

The University of Texas M. D. Anderson Cancer Center

Institution Code: 506

A Name	B Position	C Funding Source	D Salary (9.1.2020)	E Percentage Salary Increase Over FY 2020	F H I J K Nonsalary Benefits FY 2021						L Total Compensation	M Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Pisters,Peter WT	President, Professor	General Revenue	\$65,945	0.00%	\$0	\$0	\$0	\$0	\$290	\$0	\$66,235	Longevity (\$110); Work Life Choice (\$180)
		Designated	\$1,517,065	0.00%	\$0	\$405,900	\$0	\$0	\$454,373	\$0	\$2,377,338	Deferred Compensation (\$200,000); Long Term Incentive (\$251,843); Longevity (\$2,530)
		<b>Total</b>	<b>\$1,583,010</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$405,900</b>	<b>\$0</b>	<b>\$0</b>	<b>\$454,663</b>	<b>\$0</b>	<b>\$2,443,573</b>	
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	\$143,629	\$0	\$143,629	Performance Incentive Program (\$143,449); Work Life Choice (\$180)
		Designated	\$1,009,584	0.01%	\$0	\$309,889	\$0	\$0	\$0	\$0	\$1,319,473	
		Restricted	\$14,874	-0.42%	\$0	\$0	\$0	\$0	\$0	\$0	\$14,874	
	<b>Total</b>	<b>\$1,024,458</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$309,889</b>	<b>\$0</b>	<b>\$0</b>	<b>\$143,629</b>	<b>\$0</b>	<b>\$1,477,976</b>		
Lee,Jeffrey E	VP, CN Medical & Acad Affairs	General Revenue	\$816,837	360.38%	\$0	\$8,219	\$0	\$0	\$119,118	\$0	\$944,173	Performance Incentive Program (\$116,161); Longevity (\$2,777); Work Life Choice (\$180)
		Designated	\$0	-100.00%	\$0	\$244,394	\$0	\$0	\$0	\$0	\$244,394	
		Restricted	\$9,905	101.36%	\$0	\$0	\$0	\$0	\$23	\$0	\$9,928	Longevity (\$23)
	<b>Total</b>	<b>\$826,742</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$252,613</b>	<b>\$0</b>	<b>\$0</b>	<b>\$119,141</b>	<b>\$0</b>	<b>\$1,198,496</b>		
Hagberg,Carin	Chief Academic Officer, Professor	General Revenue	\$434,515	0.00%	\$0	\$0	\$0	\$0	\$117,440	\$0	\$551,955	Performance Incentive Program (\$115,601); Longevity (\$1,659); Work Life Choice (\$180)
		Designated	\$384,521	4.27%	\$0	\$250,856	\$0	\$0	\$1,461	\$0	\$636,838	Longevity (\$1,461)
		Restricted	\$3,364	-82.38%	\$0	\$0	\$0	\$0	\$20	\$0	\$3,384	Longevity (\$20)
	<b>Total</b>	<b>\$822,400</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$250,856</b>	<b>\$0</b>	<b>\$0</b>	<b>\$118,921</b>	<b>\$0</b>	<b>\$1,192,177</b>		
Melson,Benjamin Blanton	Senior Vice President and Chief Financial Officer	General Revenue	\$815,600	0.00%	\$0	\$0	\$0	\$0	\$350,402	\$0	\$1,166,002	Supplemental Benefit Program (\$234,918); Performance Incentive Program (\$114,344); Longevity (\$960); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$14,434	\$0	\$0	\$0	\$0	\$14,434	
		<b>Total</b>	<b>\$815,600</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$14,434</b>	<b>\$0</b>	<b>\$0</b>	<b>\$350,402</b>	<b>\$0</b>	<b>\$1,180,436</b>	
Morris,Rosanna D	Chief Operating Officer	General Revenue	\$800,000	0.00%	\$0	\$12,442	\$0	\$0	\$343,291	\$0	\$1,155,732	Supplemental Benefit Program (\$231,291); Performance Incentive Program (\$112,000)
		<b>Total</b>	<b>\$800,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$12,442</b>	<b>\$0</b>	<b>\$0</b>	<b>\$343,291</b>	<b>\$0</b>	<b>\$1,155,732</b>	

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Prat,Ferran	Senior Vice President, Research Administration and Industry Relations	General Revenue	\$510,600	0.00%	\$0	\$0	\$0	\$0	\$618,937	\$0	\$1,129,537	Long Term Incentive (\$400,000); Supplemental Benefit Program (\$146,427); Performance Incentive Program (\$71,610); Longevity (\$720); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,033	\$0	\$0	\$0	\$0	\$10,033	
		Total	\$510,600	0.00%	\$0	\$10,033	\$0	\$0	\$618,937	\$0	\$1,139,570	
Draetta,Giulio	SrVP, Chief Scientific Officer	General Revenue	\$707,453	-3.43%	\$0	\$15,241	\$0	\$0	\$109,981	\$0	\$832,675	Performance Incentive Program (\$108,926); Longevity (\$875); Work Life Choice (\$180)
		Designated	\$69,447	56.61%	\$0	\$222,513	\$0	\$0	\$0	\$0	\$291,960	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$85	\$0	\$85	
Total	\$776,900	0.00%	\$0	\$237,754	\$0	\$0	\$110,066	\$0	\$1,124,721			
Hicks,Marshall E	Division Head, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$106,692	\$0	\$106,692	Performance Incentive Program (\$106,512); Work Life Choice (\$180)
		Designated	\$748,760	0.00%	\$0	\$233,513	\$0	\$0	\$0	\$0	\$982,273	
		Restricted	\$11,858	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$11,858	
Total	\$760,618	0.00%	\$0	\$233,513	\$0	\$0	\$106,692	\$0	\$1,100,822			
Koong,Albert C	Division Head, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$103,105	\$0	\$103,105	Performance Incentive Program (\$102,925); Work Life Choice (\$180)
		Designated	\$720,807	10.38%	\$0	\$222,389	\$0	\$0	\$0	\$0	\$943,196	
		Restricted	\$14,193	114.72%	\$0	\$0	\$0	\$0	\$0	\$0	\$14,193	
Total	\$735,000	11.42%	\$0	\$222,389	\$0	\$0	\$103,105	\$0	\$1,060,495			
Weber,Randal S	Chief Patient Experience Ofc	General Revenue	\$549,340	0.00%	\$0	\$16,589	\$0	\$0	\$79,739	\$0	\$645,668	Performance Incentive Program (\$77,255); Longevity (\$2,304); Work Life Choice (\$180)
		Designated	\$162,460	-6.88%	\$0	\$212,518	\$0	\$0	\$732	\$0	\$375,710	
		Restricted	\$20,000	0.00%	\$0	\$0	\$0	\$0	\$84	\$0	\$20,084	
Total	\$731,800	0.00%	\$0	\$229,107	\$0	\$0	\$80,555	\$0	\$1,041,461			
Tereffe,Welela	Chief Medical Officer, Professor	General Revenue	\$680,000	0.00%	\$0	\$0	\$0	\$0	\$97,320	\$0	\$777,320	Performance Incentive Program (\$95,460); Longevity (\$1,680); Work Life Choice (\$180);
		Designated	\$0	0.00%	\$0	\$204,558	\$0	\$0	\$0	\$0	\$204,558	
		Total	\$680,000	0.00%	\$0	\$204,558	\$0	\$0	\$97,320	\$0	\$981,878	

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Hwu,Patrick	Division Head, Chair, Professor, and McGraw Chair-Study of Cancer Division Head, Chair, Professor, and the Sheikh Mohammed Bin Zayed Al Nahyan Distinguished University Chair	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$92,602	\$0	\$92,602	Performance Incentive Program (\$92,422); Work Life Choice (\$180)
		Designated	\$592,290	14.48%	\$0	\$202,340	\$0	\$0	\$0	\$0	\$794,630	
		Restricted	\$67,686	-52.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$67,686	
		<b>Total</b>	<b>\$659,976</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$202,340</b>	<b>\$0</b>	<b>\$0</b>	<b>\$92,602</b>	<b>\$0</b>	<b>\$954,918</b>	
Kuban,Deborah A	Associate Vice President, Cancer Network Clinical Operations, Professor	General Revenue	\$600,468	0.00%	\$0	\$6,371	\$0	\$0	\$94,640	\$0	\$701,479	Performance Incentive Program (\$92,490); Longevity (\$1,970); Work Life Choice (\$180)
		Designated	\$57,832	0.00%	\$0	\$194,688	\$0	\$0	\$190	\$0	\$252,710	Longevity (\$190)
		<b>Total</b>	<b>\$658,300</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$201,059</b>	<b>\$0</b>	<b>\$0</b>	<b>\$94,830</b>	<b>\$0</b>	<b>\$954,189</b>	
Varghese,Shibu	SrVP, People, Culture & Infrs	General Revenue	\$647,900	0.00%	\$0	\$0	\$0	\$0	\$280,369	\$0	\$928,269	Supplemental Benefit Program (\$187,269); Performance Incentive Program (\$91,000); Longevity (\$1,920); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,044	\$0	\$0	\$0	\$0	\$11,044	
		<b>Total</b>	<b>\$647,900</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$11,044</b>	<b>\$0</b>	<b>\$0</b>	<b>\$280,369</b>	<b>\$0</b>	<b>\$939,313</b>	
Pullin,Tadd M	SrVP, Institutional Affairs	General Revenue	\$649,100	0.46%	\$0	\$0	\$0	\$0	\$281,497	\$0	\$930,597	Supplemental Benefit Program (\$189,871); Performance Incentive Program (\$90,966); Longevity (\$480); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$7,224	\$0	\$0	\$0	\$0	\$7,224	
		<b>Total</b>	<b>\$649,100</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$7,224</b>	<b>\$0</b>	<b>\$0</b>	<b>\$281,497</b>	<b>\$0</b>	<b>\$937,821</b>	
Bodurka,Diane C	Chief Education & Training Officer	General Revenue	\$500,309	-0.95%	\$0	\$0	\$0	\$0	\$88,056	\$0	\$588,365	Performance Incentive Program (\$85,655); Longevity (\$2,401)
		Designated	\$103,781	0.00%	\$0	\$185,470	\$0	\$0	\$498	\$0	\$289,749	Longevity (\$498)
		Restricted	\$4,810	0.00%	\$0	\$0	\$0	\$0	\$21	\$0	\$4,831	Longevity (\$21)
		<b>Total</b>	<b>\$608,900</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$185,470</b>	<b>\$0</b>	<b>\$0</b>	<b>\$88,575</b>	<b>\$0</b>	<b>\$882,945</b>	
Zeidenstein,Darrow G	SrVP & Chief Development Ofc	General Revenue	\$600,000	0.00%	\$0	\$0	\$0	\$0	\$257,310	\$0	\$857,310	Supplemental Benefit Program (\$172,033); Performance Incentive Program (\$84,157); Longevity (\$940); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,862	\$0	\$0	\$0	\$0	\$11,862	
		<b>Total</b>	<b>\$600,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$11,862</b>	<b>\$0</b>	<b>\$0</b>	<b>\$257,310</b>	<b>\$0</b>	<b>\$869,172</b>	

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Kupferman,Michael Elliot	Senior Vice President, Cancer Network Clinical and Academic Development	General Revenue	\$500,196	10.91%	\$0	\$7,362	\$0	\$0	\$85,872	\$0	\$593,430	Performance Incentive Program (\$84,266); Longevity (\$1,426); Work Life Choice (\$180)
		Designated	\$99,804	-0.01%	\$0	\$174,061	\$0	\$0	\$294	\$0	\$274,159	Longevity (\$294)
		<b>Total</b>	<b>\$600,000</b>	<b>8.93%</b>	<b>\$0</b>	<b>\$181,423</b>	<b>\$0</b>	<b>\$0</b>	<b>\$86,166</b>	<b>\$0</b>	<b>\$867,589</b>	
Kinzel,Allyson H	SrVP, Legal & Reg Affairs	General Revenue	\$600,000	16.71%	\$0	\$0	\$0	\$0	\$253,446	\$0	\$853,446	Supplemental Benefit Program (\$167,873); Performance Incentive Program (\$84,193); Longevity (\$1,200); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$8,612	\$0	\$0	\$0	\$0	\$8,612	
		<b>Total</b>	<b>\$600,000</b>	<b>16.71%</b>	<b>\$0</b>	<b>\$8,612</b>	<b>\$0</b>	<b>\$0</b>	<b>\$253,446</b>	<b>\$0</b>	<b>\$862,058</b>	
Tweardy,David	Division Head, Professor	Designated	\$454,798	-1.35%	\$0	\$176,058	\$0	\$0	\$79,581	\$0	\$710,437	Performance Incentive Program (\$79,581)
		Restricted	\$113,636	5.77%	\$0	\$0	\$0	\$0	\$0	\$0	\$113,636	
		<b>Total</b>	<b>\$568,434</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$176,058</b>	<b>\$0</b>	<b>\$0</b>	<b>\$79,581</b>	<b>\$0</b>	<b>\$824,073</b>	
Aloia,Thomas A	Chief Quality Officer, Professor	General Revenue	\$285,852	2.47%	\$0	\$0	\$0	\$0	\$79,585	\$0	\$365,437	Performance Incentive Program (\$78,733); Longevity (\$672); Work Life Choice (\$180)
		Designated	\$265,667	15.23%	\$0	\$167,027	\$0	\$0	\$513	\$0	\$433,207	Longevity (\$513)
		Restricted	\$9,481	531.23%	\$0	\$0	\$0	\$0	\$15	\$0	\$9,496	Longevity (\$15)
		<b>Total</b>	<b>\$561,000</b>	<b>9.78%</b>	<b>\$0</b>	<b>\$167,027</b>	<b>\$0</b>	<b>\$0</b>	<b>\$80,113</b>	<b>\$0</b>	<b>\$808,140</b>	
Jaffray,David	SrVP, Chief Tech & Digital Ofc	General Revenue	\$540,000	0.00%	\$0	\$0	\$0	\$0	\$231,009	\$0	\$771,009	Supplemental Benefit Program (\$155,255); Performance Incentive Program (\$75,619); Work Life Choice (\$135)
		Designated	\$0	0.00%	\$0	\$9,694	\$0	\$0	\$0	\$0	\$9,694	
		<b>Total</b>	<b>\$540,000</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$9,694</b>	<b>\$0</b>	<b>\$0</b>	<b>\$231,009</b>	<b>\$0</b>	<b>\$780,703</b>	
Porter,Carol Anne	Senior Vice President and Chief Nursing Officer	General Revenue	\$541,100	0.00%	\$0	\$0	\$0	\$0	\$237,856	\$0	\$778,956	Supplemental Benefit Program (\$161,828); Performance Incentive Program (\$75,788); Longevity (\$240)
		Designated	\$0	0.00%	\$0	\$821	\$0	\$0	\$0	\$0	\$821	
		<b>Total</b>	<b>\$541,100</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$821</b>	<b>\$0</b>	<b>\$0</b>	<b>\$237,856</b>	<b>\$0</b>	<b>\$779,777</b>	
Gorlick,Richard	Division Head, Chair, Professor and Mosbacher Pediatrics Chair	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$75,625	\$0	\$75,625	Performance Incentive Program (\$75,445); Work Life Choice (\$180)
		Designated	\$323,226	-31.64%	\$0	\$164,512	\$0	\$0	\$0	\$0	\$487,738	
		Restricted	\$215,485	227.12%	\$0	\$0	\$0	\$0	\$0	\$0	\$215,485	
		<b>Total</b>	<b>\$538,711</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$164,512</b>	<b>\$0</b>	<b>\$0</b>	<b>\$75,625</b>	<b>\$0</b>	<b>\$778,848</b>	

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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	\$238,481	-2.46%	\$0	\$0	\$0	\$0	\$74,822	\$0	\$313,303	Performance Incentive Program (\$74,012); Longevity (\$630); Work Life Choice (\$180)
		Designated	\$238,481	-2.46%	\$0	\$163,330	\$0	\$0	\$630	\$0	\$402,441	Longevity (\$630)
		Restricted	\$50,138	31.60%	\$0	\$0	\$0	\$0	\$120	\$0	\$50,258	Longevity (\$120)
		<b>Total</b>	<b>\$527,100</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$163,330</b>	<b>\$0</b>	<b>\$0</b>	<b>\$75,572</b>	<b>\$0</b>	<b>\$766,002</b>	
Bast Jr,Robert C	Vice President, Translational Research, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$72,504	\$0	\$72,504	Performance Incentive Program (\$72,324); Work Life Choice (\$180)
		Designated	\$460,183	7.65%	\$0	\$163,118	\$0	\$0	\$2,447	\$0	\$625,749	Longevity (\$2,447)
		Restricted	\$53,317	-38.01%	\$0	\$0	\$0	\$0	\$473	\$0	\$53,790	Longevity (\$473)
		<b>Total</b>	<b>\$513,500</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$163,118</b>	<b>\$0</b>	<b>\$0</b>	<b>\$75,424</b>	<b>\$0</b>	<b>\$752,042</b>	
Wistuba,Ignacio	Division Head, Professor	General Revenue	\$351,375	19.02%	\$0	\$101,364	\$0	\$0	\$76,164	\$0	\$528,904	Performance Incentive Program (\$75,984); Work Life Choice (\$180)
		Designated	\$60,426	-37.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$60,426	
		Restricted	\$130,763	35.93%	\$0	\$0	\$0	\$0	\$0	\$0	\$130,763	
		<b>Total</b>	<b>\$542,564</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$101,364</b>	<b>\$0</b>	<b>\$0</b>	<b>\$76,164</b>	<b>\$0</b>	<b>\$720,093</b>	
Foxhall,Lewis E	Vice President, Health Policy, Professor	General Revenue	\$449,659	10.97%	\$0	\$19,907	\$0	\$0	\$70,961	\$0	\$540,527	Performance Incentive Program (\$67,956); Longevity (\$2,825); Work Life Choice (\$180)
		Designated	\$21,453	-72.10%	\$0	\$133,812	\$0	\$0	\$138	\$0	\$155,403	Longevity (\$138)
		Restricted	\$10,988	0.00%	\$0	\$0	\$0	\$0	\$157	\$0	\$11,145	Longevity (\$157)
		<b>Total</b>	<b>\$482,100</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$153,719</b>	<b>\$0</b>	<b>\$0</b>	<b>\$71,256</b>	<b>\$0</b>	<b>\$707,075</b>	
Frenzel,John C	Director, Learning Health Systems and Professor	General Revenue	\$378,135	0.00%	\$0	\$6,127	\$0	\$0	\$68,693	\$0	\$452,956	Performance Incentive Program (\$66,595); Longevity (\$1,918); Work Life Choice (\$180)
		Designated	\$94,965	0.00%	\$0	\$138,415	\$0	\$0	\$482	\$0	\$233,862	Longevity (\$482)
		<b>Total</b>	<b>\$473,100</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$144,542</b>	<b>\$0</b>	<b>\$0</b>	<b>\$69,175</b>	<b>\$0</b>	<b>\$686,817</b>	
McKee,Christopher H	Senior Vice President, Strategy and Business Development	General Revenue	\$471,200	0.00%	\$0	\$0	\$0	\$0	\$205,952	\$0	\$677,152	Supplemental Benefit Program (\$137,522); Performance Incentive Program (\$66,270); Longevity (\$2,160)
		Designated	\$0	0.00%	\$0	\$6,408	\$0	\$0	\$0	\$0	\$6,408	
		<b>Total</b>	<b>\$471,200</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$6,408</b>	<b>\$0</b>	<b>\$0</b>	<b>\$205,952</b>	<b>\$0</b>	<b>\$683,560</b>	
Walters,Ronald S	Assoc VP, Med Op & Informatics	General Revenue	\$384,371	0.00%	\$0	\$20,370	\$0	\$0	\$57,998	\$0	\$462,739	Performance Incentive Program (\$54,326); Longevity (\$3,672)
		Designated	\$79,829	17.69%	\$0	\$124,027	\$0	\$0	\$648	\$0	\$204,504	Longevity (\$648)
		<b>Total</b>	<b>\$464,200</b>	<b>2.65%</b>	<b>\$0</b>	<b>\$144,397</b>	<b>\$0</b>	<b>\$0</b>	<b>\$58,646</b>	<b>\$0</b>	<b>\$667,243</b>	

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A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2020)	Percentage Salary Increase Over FY 2020	Nonsalary Benefits FY 2021						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Von-Maszewski, Marian	Emergency Readiness Officer, Associate Professor	General Revenue	\$284,903	49.78%	\$0	\$0	\$0	\$0	\$40,541	\$0	\$325,444	Performance Incentive Program (\$39,967); Longevity (\$394); Work Life Choice (\$180) Longevity (\$326)
		Designated	\$192,097	-10.74%	\$0	\$124,064	\$0	\$0	\$326	\$0	\$316,487	
		Total	\$477,000	17.65%	\$0	\$124,064	\$0	\$0	\$40,867	\$0	\$641,931	
Caudle, Abigail Suzanne	Vice President, Procedural and Therapeutics Practice, Associate Professor	General Revenue	\$35,000	0.00%	\$0	\$0	\$0	\$0	\$63,260	\$0	\$98,260	Performance Incentive Program (\$63,155); Work Life Choice (\$105)
		Designated	\$416,000	0.00%	\$0	\$126,442	\$0	\$0	\$0	\$0	\$542,442	
		Total	\$451,000	8.41%	\$0	\$126,442	\$0	\$0	\$63,260	\$0	\$640,702	
Gonzalez, Carmen E	Chief Patient Safety Officer	General Revenue	\$243,952	0.00%	\$0	\$0	\$0	\$0	\$60,156	\$0	\$304,108	Performance Incentive Program (\$58,892); Longevity (\$1,264) Longevity (\$896)
		Designated	\$174,548	0.00%	\$0	\$130,193	\$0	\$0	\$896	\$0	\$305,636	
		Total	\$418,500	0.00%	\$0	\$130,193	\$0	\$0	\$61,052	\$0	\$609,744	
Gibson, Brad L	Vice President, Revenue Cycle and Treasurer	General Revenue	\$422,900	0.00%	\$0	\$0	\$0	\$0	\$159,853	\$0	\$582,753	Supplemental Benefit Program (\$97,159); Performance Incentive Program (\$59,634); Longevity (\$2,880); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$12,442	\$0	\$0	\$0	\$0	\$12,442	
		Total	\$422,900	0.00%	\$0	\$12,442	\$0	\$0	\$159,853	\$0	\$595,195	
Kaul, Rebecca L	VP & Chief Innovation Officer	General Revenue	\$420,500	0.00%	\$0	\$0	\$0	\$0	\$157,333	\$0	\$577,833	Supplemental Benefit Program (\$97,711); Performance Incentive Program (\$58,962); Longevity (\$480); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,105	\$0	\$0	\$0	\$0	\$10,105	
		Total	\$420,500	0.00%	\$0	\$10,105	\$0	\$0	\$157,333	\$0	\$587,938	
Jones, Philip	VP, Therapeutics Discovery	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$144,212	\$0	\$144,212	Supplemental Benefit Program (\$91,459); Performance Incentive Program (\$52,573); Work Life Choice (\$180) Long Term Incentive (\$50,000); Longevity (\$437) Longevity (\$503)
		Designated	\$157,959	0.00%	\$0	\$3,228	\$0	\$0	\$50,437	\$0	\$211,624	
		Restricted	\$216,441	-42.19%	\$0	\$0	\$0	\$0	\$503	\$0	\$216,944	
		Total	\$374,400	0.00%	\$0	\$3,228	\$0	\$0	\$195,152	\$0	\$572,780	
Moore, Robert S	Vice President and Chief Facilities Officer	General Revenue	\$407,600	0.00%	\$0	\$0	\$0	\$0	\$160,190	\$0	\$567,790	Supplemental Benefit Program (\$99,774); Performance Incentive Program (\$57,476); Longevity (\$2,760); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$3,815	\$0	\$0	\$0	\$0	\$3,815	
		Total	\$407,600	0.00%	\$0	\$3,815	\$0	\$0	\$160,190	\$0	\$571,604	

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Name	Position	Funding Source	Salary (9.1.2020)	Percentage Salary Increase Over FY 2020	Nonsalary Benefits FY 2021						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Gospin, Daniel E	VP, Legal Services	General Revenue	\$450,000	52.23%	\$0	\$0	\$0	\$0	\$117,306	\$0	\$567,306	Supplemental Benefit Program (\$53,554); Performance Incentive Program (\$63,092); Longevity (\$480); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$3,704	\$0	\$0	\$0	\$0	\$3,704	
		Total	\$450,000	52.23%	\$0	\$3,704	\$0	\$0	\$117,306	\$0	\$571,010	
Thomas, Georgia A	Executive Director, Employee Health Services, Professor	General Revenue	\$196,299	0.00%	\$0	\$0	\$0	\$0	\$57,211	\$0	\$253,510	Performance Incentive Program (\$54,583); Longevity (\$2,448); Work Life Choice (\$180); Longevity (\$2,352)
		Designated	\$188,601	0.00%	\$0	\$123,608	\$0	\$0	\$2,352	\$0	\$314,561	
		Total	\$384,900	0.00%	\$0	\$123,608	\$0	\$0	\$59,563	\$0	\$568,072	
Owen, Craig S	VP and CIO	General Revenue	\$400,000	38.84%	\$0	\$0	\$0	\$0	\$143,736	\$0	\$543,736	Supplemental Benefit Program (\$83,928); Performance Incentive Program (\$56,468); Longevity (\$3,160); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$5,394	\$0	\$0	\$0	\$0	\$5,394	
		Total	\$400,000	38.84%	\$0	\$5,394	\$0	\$0	\$143,736	\$0	\$549,130	
Latham, Crista Lu	Vice President, Strategic Communications	General Revenue	\$382,600	0.00%	\$0	\$0	\$0	\$0	\$141,532	\$0	\$524,132	Supplemental Benefit Program (\$87,398); Performance Incentive Program (\$53,634); Longevity (\$320); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,170	\$0	\$0	\$0	\$0	\$11,170	
		Total	\$382,600	0.00%	\$0	\$11,170	\$0	\$0	\$141,532	\$0	\$535,301	
Bock, Jason B	VP & Head, Biologics Prod Dev	General Revenue	\$0	-100.00%	\$0	\$7,408	\$0	\$0	\$142,894	\$0	\$150,302	Supplemental Benefit Program (\$89,489); Performance Incentive Program (\$53,225); Work Life Choice (\$180)
		Designated	\$304,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$304,000	
		Restricted	\$76,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$76,000	
		Total	\$380,000	0.00%	\$0	\$7,408	\$0	\$0	\$142,894	\$0	\$530,302	

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Name	Position	Funding Source	Salary (9.1.2020)	Percentage Salary Increase Over FY 2020	Nonsalary Benefits FY 2021						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Postma,Kent E	VP, Ambulatory Operations	General Revenue	\$367,200	0.00%	\$0	\$0	\$0	\$0	\$139,367	\$0	\$506,567	Supplemental Benefit Program (\$84,995); Performance Incentive Program (\$51,772); Longevity (\$2,600)
		Designated	\$0	0.00%	\$0	\$11,140	\$0	\$0	\$0	\$0	\$11,140	
		Total	\$367,200	0.00%	\$0	\$11,140	\$0	\$0	\$139,367	\$0	\$517,707	
Keneker,Michael J	VP, Finance & Chief Acctg Ofc	General Revenue	\$364,000	0.00%	\$0	\$0	\$0	\$0	\$139,326	\$0	\$503,326	Supplemental Benefit Program (\$85,949); Performance Incentive Program (\$51,257); Longevity (\$1,940); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$7,435	\$0	\$0	\$0	\$0	\$7,435	
		Total	\$364,000	0.00%	\$0	\$7,435	\$0	\$0	\$139,326	\$0	\$510,761	
Salas,Martha L	VP, Inpatient Services	General Revenue	\$357,000	0.00%	\$0	\$10,031	\$0	\$0	\$136,224	\$0	\$503,255	Supplemental Benefit Program (\$83,257); Performance Incentive Program (\$50,347); Longevity (\$2,440); Work Life Choice (\$180)
		Total	\$357,000	0.00%	\$0	\$10,031	\$0	\$0	\$136,224	\$0	\$503,255	
Moreno,Mark	Vice President, Government Relations	General Revenue	\$352,200	0.00%	\$0	\$8,632	\$0	\$0	\$134,503	\$0	\$495,334	Supplemental Benefit Program (\$81,159); Performance Incentive Program (\$49,804); Longevity (\$3,360); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$1,736	\$0	\$0	\$0	\$0	\$1,736	
		Total	\$352,200	0.00%	\$0	\$10,368	\$0	\$0	\$134,503	\$0	\$497,071	
Weber,Max C	VP, Chief Comp & Ethics Ofc	General Revenue	\$356,100	7.00%	\$0	\$0	\$0	\$0	\$127,146	\$0	\$483,246	Supplemental Benefit Program (\$76,009); Performance Incentive Program (\$50,012); Longevity (\$960); Work Life Choice (\$165)
		Designated	\$0	0.00%	\$0	\$9,963	\$0	\$0	\$0	\$0	\$9,963	
		Total	\$356,100	7.00%	\$0	\$9,963	\$0	\$0	\$127,146	\$0	\$493,208	
George,Marina Ciny	VP, Inpatient Medical Ops	General Revenue	\$188,232	0.00%	\$0	\$1,664	\$0	\$0	\$48,485	\$0	\$238,381	Performance Incentive Program (\$47,639); Longevity (\$666); Work Life Choice (\$180)
		Designated	\$150,668	0.00%	\$0	\$101,156	\$0	\$0	\$534	\$0	\$252,358	
		Total	\$338,900	0.00%	\$0	\$102,820	\$0	\$0	\$49,019	\$0	\$490,739	
Lee, Jiun-Kae Jack	Assoc VP, Quantitative Scis	General Revenue	\$208,714	4.33%	\$0	\$4,896	\$0	\$0	\$52,661	\$0	\$266,271	Performance Incentive Program (\$50,742); Longevity (\$1,739); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$68,571	\$0	\$0	\$0	\$0	\$68,571	
		Restricted	\$150,186	-5.46%	\$0	\$0	\$0	\$0	\$1,621	\$0	\$151,807	
		Total	\$358,900	0.00%	\$0	\$73,467	\$0	\$0	\$54,282	\$0	\$486,649	

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Name	Position	Funding Source	Salary (9.1.2020)	Percentage Salary Increase Over FY 2020	Nonsalary Benefits FY 2021						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Cagley, Maureen K	Vice President, Academic Operations	General Revenue	\$343,100	0.00%	\$0	\$0	\$0	\$0	\$128,444	\$0	\$471,544	Supplemental Benefit Program (\$77,948); Performance Incentive Program (\$48,336); Longevity (\$2,160)
		Designated	\$0	0.00%	\$0	\$11,156	\$0	\$0	\$0	\$0	\$11,156	
		Total	\$343,100	0.00%	\$0	\$11,156	\$0	\$0	\$128,444	\$0	\$482,701	
Heffernan, Timothy Paul	Exec Dir, Oncology Research	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$114,014	\$0	\$114,014	Supplemental Benefit Program (\$64,456); Performance Incentive Program (\$49,378); Work Life Choice (\$180)
		Designated	\$235,935	0.00%	\$0	\$8,459	\$0	\$0	\$485	\$0	\$244,879	
		Restricted	\$115,865	-67.07%	\$0	\$0	\$0	\$0	\$235	\$0	\$116,100	
		Total	\$351,800	0.00%	\$0	\$8,459	\$0	\$0	\$114,734	\$0	\$474,993	
Travis, Elizabeth L	Associate Vice President, Faculty Diversity, Equity, and Inclusion, Professor and Fair Professorship	General Revenue	\$317,858	-1.94%	\$0	\$23,109	\$0	\$0	\$53,027	\$0	\$393,995	Performance Incentive Program (\$48,844); Longevity (\$4,183)
		Designated	\$21,751	22.76%	\$0	\$51,265	\$0	\$0	\$0	\$0	\$73,016	
		Restricted	\$5,091	80.08%	\$0	\$79	\$0	\$0	\$197	\$0	\$5,367	
		Total	\$344,700	0.00%	\$0	\$74,454	\$0	\$0	\$53,224	\$0	\$472,377	
Suitor, Charles T	Assoc VP, Technology	General Revenue	\$332,100	0.00%	\$0	\$0	\$0	\$0	\$108,497	\$0	\$440,597	Supplemental Benefit Program (\$58,674); Performance Incentive Program (\$46,903); Longevity (\$2,740); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,413	\$0	\$0	\$0	\$0	\$10,413	
		Total	\$332,100	0.00%	\$0	\$10,413	\$0	\$0	\$108,497	\$0	\$451,009	
Castro, Juan C	VP, Finance	General Revenue	\$318,600	0.00%	\$0	\$0	\$0	\$0	\$122,314	\$0	\$440,914	Supplemental Benefit Program (\$73,948); Performance Incentive Program (\$45,066); Longevity (\$3,120); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$8,703	\$0	\$0	\$0	\$0	\$8,703	
		Total	\$318,600	0.00%	\$0	\$8,703	\$0	\$0	\$122,314	\$0	\$449,617	
Ying, Anita Kuo	VP, Ambulatory Medical Prac	General Revenue	\$167,163	0.00%	\$0	\$4,939	\$0	\$0	\$44,255	\$0	\$216,356	Performance Incentive Program (\$43,425); Longevity (\$650); Work Life Choice (\$180)
		Designated	\$141,637	0.00%	\$0	\$90,338	\$0	\$0	\$550	\$0	\$232,525	
		Total	\$308,800	0.00%	\$0	\$95,276	\$0	\$0	\$44,805	\$0	\$448,882	

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Name	Position	Funding Source	Salary (9.1.2020)	Percentage Salary Increase Over FY 2020	Nonsalary Benefits FY 2021						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Ghafar,Robert A	VP, Procedural & Therapctc Ops	General Revenue	\$325,000	38.89%	\$0	\$0	\$0	\$0	\$121,770	\$0	\$446,770	Supplemental Benefit Program (\$75,814); Performance Incentive Program (\$45,556); Longevity (\$400)
		Total	\$325,000	0.00%	\$0	\$0	\$0	\$0	\$121,770	\$0	\$446,770	
Tannir,Habib F	VP, Diagnostic Operations	General Revenue	\$325,000	11.61%	\$0	\$0	\$0	\$0	\$120,376	\$0	\$445,376	Supplemental Benefit Program (\$73,850); Performance Incentive Program (\$45,626); Longevity (\$720); Work Life Choice (\$180)
		Total	\$325,000	0.00%	\$0	\$0	\$0	\$0	\$120,376	\$0	\$445,376	
Bingham,Johnny W	Vice President, Performance Improvement	General Revenue	\$310,400	0.00%	\$0	\$0	\$0	\$0	\$106,861	\$0	\$417,261	Supplemental Benefit Program (\$61,558); Performance Incentive Program (\$43,683); Longevity (\$1,440); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$22,944	\$0	\$0	\$0	\$0	\$22,944	
		Total	\$310,400	0.00%	\$0	\$22,944	\$0	\$0	\$106,861	\$0	\$440,205	
Campbell,Yolan A	Associate Vice President, HR Operations	General Revenue	\$317,000	0.00%	\$0	\$11,084	\$0	\$0	\$101,727	\$0	\$429,811	Supplemental Benefit Program (\$54,953); Performance Incentive Program (\$44,674); Longevity (\$1,920); Work Life Choice (\$180)
		Total	\$317,000	0.00%	\$0	\$11,084	\$0	\$0	\$101,727	\$0	\$429,811	
Roux,Ryan	VP, Pharmacy	General Revenue	\$300,000	0.00%	\$0	\$0	\$0	\$0	\$115,813	\$0	\$415,813	Supplemental Benefit Program (\$72,924); Performance Incentive Program (\$42,109); Longevity (\$600); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$3,029	\$0	\$0	\$0	\$0	\$3,029	
		Total	\$300,000	0.00%	\$0	\$3,029	\$0	\$0	\$115,813	\$0	\$418,841	
Wright,Calvin T	Assoc VP, Supply Chain Svcs	General Revenue	\$309,000	0.00%	\$0	\$0	\$0	\$0	\$97,841	\$0	\$406,841	Supplemental Benefit Program (\$54,376); Performance Incentive Program (\$43,285); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,325	\$0	\$0	\$0	\$0	\$9,325	
		Total	\$309,000	0.00%	\$0	\$9,325	\$0	\$0	\$97,841	\$0	\$416,166	
Stoltenberg,Lessley J	Assoc VP and CISO	General Revenue	\$308,100	0.00%	\$0	\$0	\$0	\$0	\$101,069	\$0	\$409,169	Supplemental Benefit Program (\$57,063); Performance Incentive Program (\$43,241); Longevity (\$720); Work Life Choice (\$45)
		Designated	\$0	0.00%	\$0	\$5,888	\$0	\$0	\$0	\$0	\$5,888	
		Total	\$308,100	0.00%	\$0	\$5,888	\$0	\$0	\$101,069	\$0	\$415,057	

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A Name	B Position	C Funding Source	D Salary (9.1.2020)	E Percentage Salary Increase Over FY 2020	F G H I J K Nonsalary Benefits FY 2021						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		
Tortorella, Frank R	VP, Accreditation, Reg & Cert	General Revenue	\$294,400	0.00%	\$0	\$0	\$0	\$0	\$111,296	\$0	\$405,696	Supplemental Benefit Program (\$67,686); Performance Incentive Program (\$41,510); Longevity (\$1,920); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$8,585	\$0	\$0	\$0	\$0	\$8,585	
		Total	\$294,400	0.00%	\$0	\$8,585	\$0	\$0	\$111,296	\$0	\$414,281	
Sheriff, Fatima	Chief of Staff	General Revenue	\$300,000	6.84%	\$0	\$1,386	\$0	\$0	\$108,977	\$0	\$410,363	Supplemental Benefit Program (\$66,772); Performance Incentive Program (\$42,025); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$3,245	\$0	\$0	\$0	\$0	\$3,245	
		Total	\$300,000	6.84%	\$0	\$4,630	\$0	\$0	\$108,977	\$0	\$413,608	
Perkins, Larry D	Assoc VP, Talent and Diversity	General Revenue	\$303,500	0.00%	\$0	\$0	\$0	\$0	\$103,468	\$0	\$406,968	Supplemental Benefit Program (\$59,838); Performance Incentive Program (\$42,630); Longevity (\$820); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$1,328	\$0	\$0	\$0	\$0	\$1,328	
		Total	\$303,500	0.00%	\$0	\$1,328	\$0	\$0	\$103,468	\$0	\$408,296	
Ray, William J	Exec Dir, Neuroscience Rsch	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$92,509	\$0	\$92,509	Supplemental Benefit Program (\$50,442); Performance Incentive Program (\$42,067) Longevity (\$120) Longevity (\$360)
		Designated	\$75,000	-75.00%	\$0	\$12,068	\$0	\$0	\$120	\$0	\$87,188	
		Restricted	\$225,000	0.00%	\$0	\$0	\$0	\$0	\$360	\$0	\$225,360	
		Total	\$300,000	0.00%	\$0	\$12,068	\$0	\$0	\$92,989	\$0	\$405,057	
Mesghali, Houman	AVP, Portfolio & Alliance Mgmt	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$101,704	\$0	\$101,704	Supplemental Benefit Program (\$59,704); Performance Incentive Program (\$42,000)
		Designated	\$210,000	-30.00%	\$0	\$371	\$0	\$0	\$0	\$0	\$210,371	
		Restricted	\$90,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,000	
		Total	\$300,000	0.00%	\$0	\$371	\$0	\$0	\$101,704	\$0	\$402,074	
St Onge, Richard	Assoc VP, Ofc of CBS	General Revenue	\$290,400	0.00%	\$0	\$0	\$0	\$0	\$88,454	\$0	\$378,854	Supplemental Benefit Program (\$47,190); Performance Incentive Program (\$41,084); Work Life Choice (\$180) Longevity (\$2,880)
		Designated	\$0	0.00%	\$0	\$14,378	\$0	\$0	\$2,880	\$0	\$17,258	
		Total	\$290,400	0.00%	\$0	\$14,378	\$0	\$0	\$91,334	\$0	\$396,112	

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Name	Position	Funding Source	Salary (9.1.2020)	Percentage Salary Increase Over FY 2020	Nonsalary Benefits FY 2021						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Magnus, Sherri P	VP & Chief Audit Officer	General Revenue	\$276,100	0.00%	\$0	\$0	\$0	\$0	\$105,804	\$0	\$381,904	Supplemental Benefit Program (\$62,294); Performance Incentive Program (\$39,250); Longevity (\$4,080); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,395	\$0	\$0	\$0	\$0	\$10,395	
		Total	\$276,100	0.00%	\$0	\$10,395	\$0	\$0	\$105,804	\$0	\$392,299	
Izzo, Giuliana J	Exec Dir, HR Acad & Fac Pships	General Revenue	\$286,000	0.00%	\$0	\$3,367	\$0	\$0	\$98,057	\$0	\$387,424	Supplemental Benefit Program (\$54,529); Performance Incentive Program (\$40,468); Longevity (\$2,880); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$737	\$0	\$0	\$0	\$0	\$737	
		Total	\$286,000	0.00%	\$0	\$4,103	\$0	\$0	\$98,057	\$0	\$388,160	
Cooper, Mary K	Assoc VP, Spcl Progs & Events	General Revenue	\$284,400	0.00%	\$0	\$0	\$0	\$0	\$92,335	\$0	\$376,735	Supplemental Benefit Program (\$48,483); Performance Incentive Program (\$40,312); Longevity (\$3,360); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,381	\$0	\$0	\$0	\$0	\$11,381	
		Total	\$284,400	0.00%	\$0	\$11,381	\$0	\$0	\$92,335	\$0	\$388,116	
Shoenthal, Daniel P	Assoc VP, Innovation	General Revenue	\$285,000	0.00%	\$0	\$0	\$0	\$0	\$89,967	\$0	\$374,967	Supplemental Benefit Program (\$49,429); Performance Incentive Program (\$39,978); Longevity (\$380); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,604	\$0	\$0	\$0	\$0	\$9,604	
		Total	\$285,000	0.00%	\$0	\$9,604	\$0	\$0	\$89,967	\$0	\$384,571	
Gallardo, Luisa	Associate Chief Nursing Ofcr	General Revenue	\$270,000	9.40%	\$0	\$0	\$0	\$0	\$100,649	\$0	\$370,649	Supplemental Benefit Program (\$59,566); Performance Incentive Program (\$38,203); Longevity (\$2,880)
		Total	\$270,000	0.00%	\$0	\$0	\$0	\$0	\$100,649	\$0	\$370,649	
Atkinson IV, William A	Assoc VP, Office of the COO	General Revenue	\$275,000	5.77%	\$0	\$0	\$0	\$0	\$84,805	\$0	\$359,805	Supplemental Benefit Program (\$44,390); Performance Incentive Program (\$38,735); Longevity (\$1,680)
		Designated	\$0	0.00%	\$0	\$9,933	\$0	\$0	\$0	\$0	\$9,933	
		Total	\$275,000	5.77%	\$0	\$9,933	\$0	\$0	\$84,805	\$0	\$369,738	
Garcia, Elizabeth A	VP, Patient Experience	General Revenue	\$275,000	10.18%	\$0	\$10,198	\$0	\$0	\$82,433	\$0	\$367,631	Supplemental Benefit Program (\$42,086); Performance Incentive Program (\$38,727); Longevity (\$1,440); Work Life Choice (\$180)
		Total	\$275,000	0.00%	\$0	\$10,198	\$0	\$0	\$82,433	\$0	\$367,631	

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A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2020)	Percentage Salary Increase Over FY 2020	Nonsalary Benefits FY 2021						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Harrison,Christian D	Assoc VP & Controller	General Revenue	\$280,000	18.90%	\$0	\$0	\$0	\$0	\$77,681	\$0	\$357,681	Supplemental Benefit Program (\$35,540); Performance Incentive Program (\$39,561); Longevity (\$2,400); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$8,559	\$0	\$0	\$0	\$0	\$8,559	
		Total	\$280,000	18.90%	\$0	\$8,559	\$0	\$0	\$77,681	\$0	\$366,240	
Barnes,Krista M	AVP & Dep Chief Compliance Off	General Revenue	\$270,000	0.00%	\$0	\$0	\$0	\$0	\$88,974	\$0	\$358,974	Supplemental Benefit Program (\$50,125); Performance Incentive Program (\$37,929); Longevity (\$740); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$5,069	\$0	\$0	\$0	\$0	\$5,069	
		Total	\$270,000	0.00%	\$0	\$5,069	\$0	\$0	\$88,974	\$0	\$364,043	
Taylor,Kyle A	Executive Director, Houston Area Locations	General Revenue	\$265,700	0.00%	\$0	\$7,881	\$0	\$0	\$85,319	\$0	\$358,900	Supplemental Benefit Program (\$47,027); Performance Incentive Program (\$37,332); Longevity (\$960)
		Total	\$265,700	0.00%	\$0	\$7,881	\$0	\$0	\$85,319	\$0	\$358,900	
		Total	\$265,700	0.00%	\$0	\$7,881	\$0	\$0	\$85,319	\$0	\$358,900	
Peglow,Timothy M	Associate Vice President, Patient Care Facilities	General Revenue	\$262,800	0.00%	\$0	\$0	\$0	\$0	\$81,084	\$0	\$343,884	Supplemental Benefit Program (\$42,491); Performance Incentive Program (\$37,013); Longevity (\$1,400); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$12,981	\$0	\$0	\$0	\$0	\$12,981	
		Total	\$262,800	0.00%	\$0	\$12,981	\$0	\$0	\$81,084	\$0	\$356,865	
Harrott,Wesley R	Associate Vice President, Research Administration	General Revenue	\$261,100	0.00%	\$0	\$0	\$0	\$0	\$87,543	\$0	\$348,643	Supplemental Benefit Program (\$48,230); Performance Incentive Program (\$36,893); Longevity (\$2,240); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$5,592	\$0	\$0	\$0	\$0	\$5,592	
		Total	\$261,100	0.00%	\$0	\$5,592	\$0	\$0	\$87,543	\$0	\$354,235	
Mooney,Karen J	Assoc VP, Fac Plan Dsg&Const	General Revenue	\$257,600	0.00%	\$0	\$0	\$0	\$0	\$90,682	\$0	\$348,282	Supplemental Benefit Program (\$51,540); Performance Incentive Program (\$36,442); Longevity (\$2,520); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$650	\$0	\$0	\$0	\$0	\$650	
		Total	\$257,600	0.00%	\$0	\$650	\$0	\$0	\$90,682	\$0	\$348,932	
McWilliams,Natalia L	Assoc VP, Indv Giving	General Revenue	\$258,800	15.02%	\$0	\$0	\$0	\$0	\$88,568	\$0	\$347,368	Supplemental Benefit Program (\$51,259); Performance Incentive Program (\$36,364); Longevity (\$840); Work Life Choice (\$105)
		Total	\$258,800	0.00%	\$0	\$0	\$0	\$0	\$88,568	\$0	\$347,368	
		Total	\$258,800	0.00%	\$0	\$0	\$0	\$0	\$88,568	\$0	\$347,368	

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A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2020)	Percentage Salary Increase Over FY 2020	Nonsalary Benefits FY 2021						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Hemphill, Donna J	Assoc VP, Operations, SRP	General Revenue	\$251,400	0.00%	\$0	\$12,143	\$0	\$0	\$79,957	\$0	\$343,500	Supplemental Benefit Program (\$41,546); Performance Incentive Program (\$35,591); Longevity (\$2,640); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$84	\$0	\$0	\$0	\$0	\$84	
		Total	\$251,400	0.00%	\$0	\$12,227	\$0	\$0	\$79,957	\$0	\$343,584	
Kurtin, Danna J	Associate Vice President, Academic and VISA Administration	General Revenue	\$243,300	0.00%	\$0	\$0	\$0	\$0	\$82,949	\$0	\$326,249	Supplemental Benefit Program (\$45,148); Performance Incentive Program (\$34,521); Longevity (\$3,100); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$5,210	\$0	\$0	\$0	\$0	\$5,210	
		Total	\$243,300	0.00%	\$0	\$5,210	\$0	\$0	\$82,949	\$0	\$331,459	
Adcox, William H	AVP, Chief of Police & CSO	General Revenue	\$234,600	0.00%	\$0	\$270	\$0	\$0	\$86,734	\$0	\$321,604	Supplemental Benefit Program (\$42,895); Performance Incentive Program (\$32,869); Tcleose Pay (\$4,200); Education Pay (\$4,200); Hazardous Pay (\$2,390); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$7,773	\$0	\$0	\$0	\$0	\$7,773	
		Total	\$234,600	0.00%	\$0	\$8,044	\$0	\$0	\$86,734	\$0	\$329,378	
Burkhardt, Andrew J	Assoc VP, Rsch & Adm Fac	General Revenue	\$245,000	0.00%	\$0	\$0	\$0	\$0	\$79,411	\$0	\$324,411	Supplemental Benefit Program (\$45,111); Performance Incentive Program (\$34,300)
		Total	\$245,000	0.00%	\$0	\$0	\$0	\$0	\$79,411	\$0	\$324,411	
Incalcaterra, James R	Assoc VP, Strategic Finance	General Revenue	\$235,000	0.00%	\$0	\$0	\$0	\$0	\$75,284	\$0	\$310,284	Supplemental Benefit Program (\$40,127); Performance Incentive Program (\$33,177); Longevity (\$1,800); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,086	\$0	\$0	\$0	\$0	\$9,086	
		Total	\$235,000	0.00%	\$0	\$9,086	\$0	\$0	\$75,284	\$0	\$319,370	
Tekiridis, Jennifer H	Executive Director, Research Planning and Development	General Revenue	\$23,400	0.00%	\$0	\$0	\$0	\$0	\$76,899	\$0	\$100,299	Supplemental Benefit Program (\$43,505); Performance Incentive Program (\$33,054); Work Life Choice (\$180); Longevity (\$160)
		Designated	\$0	0.00%	\$0	\$4,644	\$0	\$0	\$0	\$0	\$4,644	
		Restricted	\$210,600	-10.00%	\$0	\$0	\$0	\$0	\$1,760	\$0	\$212,360	
		Total	\$234,000	0.00%	\$0	\$4,644	\$0	\$0	\$78,659	\$0	\$317,303	

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A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2020)	Percentage Salary Increase Over FY 2020	Nonsalary Benefits FY 2021						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Berkheiser,Matthew L	Assoc VP, EHSSEM	General Revenue	\$225,700	0.00%	\$0	\$0	\$0	\$0	\$73,222	\$0	\$298,922	Supplemental Benefit Program (\$38,136); Performance Incentive Program (\$32,026); Longevity (\$2,880); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,520	\$0	\$0	\$0	\$0	\$9,520	
		Total	\$225,700	0.00%	\$0	\$9,520	\$0	\$0	\$73,222	\$0	\$308,442	
Aziz,Dina	Executive Director, Clinical Research	General Revenue	\$220,000	0.00%	\$0	\$0	\$0	\$0	\$75,041	\$0	\$295,041	Supplemental Benefit Program (\$44,036); Performance Incentive Program (\$30,825); Work Life Choice (\$180)
		Total	\$220,000	0.00%	\$0	\$0	\$0	\$0	\$75,041	\$0	\$295,041	
French,Susan P	Associate Vice President, Volunteer Services and Merchandising	General Revenue	\$216,100	0.00%	\$0	\$0	\$0	\$0	\$63,686	\$0	\$279,786	Supplemental Benefit Program (\$31,676); Performance Incentive Program (\$30,470); Longevity (\$1,540)
		Designated	\$0	0.00%	\$0	\$14,815	\$0	\$0	\$0	\$0	\$14,815	
		Total	\$216,100	0.00%	\$0	\$14,815	\$0	\$0	\$63,686	\$0	\$294,601	
Espat,Adelina J	Assoc VP, Philanthropic Engmt	General Revenue	\$225,000	34.54%	\$0	\$0	\$0	\$0	\$51,541	\$0	\$276,541	Supplemental Benefit Program (\$19,107); Performance Incentive Program (\$31,634); Longevity (\$800)
		Designated	\$0	0.00%	\$0	\$4,481	\$0	\$0	\$0	\$0	\$4,481	
		Restricted	\$0	0.00%	\$0	\$0	\$0	\$0	\$160	\$0	\$160	
		Total	\$225,000	34.54%	\$0	\$4,481	\$0	\$0	\$51,701	\$0	\$281,182	
Williams,LaJuanda P	Exec Dir, Ambulatory Bus Svcs	General Revenue	\$205,000	0.00%	\$0	\$0	\$0	\$0	\$66,387	\$0	\$271,387	Supplemental Benefit Program (\$35,521); Performance Incentive Program (\$28,966); Longevity (\$1,720); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$7,323	\$0	\$0	\$0	\$0	\$7,323	
		Total	\$205,000	0.00%	\$0	\$7,323	\$0	\$0	\$66,387	\$0	\$278,711	
Berger,Sarah P	Assoc VP, Cancer Network	General Revenue	\$205,000	2.76%	\$0	\$0	\$0	\$0	\$52,863	\$0	\$257,863	Supplemental Benefit Program (\$22,385); Performance Incentive Program (\$28,918); Longevity (\$1,380); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$2,151	\$0	\$0	\$0	\$0	\$2,151	
		Total	\$205,000	2.76%	\$0	\$2,151	\$0	\$0	\$52,863	\$0	\$260,014	
Mattox,William W	Sr Associate Dean, GSBS	General Revenue	\$185,000	9.86%	\$0	\$0	\$0	\$0	\$26,542	\$0	\$211,542	Performance Incentive Program (\$26,362); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$3,120	\$0	\$3,120	
		Total	\$185,000	0.00%	\$0	\$0	\$0	\$0	\$29,662	\$0	\$214,662	

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A Name	B Position	C Funding Source	D Salary (9.1.2020)	E Percentage Salary Increase Over FY 2020	F Nonsalary Benefits FY 2021						K Total Compensation	L Explanation / Comments
					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Undie,William	Associate Professor-SHP, Dean Ad Interim	General Revenue	\$201,007	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$201,007	
		Total	\$201,007	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$201,007	
Hu,Peter C	Professor-SHP, Dean Ad Interim	General Revenue	\$182,059	0.00%	\$0	\$0	\$0	\$0	\$180	\$0	\$182,239	Work Life Choice (\$180)
		Total	\$182,059	0.00%	\$0	\$0	\$0	\$0	\$180	\$0	\$182,239	
McClelland,Alan	AVP, Prg Infrastructure & PIng	General Revenue	\$78,930	0.00%	\$0	\$0	\$0	\$0	\$44,968	\$0	\$123,898	Supplemental Benefit Program (\$26,346); Performance Incentive Program (\$18,442); Work Life Choice (\$180)
		Restricted	\$52,620	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$52,620	
		Total	\$131,550	0.00%	\$0	\$0	\$0	\$0	\$44,968	\$0	\$176,518	
Ewer,Michael S	Special Assistant to the CPEO, Professor	General Revenue	\$65,439	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,439	
		Designated	\$79,801	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$79,801	
		Total	\$145,240	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,240	

Notes:

Effective 09/01/20, Ronald Walters was awarded an administrative supplement for his appointment as Committee Chair, Bylaws in the Office of Chief Medical Officer. All other salary increases are due to promotions or pay rate changes.

Alan McClelland is a part time employee reported as .5 FTE.

Michael Ewer is a part time employee reported as .4 FTE.

Incentive compensation is based on FY21 estimates.