\$0	\$273,923	\$0	\$932,723	Performance Incentive Program (\$89,712); Supplemental Benefit Program (\$184,211)
		Designated	\$0	0.00%	\$0	\$11,311	\$0	\$0	\$0	\$0	\$11,311	
		Total	\$658,800	3.00%	\$0	\$11,311	\$0	\$0	\$273,923	\$0	\$944,034	
Hansel, Donna Elizabeth	Division Head, Professor and Frederick Beck	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$85,861	\$0	\$85,861	Performance Incentive Program (\$85,861)
		Designated	\$656,210	4.16%	\$0	\$190,041	\$0	\$0	\$0	\$0	\$846,251	
		Restricted	\$2,140	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$2,140	
		Total	\$658,350	4.50%	\$0	\$190,041	\$0	\$0	\$85,861	\$0	\$934,253	
Tweardy, David	Division Head, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$84,425	\$0	\$84,425	Performance Incentive Program (\$84,425)
		Designated	\$474,732	-7.07%	\$0	\$173,530	\$0	\$0	\$0	\$0	\$648,262	
		Restricted	\$200,428	117.40%	\$0	\$0	\$0	\$0	\$0	\$0	\$200,428	
		Total	\$675,160	11.96%	\$0	\$173,530	\$0	\$0	\$84,425	\$0	\$933,115	
Cudle, Abigail Suzanne	Vice President, Procedural and Therapeutic	General Revenue	\$468,198	3.74%	\$0	\$191,017	\$0	\$0	\$84,503	\$0	\$743,718	Performance Incentive Program (\$84,503)
		Designated	\$157,802	4.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$157,802	
		Total	\$626,000	4.01%	\$0	\$191,017	\$0	\$0	\$84,503	\$0	\$901,520	
Schmeler, Kathleen M.	Assoc VP, Global Oncology	General Revenue	\$381,066	156.31%	\$0	\$162,703	\$0	\$0	\$89,412	\$0	\$633,181	Performance Incentive Program (\$89,412)
		Designated	\$222,584	-22.68%	\$0	\$0	\$0	\$0	\$0	\$0	\$222,584	
		Restricted	\$32,850	-37.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$32,850	
		Total	\$636,500	30.19%	\$0	\$162,703	\$0	\$0	\$89,412	\$0	\$888,615	
Gorlick, Richard	Division Head, Chair, Professor and Mosbruger	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$80,397	\$0	\$80,397	Performance Incentive Program (\$80,397)
		Designated	\$586,540	13.56%	\$0	\$176,365	\$0	\$0	\$0	\$0	\$762,905	

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					Nonsalary Benefits FY 2024							
Name	Position	Funding Source	Salary (9.1.2023)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
		Restricted	\$45,004	-22.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$45,004	
		Total	\$631,544	9.97%	\$0	\$176,365	\$0	\$0	\$80,397	\$0	\$888,306	
Frumovitz, Michael	Chief Patient Experience Ofc	General Revenue	\$434,033	68.80%	\$0	\$188,696	\$0	\$0	\$83,086	\$0	\$705,816	Performance Incentive Program (\$83,086)
		Designated	\$168,976	-47.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$168,976	
		Restricted	\$10,891	-52.43%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,891	
		Total	\$613,900	2.28%	\$0	\$188,696	\$0	\$0	\$83,086	\$0	\$885,683	
Porter, Carol Anne	SrVP and Chief Nursing Officer	General Revenue	\$611,700	4.01%	\$0	\$0	\$0	\$0	\$258,497	\$0	\$870,197	Performance Incentive Program (\$82,429); Supplemental Benefit Program (\$176,068)
		Designated	\$0	0.00%	\$0	\$809	\$0	\$0	\$0	\$0	\$809	
		Total	\$611,700	4.01%	\$0	\$809	\$0	\$0	\$258,497	\$0	\$871,006	
Yap, Timothy Anthony	VP, Head of Clinical Dev	Designated	\$244,253	195.44%	\$0	\$115,478	\$0	\$0	\$90,541	\$0	\$450,272	Performance Incentive Program (\$90,541)
		Restricted	\$401,747	43.80%	\$0	\$0	\$0	\$0	\$0	\$0	\$401,747	
		Total	\$646,000	78.43%	\$0	\$115,478	\$0	\$0	\$90,541	\$0	\$852,019	
Adelson, Kerin Bess	Chief Quality Officer	General Revenue	\$675,000	0.00%	\$0	\$130,871	\$0	\$0	\$42,799	\$0	\$848,670	Performance Incentive Program (\$42,799); Hired 03/20/2023
Litton, Jennifer	VP, Clinical Research, Professor	General Revenue	\$441,953	5.44%	\$0	\$178,271	\$0	\$0	\$78,073	\$0	\$698,297	Performance Incentive Program (\$78,073)
		Designated	\$130,347	-4.45%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,347	
		Total	\$572,300	3.01%	\$0	\$178,271	\$0	\$0	\$78,073	\$0	\$828,644	
Hawk, Ernest	Vice President, Cancer Prevention and Pop	General Revenue	\$264,366	4.09%	\$0	\$0	\$0	\$0	\$78,159	\$0	\$342,525	Performance Incentive Program (\$78,159)
		Designated	\$264,366	4.09%	\$0	\$145,610	\$0	\$0	\$0	\$0	\$409,976	
		Restricted	\$50,168	3.18%	\$0	\$0	\$0	\$0	\$0	\$0	\$50,168	
		Total	\$578,900	4.01%	\$0	\$145,610	\$0	\$0	\$78,159	\$0	\$802,669	
Foxhall, Lewis E.	VP, Health Policy	General Revenue	\$509,933	4.25%	\$0	\$137,550	\$0	\$0	\$73,130	\$0	\$720,614	Performance Incentive Program (\$73,130)
		Restricted	\$29,867	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$29,867	
		Total	\$539,800	4.01%	\$0	\$137,550	\$0	\$0	\$73,130	\$0	\$750,481	
French, Katy Elizabeth	Exec Med Dir, Pt Care Inform, Professor	General Revenue	\$333,677	3.77%	\$0	\$155,811	\$0	\$0	\$70,599	\$0	\$560,088	Performance Incentive Program (\$70,599)
		Designated	\$189,123	4.46%	\$0	\$0	\$0	\$0	\$0	\$0	\$189,123	
		Total	\$522,800	4.02%	\$0	\$155,811	\$0	\$0	\$70,599	\$0	\$749,211	
Tsao, Anne	Deputy Chief Academic Officer, Professor	General Revenue	\$413,840	8.93%	\$0	\$155,413	\$0	\$0	\$69,972	\$0	\$639,225	Performance Incentive Program (\$69,972)
		Designated	\$49,045	-3.91%	\$0	\$0	\$0	\$0	\$0	\$0	\$49,045	
		Restricted	\$54,415	-18.04%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,415	
		Total	\$517,300	4.01%	\$0	\$155,413	\$0	\$0	\$69,972	\$0	\$742,685	
Kopetz, Edmund Scott	AVP, Translational Integration	General Revenue	\$49,981	0.00%	\$0	\$0	\$0	\$0	\$72,529	\$0	\$122,510	Performance Incentive Program (\$72,529)
		Designated	\$310,448	27.21%	\$0	\$151,816	\$0	\$0	\$0	\$0	\$462,264	
		Restricted	\$155,478	-22.87%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,478	
		Total	\$515,907	15.77%	\$0	\$151,816	\$0	\$0	\$72,529	\$0	\$740,252	

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Walters, Ronald S.	Assoc VP, Med Op & Informatics, Professor	General Revenue	\$435,540	4.02%	\$0	\$156,128	\$0	\$0	\$69,622	\$0	\$661,290	Performance Incentive Program (\$69,622)
		Designated	\$76,860	4.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$76,860	
		Total	\$512,400	4.02%	\$0	\$156,128	\$0	\$0	\$69,622	\$0	\$738,150	
Gospin, Daniel E.	VP, Chief Legal Officer	General Revenue	\$533,200	8.00%	\$0	\$0	\$0	\$0	\$186,963	\$0	\$720,163	Performance Incentive Program (\$69,238); Supplemental Benefit Program (\$117,725)
		Designated	\$0	0.00%	\$0	\$8,403	\$0	\$0	\$0	\$0	\$8,403	
		Total	\$533,200	8.00%	\$0	\$8,403	\$0	\$0	\$186,963	\$0	\$728,566	
Overman, Michael James	VP, CN Research, Professor	General Revenue	\$393,188	8.71%	\$0	\$150,011	\$0	\$0	\$66,942	\$0	\$610,141	Performance Incentive Program (\$66,942)
		Designated	\$90,776	99.69%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,776	
		Restricted	\$11,136	-83.82%	\$0	\$0	\$0	\$0	\$0	\$0	\$11,136	
		Total	\$495,100	4.01%	\$0	\$150,011	\$0	\$0	\$66,942	\$0	\$712,053	
Gonzalez, Carmen E.	Chief Patient Safety Officer, Professor	General Revenue	\$352,166	3.75%	\$0	\$139,598	\$0	\$0	\$64,053	\$0	\$555,817	Performance Incentive Program (\$64,053)
		Designated	\$120,934	4.73%	\$0	\$0	\$0	\$0	\$0	\$0	\$120,934	
		Total	\$473,100	4.00%	\$0	\$139,598	\$0	\$0	\$64,053	\$0	\$676,751	
Sharma, Padmanee	Assoc VP, Immunobiology, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$63,372	\$0	\$63,372	Performance Incentive Program (\$63,372)
		Designated	\$162,145	12.92%	\$0	\$139,795	\$0	\$0	\$0	\$0	\$301,940	
		Restricted	\$306,455	-0.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$306,455	
		Total	\$468,600	4.02%	\$0	\$139,795	\$0	\$0	\$63,372	\$0	\$671,767	
Gibson, Brad L.	VP, Revenue Cycle & Treasurer	General Revenue	\$478,100	4.00%	\$0	\$0	\$0	\$0	\$171,074	\$0	\$649,174	Performance Incentive Program (\$64,828); Supplemental Benefit Program (\$106,246)
		Designated	\$0	0.00%	\$0	\$13,208	\$0	\$0	\$0	\$0	\$13,208	
		Total	\$478,100	4.00%	\$0	\$13,208	\$0	\$0	\$171,074	\$0	\$662,382	
Postma, Kent E.	VP, Amb Ops & Clin Infra Dev	General Revenue	\$468,400	4.02%	\$0	\$0	\$0	\$0	\$167,207	\$0	\$635,607	Performance Incentive Program (\$63,445); Supplemental Benefit Program (\$103,762)
		Designated	\$0	0.00%	\$0	\$13,208	\$0	\$0	\$0	\$0	\$13,208	
		Total	\$468,400	4.02%	\$0	\$13,208	\$0	\$0	\$167,207	\$0	\$648,815	
Ying, Anita Kuo	VP, Ambulatory Medical Ops, Professor	General Revenue	\$360,088	3.72%	\$0	\$135,792	\$0	\$0	\$60,824	\$0	\$556,705	Performance Incentive Program (\$60,824)
		Designated	\$90,112	5.23%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,112	
		Total	\$450,200	4.02%	\$0	\$135,792	\$0	\$0	\$60,824	\$0	\$646,817	
Latham, Crista Lu	Vice President, Strategic Communications	General Revenue	\$458,800	3.01%	\$0	\$0	\$0	\$0	\$165,353	\$0	\$624,153	Performance Incentive Program (\$62,457); Supplemental Benefit Program (\$102,896)
		Designated	\$0	0.00%	\$0	\$13,208	\$0	\$0	\$0	\$0	\$13,208	
		Total	\$458,800	3.01%	\$0	\$13,208	\$0	\$0	\$165,353	\$0	\$637,362	
Moore, Robert S.	Vice President and Chief Facilities Officer	General Revenue	\$460,800	4.02%	\$0	\$0	\$0	\$0	\$167,573	\$0	\$628,373	Performance Incentive Program (\$62,457); Supplemental Benefit Program (\$105,116)
		Designated	\$0	0.00%	\$0	\$8,949	\$0	\$0	\$0	\$0	\$8,949	
		Total	\$460,800	4.02%	\$0	\$8,949	\$0	\$0	\$167,573	\$0	\$637,322	

Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2024
The University of Texas M.D. Anderson Cancer Center
Institution Code: 506

A Name	B Position	C Funding Source	D Salary (9.1.2023)	E Percentage Salary Increase Over Prior Year	F G H I J K Nonsalary Benefits FY 2024						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		
George, Marina Ciny	VP, Inpatient Medical Ops, Professor	General Revenue	\$348,044	3.69%	\$0	\$131,559	\$0	\$0	\$59,791	\$0	\$539,395	Performance Incentive Program (\$59,791)
		Designated	\$94,456	5.25%	\$0	\$0	\$0	\$0	\$0	\$0	\$94,456	
		Total	\$442,500	4.02%	\$0	\$131,559	\$0	\$0	\$59,791	\$0	\$633,851	
Jones, Philip	VP, TDD & Rsch Strategy & Ops	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$167,089	\$0	\$167,089	Performance Incentive Program (\$61,712); Supplemental Benefit Program (\$105,377)
		Designated	\$118,344	19.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$118,344	
		Restricted	\$334,456	-1.70%	\$0	\$3,903	\$0	\$0	\$0	\$0	\$338,359	
Total	\$452,800	3.00%	\$0	\$3,903	\$0	\$0	\$0	\$167,089	\$0	\$623,792		
Owen, Craig S.	VP, Chief Information Officer	General Revenue	\$452,100	4.00%	\$0	\$0	\$0	\$0	\$168,082	\$0	\$620,182	Performance Incentive Program (\$61,362); Supplemental Benefit Program (\$106,720)
		Designated	\$0	0.00%	\$0	\$2,688	\$0	\$0	\$0	\$0	\$2,688	
		Total	\$452,100	4.00%	\$0	\$2,688	\$0	\$0	\$168,082	\$0	\$622,870	
Weber, Max C.	VP, Chief Comp & Ethics Ofc	General Revenue	\$444,000	4.01%	\$0	\$0	\$0	\$0	\$158,444	\$0	\$602,444	Performance Incentive Program (\$59,968); Supplemental Benefit Program (\$98,476)
		Designated	\$0	0.00%	\$0	\$12,080	\$0	\$0	\$0	\$0	\$12,080	
		Total	\$444,000	4.01%	\$0	\$12,080	\$0	\$0	\$158,444	\$0	\$614,524	
Heffernan, Timothy Paul	VP, Oncology Research	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$155,188	\$0	\$155,188	Performance Incentive Program (\$58,128); Supplemental Benefit Program (\$97,060)
		Designated	\$316,573	17.69%	\$0	\$10,050	\$0	\$0	\$0	\$0	\$326,623	
		Restricted	\$114,027	-21.37%	\$0	\$0	\$0	\$0	\$0	\$0	\$114,027	
Total	\$430,600	4.01%	\$0	\$10,050	\$0	\$0	\$0	\$155,188	\$0	\$595,837		
Prokopis, Michael T.	VP, Supply Chain Services	General Revenue	\$425,000	0.00%	\$0	\$0	\$0	\$0	\$162,554	\$0	\$587,554	Performance Incentive Program (\$59,500); Supplemental Benefit Program (\$103,054); Hired 08/21/2023
		Designated	\$0	0.00%	\$0	\$4,262	\$0	\$0	\$0	\$0	\$4,262	
		Total	\$425,000	0.00%	\$0	\$4,262	\$0	\$0	\$162,554	\$0	\$591,816	
Rivera, Jose A.	Chief Admin Qual & PI Officer	General Revenue	\$403,000	4.00%	\$0	\$0	\$0	\$0	\$163,740	\$0	\$566,740	Performance Incentive Program (\$54,275); Supplemental Benefit Program (\$109,465)
		Designated	\$0	0.00%	\$0	\$10,515	\$0	\$0	\$0	\$0	\$10,515	
		Total	\$403,000	4.00%	\$0	\$10,515	\$0	\$0	\$163,740	\$0	\$577,255	
Keneker, Michael J.	VP, Finance & Chief Acctg Ofc	General Revenue	\$411,500	4.02%	\$0	\$0	\$0	\$0	\$149,552	\$0	\$561,052	Performance Incentive Program (\$55,720); Supplemental Benefit Program (\$93,832)
		Designated	\$0	0.00%	\$0	\$7,819	\$0	\$0	\$0	\$0	\$7,819	
		Total	\$411,500	4.02%	\$0	\$7,819	\$0	\$0	\$149,552	\$0	\$568,871	
Shoenthal, Daniel P.	VP, Chief Innovation Officer	General Revenue	\$413,500	33.47%	\$0	\$0	\$0	\$0	\$147,285	\$0	\$560,785	Interim Pay (\$3,000); Performance Incentive Program (\$54,236); Supplemental Benefit Program (\$90,049)
		Designated	\$0	0.00%	\$0	\$7,385	\$0	\$0	\$0	\$0	\$7,385	
		Total	\$413,500	33.47%	\$0	\$7,385	\$0	\$0	\$147,285	\$0	\$568,170	

Higher Education - Administrative Accountability Report
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The University of Texas M.D. Anderson Cancer Center
Institution Code: 506

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Salas, Martha L.	VP, Inpatient Ops & Infra	General Revenue Designated	\$392,100	3.02%	\$0	\$0	\$0	\$0	\$141,419	\$0	\$533,519	Performance Incentive Program (\$53,687); Supplemental Benefit Program (\$87,732)
			\$0	0.00%	\$0	\$11,415	\$0	\$0	\$0	\$0	\$11,415	
			<u>\$392,100</u>	<u>3.02%</u>	<u>\$0</u>	<u>\$11,415</u>	<u>\$0</u>	<u>\$0</u>	<u>\$141,419</u>	<u>\$0</u>	<u>\$544,934</u>	
Moreno, Mark	VP & Chief Govt Relations Ofc	General Revenue Designated	\$394,400	4.01%	\$0	\$0	\$0	\$0	\$140,540	\$0	\$534,940	Performance Incentive Program (\$53,626); Supplemental Benefit Program (\$86,914)
			\$0	0.00%	\$0	\$2,792	\$0	\$0	\$0	\$0	\$2,792	
			<u>\$394,400</u>	<u>4.01%</u>	<u>\$0</u>	<u>\$2,792</u>	<u>\$0</u>	<u>\$0</u>	<u>\$140,540</u>	<u>\$0</u>	<u>\$537,731</u>	
Thomas, Georgia A.	Special Advisor, Pract Health, Professor	General Revenue Designated	\$333,896	-4.57%	\$0	\$121,263	\$0	\$0	\$49,336	\$0	\$504,495	Performance Incentive Program (\$49,336)
			\$30,004	0.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$30,004	
			<u>\$363,900</u>	<u>-4.21%</u>	<u>\$0</u>	<u>\$121,263</u>	<u>\$0</u>	<u>\$0</u>	<u>\$49,336</u>	<u>\$0</u>	<u>\$534,499</u>	
Castro, Juan C.	VP, Finance	General Revenue Designated	\$380,800	4.02%	\$0	\$0	\$0	\$0	\$136,525	\$0	\$517,325	Performance Incentive Program (\$51,755); Supplemental Benefit Program (\$84,770)
			\$0	0.00%	\$0	\$10,818	\$0	\$0	\$0	\$0	\$10,818	
			<u>\$380,800</u>	<u>4.02%</u>	<u>\$0</u>	<u>\$10,818</u>	<u>\$0</u>	<u>\$0</u>	<u>\$136,525</u>	<u>\$0</u>	<u>\$528,143</u>	
Campbell, Yolan A.	VP, HR Operations	General Revenue Designated	\$376,800	4.00%	\$0	\$0	\$0	\$0	\$133,357	\$0	\$510,157	Performance Incentive Program (\$51,030); Supplemental Benefit Program (\$82,327)
			\$0	0.00%	\$0	\$12,349	\$0	\$0	\$0	\$0	\$12,349	
			<u>\$376,800</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$12,349</u>	<u>\$0</u>	<u>\$0</u>	<u>\$133,357</u>	<u>\$0</u>	<u>\$522,505</u>	
Cagley, Maureen K.	Vice President, Academic Operations	General Revenue Designated	\$374,700	2.41%	\$0	\$0	\$0	\$0	\$133,877	\$0	\$508,577	Performance Incentive Program (\$51,573); Supplemental Benefit Program (\$82,304)
			\$0	0.00%	\$0	\$13,666	\$0	\$0	\$0	\$0	\$13,666	
			<u>\$374,700</u>	<u>2.41%</u>	<u>\$0</u>	<u>\$13,666</u>	<u>\$0</u>	<u>\$0</u>	<u>\$133,877</u>	<u>\$0</u>	<u>\$522,243</u>	
Tannir, Habib F.	VP, Diagnostic Operations	General Revenue Designated	\$369,200	4.00%	\$0	\$0	\$0	\$0	\$130,743	\$0	\$499,943	Performance Incentive Program (\$49,865); Supplemental Benefit Program (\$80,878)
			\$0	0.00%	\$0	\$12,536	\$0	\$0	\$0	\$0	\$12,536	
			<u>\$369,200</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$12,536</u>	<u>\$0</u>	<u>\$0</u>	<u>\$130,743</u>	<u>\$0</u>	<u>\$512,479</u>	
Ghafar, Robert A.	VP, Procedural & Therapctc Ops	General Revenue Designated	\$369,200	4.00%	\$0	\$0	\$0	\$0	\$132,815	\$0	\$502,015	Performance Incentive Program (\$49,801); Supplemental Benefit Program (\$83,014)
			\$0	0.00%	\$0	\$8,403	\$0	\$0	\$0	\$0	\$8,403	
			<u>\$369,200</u>	<u>4.00%</u>	<u>\$0</u>	<u>\$8,403</u>	<u>\$0</u>	<u>\$0</u>	<u>\$132,815</u>	<u>\$0</u>	<u>\$510,418</u>	
Rumbaugh, Holly	AVP & Dep Chief Legal Officer	General Revenue Designated	\$375,100	4.02%	\$0	\$0	\$0	\$0	\$113,840	\$0	\$488,940	Performance Incentive Program (\$50,618); Supplemental Benefit Program (\$63,222)
			\$0	0.00%	\$0	\$13,208	\$0	\$0	\$0	\$0	\$13,208	
			<u>\$375,100</u>	<u>4.02%</u>	<u>\$0</u>	<u>\$13,208</u>	<u>\$0</u>	<u>\$0</u>	<u>\$113,840</u>	<u>\$0</u>	<u>\$502,148</u>	

Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2024
The University of Texas M.D. Anderson Cancer Center
Institution Code: 506

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Shaikh, Saima	AVP & Dep Chief Legal Officer	General Revenue Designated	\$375,100	4.02%	\$0	\$0	\$0	\$0	\$122,234	\$0	\$497,334	Performance Incentive Program (\$50,585); Supplemental Benefit Program (\$71,649)
			\$0	0.00%	\$0	\$799	\$0	\$0	\$0	\$799		
			Total	\$375,100	4.02%	\$0	\$799	\$0	\$0	\$122,234	\$0	
Marszalek, Joseph R.	Exec Dir, TRACTION	General Revenue Designated Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$121,947	\$0	\$121,947	Performance Incentive Program (\$58,528); Supplemental Benefit Program (\$63,419)
			\$236,600	36.81%	\$0	\$9,800	\$0	\$0	\$0	\$246,400		
			\$127,400	-28.05%	\$0	\$0	\$0	\$0	\$0	\$127,400		
Total	\$364,000	4.00%	\$0	\$9,800	\$0	\$0	\$121,947	\$0	\$495,748			
Sheriff, Fatima	Chief of Staff	General Revenue Designated	\$365,700	10.02%	\$0	\$0	\$0	\$0	\$126,106	\$0	\$491,806	Performance Incentive Program (\$46,600); Supplemental Benefit Program (\$79,506)
			\$0	0.00%	\$0	\$3,750	\$0	\$0	\$0	\$3,750		
			Total	\$365,700	10.02%	\$0	\$3,750	\$0	\$0	\$126,106	\$0	
Incalcaterra, James R.	VP, Finance and Analytics	General Revenue Designated	\$355,000	14.52%	\$0	\$0	\$0	\$0	\$116,435	\$0	\$471,435	Interim Pay (\$18,000); Performance Incentive Program (\$43,702); Supplemental Benefit Program (\$54,733)
			\$0	0.00%	\$0	\$10,519	\$0	\$0	\$0	\$10,519		
			Total	\$355,000	14.52%	\$0	\$10,519	\$0	\$0	\$116,435	\$0	
Stoltenberg, Lessley J.	VP, Chief Cybersecurity Offcr	General Revenue Designated	\$345,000	4.01%	\$0	\$0	\$0	\$0	\$124,674	\$0	\$469,674	Performance Incentive Program (\$46,592); Supplemental Benefit Program (\$78,082)
			\$0	0.00%	\$0	\$7,139	\$0	\$0	\$0	\$7,139		
			Total	\$345,000	4.01%	\$0	\$7,139	\$0	\$0	\$124,674	\$0	
Parekh, Ranna I.	VP of Workforce Community and Connections	Designated	\$343,200	4.00%	\$0	\$1,398	\$0	\$0	\$127,679	\$0	\$472,277	Performance Incentive Program (\$46,200); Supplemental Benefit Program (\$81,479)
			Total	\$343,200	4.00%	\$0	\$1,398	\$0	\$0	\$127,679	\$0	
Roux, Ryan	VP, Pharmacy	General Revenue Designated	\$339,200	4.02%	\$0	\$0	\$0	\$0	\$124,269	\$0	\$463,469	Performance Incentive Program (\$45,788); Supplemental Benefit Program (\$78,481)
			\$0	0.00%	\$0	\$4,361	\$0	\$0	\$0	\$4,361		
			Total	\$339,200	4.02%	\$0	\$4,361	\$0	\$0	\$124,269	\$0	
Magnus, Sherri P.	VP & Chief Audit Officer	General Revenue Designated	\$336,000	8.00%	\$0	\$0	\$0	\$0	\$117,765	\$0	\$453,765	Performance Incentive Program (\$45,007); Supplemental Benefit Program (\$72,758)
			\$0	0.00%	\$0	\$13,645	\$0	\$0	\$0	\$13,645		
			Total	\$336,000	8.00%	\$0	\$13,645	\$0	\$0	\$117,765	\$0	
Barnes, Krista M.	AVP & Dep Chief Compliance Off	General Revenue	\$356,700	12.03%	\$0	\$0	\$0	\$0	\$103,966	\$0	\$460,666	Performance Incentive Program (\$44,744); Supplemental Benefit Program (\$59,222)
			Total	\$356,700	12.03%	\$0	\$0	\$0	\$0	\$103,966	\$0	
Ray, William J.	Exec Dir, Neuroscience Rsch	General Revenue Designated Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$99,541	\$0	\$99,541	Performance Incentive Program (\$45,766); Supplemental Benefit Program (\$53,775)
			\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0		
			Total	\$339,200	59.41%	\$0	\$15,104	\$0	\$0	\$0	\$0	

Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2024
The University of Texas M.D. Anderson Cancer Center
Institution Code: 506

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Name	Position	Funding Source	Salary (9.1.2023)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2024					Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation
		Total	\$339,200	4.02%	\$0	\$15,104	\$0	\$0	\$99,541	\$0	\$453,845	
Kanodia, Shreya	AVP, Prg Infrastructure & Plng	General Revenue	\$197,760	13.62%	\$0	\$0	\$0	\$0	\$108,771	\$0	\$306,531	Performance Incentive Program (\$44,901); Supplemental Benefit Program (\$63,870)
		Restricted	\$131,840	13.62%	\$0	\$342	\$0	\$0	\$0	\$0	\$132,182	
		Total	\$329,600	13.62%	\$0	\$342	\$0	\$0	\$108,771	\$0	\$438,713	
Flores, Miriam	Assoc VP, Pt Business Svcs	General Revenue	\$303,900	3.02%	\$0	\$0	\$0	\$0	\$123,808	\$0	\$427,708	Interim Pay (\$30,000); Performance Incentive Program (\$41,804); Supplemental Benefit Program (\$52,004)
		Designated	\$0	0.00%	\$0	\$10,050	\$0	\$0	\$0	\$0	\$10,050	
		Total	\$303,900	3.02%	\$0	\$10,050	\$0	\$0	\$123,808	\$0	\$437,758	
St Onge, Richard	Assoc VP, Ofc of CBS	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$95,955	\$0	\$95,955	Performance Incentive Program (\$44,232); Supplemental Benefit Program (\$51,723)
		Designated	\$325,300	4.03%	\$0	\$15,035	\$0	\$0	\$0	\$0	\$340,335	
		Total	\$325,300	4.03%	\$0	\$15,035	\$0	\$0	\$95,955	\$0	\$436,290	
Garcia, Elizabeth A.	VP, Patient Experience	General Revenue	\$311,000	4.01%	\$0	\$0	\$0	\$0	\$108,531	\$0	\$419,531	Performance Incentive Program (\$42,109); Supplemental Benefit Program (\$66,422)
		Designated	\$0	0.00%	\$0	\$12,291	\$0	\$0	\$0	\$0	\$12,291	
		Total	\$311,000	4.01%	\$0	\$12,291	\$0	\$0	\$108,531	\$0	\$431,821	
Aziz, Dina	Assoc VP, Clinical Research	General Revenue	\$324,000	4.01%	\$0	\$0	\$0	\$0	\$105,169	\$0	\$429,169	Performance Incentive Program (\$43,646); Supplemental Benefit Program (\$61,523)
		Designated	\$0	0.00%	\$0	\$1,060	\$0	\$0	\$0	\$0	\$1,060	
		Total	\$324,000	4.01%	\$0	\$1,060	\$0	\$0	\$105,169	\$0	\$430,229	
Peyton, Brette N.	Assoc VP, External Affairs	General Revenue	\$323,200	10.01%	\$0	\$0	\$0	\$0	\$99,777	\$0	\$422,977	Performance Incentive Program (\$41,266); Supplemental Benefit Program (\$58,511)
		Designated	\$0	0.00%	\$0	\$342	\$0	\$0	\$0	\$0	\$342	
		Total	\$323,200	10.01%	\$0	\$342	\$0	\$0	\$99,777	\$0	\$423,320	
Harrison, Christian D.	Assoc VP & Controller	General Revenue	\$313,500	4.01%	\$0	\$0	\$0	\$0	\$92,076	\$0	\$405,576	Performance Incentive Program (\$42,577); Supplemental Benefit Program (\$49,499)
		Designated	\$0	0.00%	\$0	\$14,844	\$0	\$0	\$0	\$0	\$14,844	
		Total	\$313,500	4.01%	\$0	\$14,844	\$0	\$0	\$92,076	\$0	\$420,420	
Hoggatt Krumwiede, Kimberly Ann	Dean, School of Health Professions, Profes:	General Revenue	\$369,200	4.00%	\$0	\$0	\$0	\$0	\$50,137	\$0	\$419,337	Performance Incentive Program (\$50,137)
Izzo, Giuliana J.	Exec Dir, HR Fac & Acad Pships	General Revenue	\$314,200	3.02%	\$0	\$0	\$0	\$0	\$101,031	\$0	\$415,231	Performance Incentive Program (\$43,159); Supplemental Benefit Program (\$57,872)
		Designated	\$0	0.00%	\$0	\$3,514	\$0	\$0	\$0	\$0	\$3,514	
		Total	\$314,200	3.02%	\$0	\$3,514	\$0	\$0	\$101,031	\$0	\$418,745	
Cooper, Mary K.	Assoc VP, Spcl Progs & Events	General Revenue	\$312,300	3.00%	\$0	\$0	\$0	\$0	\$98,575	\$0	\$410,875	Performance Incentive Program (\$42,977); Supplemental Benefit Program (\$55,598)

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The University of Texas M.D. Anderson Cancer Center
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Name	Position	Funding Source	Salary (9.1.2023)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2024						Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation			
		Designated	\$0	0.00%	\$0	\$7,443	\$0	\$0	\$0	\$0	\$0	\$7,443	
		Total	\$312,300	3.00%	\$0	\$7,443	\$0	\$0	\$98,575	\$0	\$0	\$418,318	
Atkinson IV, William A.	Assoc VP, Office of the COO	General Revenue	\$312,500	4.03%	\$0	\$0	\$0	\$0	\$93,829	\$0	\$0	\$406,329	Performance Incentive Program (\$42,336); Supplemental Benefit Program (\$51,493)
		Designated	\$0	0.00%	\$0	\$11,816	\$0	\$0	\$0	\$0	\$0	\$11,816	
		Total	\$312,500	4.03%	\$0	\$11,816	\$0	\$0	\$93,829	\$0	\$0	\$418,145	
Kraycirik, Kate M.	VP & Chief Enterprise Risk Ofc	General Revenue	\$313,300	19.90%	\$0	\$0	\$0	\$0	\$99,474	\$0	\$0	\$412,774	Performance Incentive Program (\$36,873); Supplemental Benefit Program (\$62,601)
		Designated	\$0	0.00%	\$0	\$4,623	\$0	\$0	\$0	\$0	\$0	\$4,623	
		Total	\$313,300	19.90%	\$0	\$4,623	\$0	\$0	\$99,474	\$0	\$0	\$417,398	
Bailey, Angela Y.	AVP, Mngd Care & Fin Clearance	General Revenue	\$299,400	4.03%	\$0	\$0	\$0	\$0	\$88,879	\$0	\$0	\$388,279	Performance Incentive Program (\$40,642); Supplemental Benefit Program (\$48,237)
		Designated	\$0	0.00%	\$0	\$14,622	\$0	\$0	\$0	\$0	\$0	\$14,622	
		Total	\$299,400	4.03%	\$0	\$14,622	\$0	\$0	\$88,879	\$0	\$0	\$402,901	
Lovelady, Antoinetta D.	Assoc VP & Dep Chief Audit Ofc	General Revenue	\$299,500	12.00%	\$0	\$0	\$0	\$0	\$91,647	\$0	\$0	\$391,147	Performance Incentive Program (\$40,861); Supplemental Benefit Program (\$50,786)
		Designated	\$0	0.00%	\$0	\$10,291	\$0	\$0	\$0	\$0	\$0	\$10,291	
		Total	\$299,500	12.00%	\$0	\$10,291	\$0	\$0	\$91,647	\$0	\$0	\$401,438	
Secrest, Tania M.	Assoc VP, Rsch Strategy & Ops	General Revenue	\$295,600	4.01%	\$0	\$0	\$0	\$0	\$86,780	\$0	\$0	\$382,380	Performance Incentive Program (\$40,258); Supplemental Benefit Program (\$46,522)
		Designated	\$0	0.00%	\$0	\$14,428	\$0	\$0	\$0	\$0	\$0	\$14,428	
		Total	\$295,600	4.01%	\$0	\$14,428	\$0	\$0	\$86,780	\$0	\$0	\$396,808	
Peglow, Timothy M.	Associate Vice President, Patient Care Facil	General Revenue	\$297,200	4.03%	\$0	\$0	\$0	\$0	\$93,713	\$0	\$0	\$390,913	Performance Incentive Program (\$40,233); Supplemental Benefit Program (\$53,480)
		Designated	\$0	0.00%	\$0	\$5,257	\$0	\$0	\$0	\$0	\$0	\$5,257	
		Total	\$297,200	4.03%	\$0	\$5,257	\$0	\$0	\$93,713	\$0	\$0	\$396,170	
Holladay, Courtney L.	Assoc VP, Leadership Institute	General Revenue	\$296,100	4.00%	\$0	\$0	\$0	\$0	\$90,270	\$0	\$0	\$386,370	Performance Incentive Program (\$40,158); Supplemental Benefit Program (\$50,112)
		Designated	\$0	0.00%	\$0	\$9,584	\$0	\$0	\$0	\$0	\$0	\$9,584	
		Total	\$296,100	4.00%	\$0	\$9,584	\$0	\$0	\$90,270	\$0	\$0	\$395,955	
McWilliams, Natalia L.	Assoc VP, Indv Giving	General Revenue	\$294,100	4.03%	\$0	\$0	\$0	\$0	\$95,663	\$0	\$0	\$389,763	Performance Incentive Program (\$39,833); Supplemental Benefit Program (\$55,830)
		Designated	\$0	0.00%	\$0	\$1,368	\$0	\$0	\$0	\$0	\$0	\$1,368	
		Total	\$294,100	4.03%	\$0	\$1,368	\$0	\$0	\$95,663	\$0	\$0	\$391,131	
Mooney, Karen J.	Assoc VP, Fac Plan Dsg&Const	General Revenue	\$291,200	4.00%	\$0	\$0	\$0	\$0	\$95,659	\$0	\$0	\$386,859	Performance Incentive Program (\$39,603); Supplemental Benefit Program (\$56,056)
		Designated	\$0	0.00%	\$0	\$650	\$0	\$0	\$0	\$0	\$0	\$650	

Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2024
The University of Texas M.D. Anderson Cancer Center
Institution Code: 506

A	B	C	D	E	F G H I J K					L	M		
Name	Position	Funding Source	Salary (9.1.2023)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2024					Total Compensation	Explanation / Comments		
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other			Non-Cash Compensation	
		Total	\$291,200	4.00%	\$0	\$650	\$0	\$0	\$0	\$95,659	\$0	\$387,509	
Adcox, William H.	VP, Chief of Police & CSO	General Revenue	\$265,400	4.04%	\$0	\$0	\$0	\$0	\$0	\$107,445	\$0	\$372,845	Education Pay (\$4,200); Hazardous Pay (\$2,750); Performance Incentive Program (\$36,687); Supplemental Benefit Program (\$59,608); Tclose Pay (\$4,200)
		Designated	\$0	0.00%	\$0	\$13,267	\$0	\$0	\$0	\$0	\$0	\$13,267	
		Total	\$265,400	4.04%	\$0	\$13,267	\$0	\$0	\$0	\$107,445	\$0	\$386,113	
Ninan, Elizabeth P.	Assoc VP, Procedures & Therapt	General Revenue	\$288,100	4.01%	\$0	\$0	\$0	\$0	\$0	\$90,804	\$0	\$378,904	Performance Incentive Program (\$39,082); Supplemental Benefit Program (\$51,722)
		Designated	\$0	0.00%	\$0	\$5,422	\$0	\$0	\$0	\$0	\$0	\$5,422	
		Total	\$288,100	4.01%	\$0	\$5,422	\$0	\$0	\$0	\$90,804	\$0	\$384,327	
Thomas, Lavonia G.	Nursing Informatics Officer	General Revenue	\$289,000	5.01%	\$0	\$0	\$0	\$0	\$0	\$89,073	\$0	\$378,073	Performance Incentive Program (\$38,629); Supplemental Benefit Program (\$50,444)
		Designated	\$0	0.00%	\$0	\$6,235	\$0	\$0	\$0	\$0	\$0	\$6,235	
		Total	\$289,000	5.01%	\$0	\$6,235	\$0	\$0	\$0	\$89,073	\$0	\$384,308	
Moore, Judy	Assoc VP, Ambulatory Ops	General Revenue	\$285,300	4.01%	\$0	\$0	\$0	\$0	\$0	\$89,475	\$0	\$374,775	Performance Incentive Program (\$38,839); Supplemental Benefit Program (\$50,636)
		Designated	\$0	0.00%	\$0	\$6,367	\$0	\$0	\$0	\$0	\$0	\$6,367	
		Total	\$285,300	4.01%	\$0	\$6,367	\$0	\$0	\$0	\$89,475	\$0	\$381,142	
Harrott, Wesley R.	Assoc VP, Research Admin	General Revenue	\$284,100	3.01%	\$0	\$0	\$0	\$0	\$0	\$90,598	\$0	\$374,698	Performance Incentive Program (\$38,982); Supplemental Benefit Program (\$51,616)
		Designated	\$0	0.00%	\$0	\$2,377	\$0	\$0	\$0	\$0	\$0	\$2,377	
		Total	\$284,100	3.01%	\$0	\$2,377	\$0	\$0	\$0	\$90,598	\$0	\$377,076	
Ampomah, Prince	Exec Dir, Office of the CME	General Revenue	\$283,700	9.12%	\$0	\$1,089	\$0	\$0	\$0	\$87,183	\$0	\$371,973	Performance Incentive Program (\$36,400); Supplemental Benefit Program (\$50,783)
Burkhardt, Andrew J.	Assoc VP, Rsch & Admin Fac	General Revenue	\$277,100	4.02%	\$0	\$0	\$0	\$0	\$0	\$83,467	\$0	\$360,567	Performance Incentive Program (\$37,330); Supplemental Benefit Program (\$46,137)
		Designated	\$0	0.00%	\$0	\$10,721	\$0	\$0	\$0	\$0	\$0	\$10,721	
		Total	\$277,100	4.02%	\$0	\$10,721	\$0	\$0	\$0	\$83,467	\$0	\$371,288	
Guajardo, Tomas G.	Assoc VP, State & System Rep	General Revenue	\$273,000	3.02%	\$0	\$0	\$0	\$0	\$0	\$82,677	\$0	\$355,677	Performance Incentive Program (\$37,374); Supplemental Benefit Program (\$45,303)
		Designated	\$0	0.00%	\$0	\$10,697	\$0	\$0	\$0	\$0	\$0	\$10,697	
		Total	\$273,000	3.02%	\$0	\$10,697	\$0	\$0	\$0	\$82,677	\$0	\$366,375	
Brasher, Melissa A.	Assoc VP, Principal Gifts	General Revenue	\$270,400	4.00%	\$0	\$0	\$0	\$0	\$0	\$84,619	\$0	\$355,019	Performance Incentive Program (\$36,635); Supplemental Benefit Program (\$47,984)
		Designated	\$0	0.00%	\$0	\$6,239	\$0	\$0	\$0	\$0	\$0	\$6,239	
		Total	\$270,400	4.00%	\$0	\$6,239	\$0	\$0	\$0	\$84,619	\$0	\$361,259	

Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2024
The University of Texas M.D. Anderson Cancer Center
Institution Code: 506

A	B	C	D	E	F G H I J K						L	M
Name	Position	Funding Source	Salary (9.1.2023)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2024						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Dennis, Andrew P.	AVP, Tech Commercialization	General Revenue Designated	\$277,900	3.00%	\$0	\$0	\$0	\$0	\$72,334	\$0	\$350,234	Performance Incentive Program (\$44,851); Supplemental Benefit Program (\$27,483)
			\$0	0.00%	\$0	\$9,644	\$0	\$0	\$0	\$0	\$9,644	
			Total	\$277,900	3.00%	\$0	\$9,644	\$0	\$0	\$72,334	\$0	
Kurtin, Danna J.	Assoc VP, FAA	General Revenue Designated	\$267,300	3.01%	\$0	\$0	\$0	\$0	\$87,787	\$0	\$355,087	Performance Incentive Program (\$36,800); Supplemental Benefit Program (\$50,987)
			\$0	0.00%	\$0	\$2,003	\$0	\$0	\$0	\$0	\$2,003	
			Total	\$267,300	3.01%	\$0	\$2,003	\$0	\$0	\$87,787	\$0	
Roarty, Emily B.	Assoc VP, Strategy and Impact	General Revenue Restricted	\$165,000	15.50%	\$0	\$0	\$0	\$0	\$79,558	\$0	\$244,558	Performance Incentive Program (\$33,561); Supplemental Benefit Program (\$45,997)
			\$110,000	15.50%	\$0	\$2,434	\$0	\$0	\$0	\$0	\$112,434	
			Total	\$275,000	15.50%	\$0	\$2,434	\$0	\$0	\$79,558	\$0	
Patel, Samir S.	Assoc VP, Clin Infrastructure	General Revenue Designated	\$264,000	3.00%	\$0	\$0	\$0	\$0	\$82,953	\$0	\$346,953	Performance Incentive Program (\$36,084); Supplemental Benefit Program (\$46,869)
			\$0	0.00%	\$0	\$6,122	\$0	\$0	\$0	\$0	\$6,122	
			Total	\$264,000	3.00%	\$0	\$6,122	\$0	\$0	\$82,953	\$0	
Berkheiser, Matthew L.	Assoc VP, EHSSEM	General Revenue Designated	\$260,100	5.01%	\$0	\$0	\$0	\$0	\$78,822	\$0	\$338,922	Performance Incentive Program (\$35,132); Supplemental Benefit Program (\$43,690)
			\$0	0.00%	\$0	\$8,619	\$0	\$0	\$0	\$0	\$8,619	
			Total	\$260,100	5.01%	\$0	\$8,619	\$0	\$0	\$78,822	\$0	
Espat, Adelina J.	Assoc VP, Philanthropic Engmt	General Revenue Designated	\$259,300	4.01%	\$0	\$0	\$0	\$0	\$77,624	\$0	\$336,924	Performance Incentive Program (\$35,227); Supplemental Benefit Program (\$42,397)
			\$0	0.00%	\$0	\$10,456	\$0	\$0	\$0	\$0	\$10,456	
			Total	\$259,300	4.01%	\$0	\$10,456	\$0	\$0	\$77,624	\$0	
Luk, Wing Si	AVP, HRO Quality & Pt Safety	General Revenue Designated	\$265,200	4.00%	\$0	\$0	\$0	\$0	\$72,160	\$0	\$337,360	Performance Incentive Program (\$30,027); Supplemental Benefit Program (\$42,133)
			\$0	0.00%	\$0	\$906	\$0	\$0	\$0	\$0	\$906	
			Total	\$265,200	4.00%	\$0	\$906	\$0	\$0	\$72,160	\$0	
Barnhill, Emily H.	AVP, Strategic Indstry Venture	General Revenue Designated	\$260,000	15.10%	\$0	\$0	\$0	\$0	\$66,758	\$0	\$326,758	Performance Incentive Program (\$41,374); Supplemental Benefit Program (\$25,384)
			\$0	0.00%	\$0	\$8,827	\$0	\$0	\$0	\$0	\$8,827	
			Total	\$260,000	15.10%	\$0	\$8,827	\$0	\$0	\$66,758	\$0	
Feighl, Carrie C.	Assoc VP, Research Finance	General Revenue Designated	\$248,200	3.03%	\$0	\$0	\$0	\$0	\$77,996	\$0	\$326,196	Performance Incentive Program (\$34,003); Supplemental Benefit Program (\$43,993)
			\$0	0.00%	\$0	\$6,020	\$0	\$0	\$0	\$0	\$6,020	
			Total	\$248,200	3.03%	\$0	\$6,020	\$0	\$0	\$77,996	\$0	

Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2024
The University of Texas M.D. Anderson Cancer Center
Institution Code: 506

A	B	C	D	E	F G H I J K						L	M	
Name	Position	Funding Source	Salary (9.1.2023)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2024						Total Compensation	Explanation / Comments	
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation			
Hay, Danielle	Exec Dir, Strategy & Bus Dev	General Revenue	\$247,200	10.01%	\$0	\$0	\$0	\$0	\$76,494	\$0	\$323,694	Performance Incentive Program (\$31,629); Supplemental Benefit Program (\$44,865)	
			Designated	\$0	0.00%	\$0	\$6,079	\$0	\$0	\$0	\$0		\$6,079
			Total	\$247,200	10.01%	\$0	\$6,079	\$0	\$0	\$76,494	\$0		\$329,773
Layegh, Pouyan	Assoc VP, Facilities Engr	General Revenue	\$247,700	4.03%	\$0	\$0	\$0	\$0	\$79,670	\$0	\$327,370	Performance Incentive Program (\$33,536); Supplemental Benefit Program (\$46,134)	
			Designated	\$0	0.00%	\$0	\$1,985	\$0	\$0	\$0	\$0		\$1,985
			Total	\$247,700	4.03%	\$0	\$1,985	\$0	\$0	\$79,670	\$0		\$329,354
French, Susan P.	Assoc VP, Vol Svcs & Merch	General Revenue	\$242,100	3.02%	\$0	\$0	\$0	\$0	\$68,234	\$0	\$310,334	Performance Incentive Program (\$33,169); Supplemental Benefit Program (\$35,065)	
			Designated	\$0	0.00%	\$0	\$17,727	\$0	\$0	\$0	\$0		\$17,727
			Total	\$242,100	3.02%	\$0	\$17,727	\$0	\$0	\$68,234	\$0		\$328,060
Berger, Sarah P.	Assoc VP, Cancer Network	General Revenue	\$247,500	10.00%	\$0	\$0	\$0	\$0	\$73,580	\$0	\$321,080	Performance Incentive Program (\$31,735); Supplemental Benefit Program (\$41,845)	
			Designated	\$0	0.00%	\$0	\$4,638	\$0	\$0	\$0	\$0		\$4,638
			Total	\$247,500	10.00%	\$0	\$4,638	\$0	\$0	\$73,580	\$0		\$325,718
Cavalier Jr, James	Assoc VP, Education Operations	General Revenue	\$242,100	3.02%	\$0	\$0	\$0	\$0	\$78,527	\$0	\$320,627	Performance Incentive Program (\$33,285); Supplemental Benefit Program (\$45,242)	
			Designated	\$0	0.00%	\$0	\$3,668	\$0	\$0	\$0	\$0		\$3,668
			Total	\$242,100	3.02%	\$0	\$3,668	\$0	\$0	\$78,527	\$0		\$324,295
Nortje, Nico	Exec Dir, Integrated Ethics	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$26,884	\$0	\$26,884	Performance Incentive Program (\$26,884)	
			Designated	\$239,200	4.00%	\$0	\$54,920	\$0	\$0	\$0	\$0		\$294,120
			Total	\$239,200	4.00%	\$0	\$54,920	\$0	\$0	\$26,884	\$0		\$321,004
Harris, Denise S.	Assoc VP, Fac Mgmt Bus Svcs	General Revenue	\$236,900	4.04%	\$0	\$0	\$0	\$0	\$77,473	\$0	\$314,373	Performance Incentive Program (\$32,015); Supplemental Benefit Program (\$45,458)	
			Designated	\$0	0.00%	\$0	\$342	\$0	\$0	\$0	\$0		\$342
			Total	\$236,900	4.04%	\$0	\$342	\$0	\$0	\$77,473	\$0		\$314,716
Abdulmassih, Grace	Assoc VP, Cancer Network	General Revenue	\$223,600	14.26%	\$0	\$0	\$0	\$0	\$65,004	\$0	\$288,604	Performance Incentive Program (\$27,616) Supplemental Benefit Program (\$37,388)	
			Designated	\$0	0.00%	\$0	\$9,584	\$0	\$0	\$0	\$0		\$9,584
			Total	\$223,600	14.26%	\$0	\$9,584	\$0	\$0	\$65,004	\$0		\$298,188
Miller, Edward C.	Exec Dir, Government Rltns	General Revenue	\$220,700	4.01%	\$0	\$0	\$0	\$0	\$71,785	\$0	\$292,485	Performance Incentive Program (\$29,910); Supplemental Benefit Program (\$41,875)	
			Designated	\$0	0.00%	\$0	\$1,621	\$0	\$0	\$0	\$0		\$1,621
			Total	\$220,700	4.01%	\$0	\$1,621	\$0	\$0	\$71,785	\$0		\$294,107
Gerwitz Jr, Raymond J.	Assoc VP, Deputy CSO	General Revenue	\$218,400	4.00%	\$0	\$0	\$0	\$0	\$64,124	\$0	\$282,524	Performance Incentive Program (\$29,652); Supplemental Benefit Program (\$34,472)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			Total	\$218,400	4.00%	\$0	\$0	\$0	\$0	\$64,124	\$0		\$282,524

Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2024
The University of Texas M.D. Anderson Cancer Center
Institution Code: 506

A Name	B Position	C Funding Source	D Salary (9.1.2023)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2024					K Non-Cash Compensation	L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other			
		Designated	\$0	0.00%	\$0	\$11,343	\$0	\$0	\$0	\$0	\$11,343	
		Total	\$218,400	4.00%	\$0	\$11,343	\$0	\$0	\$64,124	\$0	\$293,867	
Ballard, Edith K.	Assoc VP, Rev Ops & Coding	General Revenue	\$232,900	3.01%	\$0	\$0	\$0	\$0	\$52,121	\$0	\$285,021	Performance Incentive Program (\$31,923); Supplemental
		Designated	\$0	0.00%	\$0	\$6,813	\$0	\$0	\$0	\$0	\$6,813	Benefit Program (\$20,198)
		Total	\$232,900	3.01%	\$0	\$6,813	\$0	\$0	\$52,121	\$0	\$291,834	
Undie, William	Associate Dean Academic Affairs and Profe	General Revenue	\$240,078	6.40%	\$0	\$0	\$0	\$0	\$27,854	\$0	\$267,932	Performance Incentive Program (\$27,854)
Hu, Peter	Associate Dean Research and Strategic Init	General Revenue	\$240,727	11.60%	\$0	\$0	\$0	\$0	\$26,383	\$0	\$267,110	Performance Incentive Program (\$26,383)
Mattox, William W.	Sr Associate Dean, GSBS	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$28,384	\$0	\$28,384	Performance Incentive Program (\$28,384)
		Designated	\$201,045	3.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$201,045	
		Restricted	\$5,155	3.51%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,155	
		Total	\$206,200	3.51%	\$0	\$0	\$0	\$0	\$28,384	\$0	\$234,584	
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	3.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$146,840	

Notes:

Salary increases are due to merits, promotions or pay rate changes including the following that had a substantial percentage increase over prior year:

- Christopher McKee - pay rate change to align with latest market data.
- Christopher Flowers - promoted effective 09/01/2023.
- Kathleen Schmerler - promoted effective 09/01/2023.
- Timothy Anthony Yap - promoted effective 09/01/2023.
- Daniel P. Shoenthal - promoted effective 10/01/2022

Incentives are based on FY23 actuals except those that were hired late in FY23 and are based on FY24 estimates.

Brad Gibson retired effective 02/01/2024.

Krista Barnes terminated 09/02/2023.

Georgia Thomas is a part time employee reported at 0.8 FTE. Salary decrease compared to prior year is due to Tomas no longer filling the Clinical Director Ad Interim for Employee Health administrative role; administrative supplement was \$30,000.

Michael Ewer is a part time employee reported at 0.4 FTE.

Report includes Ranna Parekh title as of 11/1/23