

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2022**

The University of Texas M.D. Anderson Cancer Center

Institution Code: 506

A Name	B Position	C Funding Source	D Salary (9.1.2021)	E Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2022						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	0.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$65,945	Deferred Compensation (\$200,000); Long Term Incentive (\$251,843)
		Designated	\$1,890,288	24.60%	\$0	\$405,900	\$0	\$0	\$451,843	\$0	\$2,748,031	
		Total	\$1,956,233	23.58%	\$0	\$405,900	\$0	\$0	\$451,843	\$0	\$2,813,976	
Pullin, Tadd M.	SrVP, Institutional Affairs	General Revenue	\$681,600	5.01%	\$0	\$0	\$0	\$0	\$1,096,536	\$0	\$1,778,136	Retention (\$802,359); Supplemental Benefit Program (\$198,683); Performance Incentive Program (\$95,494)
		Designated	\$0	0.00%	\$0	\$8,496	\$0	\$0	\$0	\$0	\$8,496	
		Total	\$681,600	5.01%	\$0	\$8,496	\$0	\$0	\$1,096,536	\$0	\$1,786,632	
Swisher, Stephen G.	Division Head, Chair, Professor and Charles	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$147,081	\$0	\$147,081	Performance Incentive Program (\$147,081)
		Designated	\$1,030,233	2.54%	\$0	\$316,799	\$0	\$0	\$0	\$0	\$1,347,032	
		Restricted	\$20,349	2.92%	\$0	\$0	\$0	\$0	\$0	\$0	\$20,349	
		Total	\$1,050,582	2.55%	\$0	\$316,799	\$0	\$0	\$147,081	\$0	\$1,514,462	
Porter, Carol Anne	SrVP and Chief Nursing Officer	General Revenue	\$568,200	5.01%	\$0	\$0	\$0	\$0	\$939,627	\$0	\$1,507,827	Retention (\$690,000); Supplemental Benefit Program (\$170,017); Performance Incentive Program (\$79,610)
		Designated	\$0	0.00%	\$0	\$821	\$0	\$0	\$0	\$0	\$821	
		Total	\$568,200	5.01%	\$0	\$821	\$0	\$0	\$939,627	\$0	\$1,508,648	
Varghese, Shibu	SrVP, People, Culture & Infras	General Revenue	\$680,300	5.00%	\$0	\$0	\$0	\$0	\$658,090	\$0	\$1,338,390	Retention (\$365,591); Supplemental Benefit Program (\$196,971); Performance Incentive Program (\$95,528)
		Designated	\$0	0.00%	\$0	\$11,044	\$0	\$0	\$0	\$0	\$11,044	
		Total	\$680,300	5.00%	\$0	\$11,044	\$0	\$0	\$658,090	\$0	\$1,349,434	
McKee, Christopher H.	Senior Vice President, Strategy and Busines	General Revenue	\$527,800	12.01%	\$0	\$0	\$0	\$0	\$803,009	\$0	\$1,330,809	Retention (\$574,875); Supplemental Benefit Program (\$153,937); Performance Incentive Program (\$74,197)
		Designated	\$0	0.00%	\$0	\$7,224	\$0	\$0	\$0	\$0	\$7,224	
		Total	\$527,800	12.01%	\$0	\$7,224	\$0	\$0	\$803,009	\$0	\$1,338,033	
Tereffe, Welela	Chief Medical Executive	General Revenue	\$840,000	23.53%	\$0	\$252,000	\$0	\$0	\$217,600	\$0	\$1,309,600	Retention (\$100,000); Performance Incentive Program (\$117,600)
		Total	\$840,000	23.53%	\$0	\$252,000	\$0	\$0	\$217,600	\$0	\$1,309,600	
Morris, Rosanna D.	Chief Operating Officer	General Revenue	\$896,000	12.00%	\$0	\$0	\$0	\$0	\$385,575	\$0	\$1,281,575	Supplemental Benefit Program (\$260,121); Performance Incentive Program (\$125,454)
		Designated	\$0	0.00%	\$0	\$12,442	\$0	\$0	\$0	\$0	\$12,442	
		Total	\$896,000	12.00%	\$0	\$12,442	\$0	\$0	\$385,575	\$0	\$1,294,017	
Lee, Jeffrey E.	VP, CN Medical & Acad Affairs	General Revenue	\$857,614	4.99%	\$0	\$264,187	\$0	\$0	\$121,534	\$0	\$1,243,335	Performance Incentive Program (\$121,534)
		Restricted	\$10,486	5.87%	\$0	\$0	\$0	\$0	\$0	\$0	\$10,486	
		Total	\$868,100	5.00%	\$0	\$264,187	\$0	\$0	\$121,534	\$0	\$1,253,821	
Hagberg, Carin	Chief Academic Officer, Professor	General Revenue	\$450,957	3.78%	\$0	\$0	\$0	\$0	\$119,742	\$0	\$570,699	Performance Incentive Program (\$119,742)
		Designated	\$387,135	0.68%	\$0	\$260,680	\$0	\$0	\$0	\$0	\$647,815	
		Restricted	\$17,208	411.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$17,208	
		Total	\$855,300	4.00%	\$0	\$260,680	\$0	\$0	\$119,742	\$0	\$1,235,722	

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Prat, Ferran	Senior Vice President, Research Administration	General Revenue	\$541,300	6.01%	\$0	\$0	\$0	\$0	\$630,660	\$0	\$1,171,960	Long Term Incentive (\$400,000); Supplemental Benefit Program (\$154,760); Performance Incentive Program (\$75,900)
		Designated	\$0	0.00%	\$0	\$11,260	\$0	\$0	\$0	\$0	\$11,260	
		Total	\$541,300	6.01%	\$0	\$11,260	\$0	\$0	\$630,660	\$0	\$1,183,220	
Hicks, Marshall E.	Division Head, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$109,202	\$0	\$109,202	Performance Incentive Program (\$109,202)
		Designated	\$767,815	2.54%	\$0	\$239,278	\$0	\$0	\$0	\$0	\$1,007,093	
		Restricted	\$12,199	2.88%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,199	
		Total	\$780,014	2.55%	\$0	\$239,278	\$0	\$0	\$109,202	\$0	\$1,128,494	
Koong, Albert C.	Division Head, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$105,730	\$0	\$105,730	Performance Incentive Program (\$105,730)
		Designated	\$719,930	-0.12%	\$0	\$230,296	\$0	\$0	\$0	\$0	\$950,226	
		Restricted	\$35,283	148.59%	\$0	\$0	\$0	\$0	\$0	\$0	\$35,283	
		Total	\$755,213	2.75%	\$0	\$230,296	\$0	\$0	\$105,730	\$0	\$1,091,239	
Draetta, Giulio	SrVP, Chief Scientific Officer	General Revenue	\$761,558	7.61%	\$0	\$154,187	\$0	\$0	\$114,212	\$0	\$1,029,957	Performance Incentive Program (\$114,212)
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$54,242	-9.34%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,242	
		Total	\$815,800	5.01%	\$0	\$154,187	\$0	\$0	\$114,212	\$0	\$1,084,199	
Allison, James P.	VP, Immunobiology	General Revenue	\$183,012	-6.36%	\$0	\$140,685	\$0	\$0	\$153,866	\$0	\$477,563	Retention (\$50,000); Performance Incentive Program (\$103,866)
		Designated	\$21,367	0.01%	\$0	\$0	\$0	\$0	\$0	\$0	\$21,367	
		Restricted	\$537,521	67.41%	\$0	\$0	\$0	\$0	\$0	\$0	\$537,521	
		Total	\$741,900	37.93%	\$0	\$140,685	\$0	\$0	\$153,866	\$0	\$1,036,451	
Kuban, Deborah A.	Associate Vice President, Cancer Network	General Revenue	\$630,168	4.95%	\$0	\$212,316	\$0	\$0	\$96,782	\$0	\$939,266	Performance Incentive Program (\$96,782)
		Designated	\$61,132	5.71%	\$0	\$0	\$0	\$0	\$0	\$0	\$61,132	
		Total	\$691,300	5.01%	\$0	\$212,316	\$0	\$0	\$96,782	\$0	\$1,000,398	
Bodurka, Diane C.	Chief Education & Training Officer	General Revenue	\$574,256	14.78%	\$0	\$209,687	\$0	\$0	\$96,516	\$0	\$880,459	Performance Incentive Program (\$96,516)
		Designated	\$109,883	5.88%	\$0	\$0	\$0	\$0	\$0	\$0	\$109,883	
		Restricted	\$5,261	9.38%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,261	
		Total	\$689,400	13.22%	\$0	\$209,687	\$0	\$0	\$96,516	\$0	\$995,603	
Kinzel, Allyson H.	SrVP, Legal & Reg Affairs	General Revenue	\$642,000	7.00%	\$0	\$0	\$0	\$0	\$276,964	\$0	\$918,964	Supplemental Benefit Program (\$186,891); Performance Incentive Program (\$90,073)
		Designated	\$0	0.00%	\$0	\$8,748	\$0	\$0	\$0	\$0	\$8,748	
		Total	\$642,000	7.00%	\$0	\$8,748	\$0	\$0	\$276,964	\$0	\$927,712	
Kupferman, Michael Elliot	Senior Vice President, Cancer Network Clin	General Revenue	\$528,573	5.67%	\$0	\$194,113	\$0	\$0	\$89,040	\$0	\$811,726	Performance Incentive Program (\$89,040)
		Designated	\$107,427	7.64%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,427	
		Total	\$636,000	6.00%	\$0	\$194,113	\$0	\$0	\$89,040	\$0	\$919,153	

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Zeidenstein, Darrow G.	SrVP & Chief Development Ofc	General Revenue	\$624,000	4.00%	\$0	\$0	\$0	\$0	\$274,982	\$0	\$898,982	Supplemental Benefit Program (\$187,488); Performance Incentive Program (\$87,494)
		Designated	\$0	0.00%	\$0	\$11,108	\$0	\$0	\$0	\$0	\$11,108	
		Total	\$624,000	4.00%	\$0	\$11,108	\$0	\$0	\$274,982	\$0	\$910,090	
Melson, Benjamin Blanton	SrVP and CFO	General Revenue	\$856,400	5.00%	\$0	\$0	\$0	\$0	\$20,963	\$0	\$877,363	Supplemental Benefit Program (\$20,963)
		Designated	\$0	0.00%	\$0	\$2,181	\$0	\$0	\$0	\$0	\$2,181	
		Total	\$856,400	5.00%	\$0	\$2,181	\$0	\$0	\$20,963	\$0	\$879,544	
Tweardy, David	Division Head, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$81,570	\$0	\$81,570	Performance Incentive Program (\$81,570)
		Designated	\$480,613	5.68%	\$0	\$180,355	\$0	\$0	\$0	\$0	\$660,968	
		Restricted	\$102,032	-10.21%	\$0	\$0	\$0	\$0	\$0	\$0	\$102,032	
Total	\$582,645	2.50%	\$0	\$180,355	\$0	\$0	\$81,570	\$0	\$844,570			
Jaffray, David	SrVP, Chief Tech & Digital Ofc	General Revenue	\$567,000	5.00%	\$0	\$0	\$0	\$0	\$241,975	\$0	\$808,975	Supplemental Benefit Program (\$162,595); Performance Incentive Program (\$79,380)
		Designated	\$0	0.00%	\$0	\$10,722	\$0	\$0	\$0	\$0	\$10,722	
		Total	\$567,000	5.00%	\$0	\$10,722	\$0	\$0	\$241,975	\$0	\$819,697	
Gorlick, Richard	Division Head, Chair, Professor and Mosbar	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$77,305	\$0	\$77,305	Performance Incentive Program (\$77,305)
		Designated	\$419,159	29.68%	\$0	\$167,490	\$0	\$0	\$0	\$0	\$586,649	
		Restricted	\$133,020	-38.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$133,020	
Total	\$552,179	2.50%	\$0	\$167,490	\$0	\$0	\$77,305	\$0	\$796,974			
Bast Jr, Robert C.	Vice President, Translational Research, Pro	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$75,488	\$0	\$75,488	Performance Incentive Program (\$75,488)
		Designated	\$489,540	6.38%	\$0	\$169,901	\$0	\$0	\$0	\$0	\$659,441	
		Restricted	\$49,660	-6.86%	\$0	\$0	\$0	\$0	\$0	\$0	\$49,660	
Total	\$539,200	5.00%	\$0	\$169,901	\$0	\$0	\$75,488	\$0	\$784,589			
Hawk, Ernest	Vice President, Cancer Prevention and Popi	General Revenue	\$248,543	4.22%	\$0	\$0	\$0	\$0	\$75,642	\$0	\$324,185	Performance Incentive Program (\$75,642)
		Designated	\$248,543	4.22%	\$0	\$166,873	\$0	\$0	\$0	\$0	\$415,416	
		Restricted	\$43,214	-13.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$43,214	
Total	\$540,300	2.50%	\$0	\$166,873	\$0	\$0	\$75,642	\$0	\$782,815			
Flowers, Christopher R.	Division Head Ad Interim, Professor	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$72,647	\$0	\$72,647	Performance Incentive Program (\$72,647)
		Designated	\$454,497	-0.95%	\$0	\$156,692	\$0	\$0	\$0	\$0	\$611,189	
		Restricted	\$64,412	693.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$64,412	
Total	\$518,909	11.12%	\$0	\$156,692	\$0	\$0	\$72,647	\$0	\$748,248			
Wistuba, Ignacio Ivan	Division Head Ad Interim, Chair, Professor	General Revenue	\$360,848	2.70%	\$0	\$104,552	\$0	\$0	\$78,124	\$0	\$543,524	Performance Incentive Program (\$78,124)
		Designated	\$197,179	226.31%	\$0	\$0	\$0	\$0	\$0	\$0	\$197,179	
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Total	\$558,027	2.85%	\$0	\$104,552	\$0	\$0	\$78,124	\$0	\$740,703			

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Foxhall, Lewis E.	Vice President, Health Policy, Professor	General Revenue	\$449,224	-0.10%	\$0	\$157,265	\$0	\$0	\$70,196	\$0	\$676,685	Performance Incentive Program (\$70,196)
		Designated	\$22,312	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$22,312	
		Restricted	\$29,864	171.79%	\$0	\$0	\$0	\$0	\$0	\$0	\$29,864	
		Total	\$501,400	4.00%	\$0	\$157,265	\$0	\$0	\$70,196	\$0	\$728,861	
Caudle, Abigail Suzanne	Vice President, Procedural and Therapeutic	General Revenue	\$382,519	992.85%	\$0	\$152,690	\$0	\$0	\$70,504	\$0	\$605,713	Performance Incentive Program (\$70,504)
		Designated	\$121,081	-70.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$121,081	
		Total	\$503,600	11.66%	\$0	\$152,690	\$0	\$0	\$70,504	\$0	\$726,794	
Von-Maszewski, Marian	Emergency Readiness Officer, Associate Pr	General Revenue	\$301,632	5.87%	\$0	\$152,633	\$0	\$0	\$70,216	\$0	\$524,481	Performance Incentive Program (\$70,216)
		Designated	\$199,268	3.73%	\$0	\$0	\$0	\$0	\$0	\$0	\$199,268	
		Total	\$500,900	5.01%	\$0	\$152,633	\$0	\$0	\$70,216	\$0	\$723,749	
Frenzel, John C.	Dir, Learning Health Systems	General Revenue	\$396,884	4.96%	\$0	\$150,544	\$0	\$0	\$69,552	\$0	\$616,980	Performance Incentive Program (\$69,552)
		Designated	\$99,916	5.21%	\$0	\$0	\$0	\$0	\$0	\$0	\$99,916	
		Total	\$496,800	5.01%	\$0	\$150,544	\$0	\$0	\$69,552	\$0	\$716,896	
French, Katy Elizabeth	Exec Med Dir, Pt Care Inform	General Revenue	\$316,364	47.31%	\$0	\$151,508	\$0	\$0	\$69,152	\$0	\$537,024	Performance Incentive Program (\$69,152)
		Designated	\$177,577	-17.31%	\$0	\$0	\$0	\$0	\$0	\$0	\$177,577	
		Total	\$493,941	15.00%	\$0	\$151,508	\$0	\$0	\$69,152	\$0	\$714,601	
Walters, Ronald S.	Assoc VP, Med Op & Informatics	General Revenue	\$404,172	5.15%	\$0	\$152,361	\$0	\$0	\$68,250	\$0	\$624,783	Performance Incentive Program (\$68,250)
		Designated	\$83,328	4.38%	\$0	\$0	\$0	\$0	\$0	\$0	\$83,328	
		Total	\$487,500	5.02%	\$0	\$152,361	\$0	\$0	\$68,250	\$0	\$708,111	
Frumovitz, Michael	Chief Pt Exp Ofc ad interim	General Revenue	\$141,960	0.00%	\$0	\$0	\$0	\$0	\$67,648	\$0	\$209,608	Performance Incentive Program (\$67,648)
		Designated	\$326,745	-28.35%	\$0	\$147,874	\$0	\$0	\$0	\$0	\$474,619	
		Restricted	\$14,496	5.09%	\$0	\$0	\$0	\$0	\$0	\$0	\$14,496	
		Total	\$483,201	2.85%	\$0	\$147,874	\$0	\$0	\$67,648	\$0	\$698,723	
Litton, Jennifer	VP, Clinical Research	General Revenue	\$329,626	499.34%	\$0	\$0	\$0	\$0	\$66,150	\$0	\$395,776	Performance Incentive Program (\$66,150)
		Designated	\$75,511	-67.99%	\$0	\$145,445	\$0	\$0	\$0	\$0	\$220,956	
		Restricted	\$67,363	-9.11%	\$0	\$0	\$0	\$0	\$0	\$0	\$67,363	
		Total	\$472,500	29.45%	\$0	\$145,445	\$0	\$0	\$66,150	\$0	\$684,095	
Sharma, Padmanee	Assoc VP, Immunobiology	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$110,828	\$0	\$110,828	Retention (\$50,000); Performance Incentive Program (\$60,928)
		Designated	\$170,350	8.04%	\$0	\$133,172	\$0	\$0	\$0	\$0	\$303,522	
		Restricted	\$264,850	36.97%	\$0	\$0	\$0	\$0	\$0	\$0	\$264,850	
		Total	\$435,200	23.98%	\$0	\$133,172	\$0	\$0	\$110,828	\$0	\$679,200	
Gospin, Daniel E.	VP, Chief Legal Officer	General Revenue	\$477,000	6.00%	\$0	\$0	\$0	\$0	\$180,716	\$0	\$657,716	Supplemental Benefit Program (\$113,849); Performance Incentive Program (\$66,867)
		Designated	\$0	0.00%	\$0	\$7,408	\$0	\$0	\$0	\$0	\$7,408	
		Total	\$477,000	6.00%	\$0	\$7,408	\$0	\$0	\$180,716	\$0	\$665,124	

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Tsao, Anne	VP, Faculty & Academic Affairs	General Revenue	\$436,140	1644.63%	\$0	\$134,786	\$0	\$0	\$62,459	\$0	\$633,385	Performance Incentive Program (\$62,459)
		Designated	\$9,998	-83.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$9,998	
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$446,138	31.49%	\$0	\$134,786	\$0	\$0	\$62,459	\$0	\$643,383	
Jones, Philip	VP, TDD & Rsch Strategy & Ops	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$163,407	\$0	\$163,407	Supplemental Benefit Program (\$103,815); Performance Incentive Program (\$59,592) Long Term Incentive (\$11,095) Long Term Incentive (\$38,905)
		Designated	\$94,241	-40.34%	\$0	\$3,467	\$0	\$0	\$11,095	\$0	\$108,803	
		Restricted	\$330,459	52.68%	\$0	\$0	\$0	\$0	\$38,905	\$0	\$369,364	
		Total	\$424,700	13.43%	\$0	\$3,467	\$0	\$0	\$213,407	\$0	\$641,574	
Gonzalez, Carmen E.	Chief Patient Safety Officer	General Revenue	\$328,649	34.72%	\$0	\$135,948	\$0	\$0	\$61,530	\$0	\$526,127	Performance Incentive Program (\$61,530)
		Designated	\$110,851	-36.49%	\$0	\$0	\$0	\$0	\$0	\$0	\$110,851	
		Total	\$439,500	5.02%	\$0	\$135,948	\$0	\$0	\$61,530	\$0	\$636,978	
Gibson, Brad L.	VP, Revenue Cycle & Treasurer	General Revenue	\$444,100	5.01%	\$0	\$0	\$0	\$0	\$165,085	\$0	\$609,185	Supplemental Benefit Program (\$102,474); Performance Incentive Program (\$62,611)
		Designated	\$0	0.00%	\$0	\$12,442	\$0	\$0	\$0	\$0	\$12,442	
		Total	\$444,100	5.01%	\$0	\$12,442	\$0	\$0	\$165,085	\$0	\$621,627	
Kaul, Rebecca L.	VP & Chief Innovation Officer	General Revenue	\$441,600	5.02%	\$0	\$0	\$0	\$0	\$165,669	\$0	\$607,269	Supplemental Benefit Program (\$103,775); Performance Incentive Program (\$61,894)
		Designated	\$0	0.00%	\$0	\$9,000	\$0	\$0	\$0	\$0	\$9,000	
		Total	\$441,600	5.02%	\$0	\$9,000	\$0	\$0	\$165,669	\$0	\$616,269	
Postma, Kent E.	VP, Amb Ops & Clin Infra Dev	General Revenue	\$435,000	18.46%	\$0	\$0	\$0	\$0	\$162,303	\$0	\$597,303	Supplemental Benefit Program (\$101,033); Performance Incentive Program (\$61,270)
		Designated	\$0	0.00%	\$0	\$11,170	\$0	\$0	\$0	\$0	\$11,170	
		Total	\$435,000	18.46%	\$0	\$11,170	\$0	\$0	\$162,303	\$0	\$608,473	
Latham, Crista Lu	VP, Strategic Communications	General Revenue	\$432,400	13.02%	\$0	\$0	\$0	\$0	\$160,446	\$0	\$592,846	Supplemental Benefit Program (\$99,843); Performance Incentive Program (\$60,603)
		Designated	\$0	0.00%	\$0	\$11,170	\$0	\$0	\$0	\$0	\$11,170	
		Total	\$432,400	13.02%	\$0	\$11,170	\$0	\$0	\$160,446	\$0	\$604,016	
Moore, Robert S.	VP & Chief Facilities Officer	General Revenue	\$428,000	5.00%	\$0	\$0	\$0	\$0	\$161,754	\$0	\$589,754	Supplemental Benefit Program (\$101,431); Performance Incentive Program (\$60,323)
		Designated	\$0	0.00%	\$0	\$8,385	\$0	\$0	\$0	\$0	\$8,385	
		Total	\$428,000	5.00%	\$0	\$8,385	\$0	\$0	\$161,754	\$0	\$598,139	
George, Marina Ciny	VP, Inpatient Medical Ops, Professor	General Revenue	\$325,228	72.78%	\$0	\$124,049	\$0	\$0	\$57,540	\$0	\$506,817	Performance Incentive Program (\$57,540)
		Designated	\$85,772	-43.07%	\$0	\$0	\$0	\$0	\$0	\$0	\$85,772	
		Total	\$411,000	21.27%	\$0	\$124,049	\$0	\$0	\$57,540	\$0	\$592,589	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2022**

The University of Texas M.D. Anderson Cancer Center

Institution Code: 506

A Name	B Position	C Funding Source	D Salary (9.1.2021)	E Percentage Salary Increase Over Prior Year	F G H I J K Nonsalary Benefits FY 2022						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		
Owen, Craig S.	VP and CIO	General Revenue	\$420,000	5.00%	\$0	\$0	\$0	\$0	\$162,213	\$0	\$582,213	Supplemental Benefit Program (\$102,943); Performance Incentive Program (\$59,270)
		Designated	\$0	0.00%	\$0	\$3,863	\$0	\$0	\$0	\$0	\$3,863	
		Total	\$420,000	5.00%	\$0	\$3,863	\$0	\$0	\$162,213	\$0	\$586,076	
Weber, Randal S.	AVP, Health Care Advancement	General Revenue	\$402,490	-26.73%	\$0	\$124,885	\$0	\$0	\$56,349	\$0	\$583,724	Performance Incentive Program (\$56,349)
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Total	\$402,490	-45.00%	\$0	\$124,885	\$0	\$0	\$56,349	\$0	\$583,724			
Ying, Anita Kuo	VP, Ambulatory Medical Ops, Professor	General Revenue	\$322,881	93.15%	\$0	\$122,252	\$0	\$0	\$56,014	\$0	\$501,147	Performance Incentive Program (\$56,014)
		Designated	\$77,219	-45.48%	\$0	\$0	\$0	\$0	\$0	\$0	\$77,219	
		Total	\$400,100	29.57%	\$0	\$122,252	\$0	\$0	\$56,014	\$0	\$578,366	
Chemaly, Roy F.	Chief Infection Control Ofc	General Revenue	\$394,300	106.10%	\$0	\$121,098	\$0	\$0	\$55,202	\$0	\$570,600	Performance Incentive Program (\$55,202)
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Total	\$394,300	3.63%	\$0	\$121,098	\$0	\$0	\$55,202	\$0	\$570,600			
Weber, Max C.	VP, Chief Comp & Ethics Ofc	General Revenue	\$398,900	12.02%	\$0	\$0	\$0	\$0	\$148,357	\$0	\$547,257	Supplemental Benefit Program (\$92,343); Performance Incentive Program (\$56,014)
		Designated	\$0	0.00%	\$0	\$10,242	\$0	\$0	\$0	\$0	\$10,242	
		Total	\$398,900	12.02%	\$0	\$10,242	\$0	\$0	\$148,357	\$0	\$557,499	
Bock, Jason B.	VP & Head, Biologics Prod Dev	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$150,085	\$0	\$150,085	Supplemental Benefit Program (\$94,214); Performance Incentive Program (\$55,871)
		Designated	\$399,000	31.25%	\$0	\$7,408	\$0	\$0	\$0	\$0	\$406,408	
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Total	\$399,000	5.00%	\$0	\$7,408	\$0	\$0	\$150,085	\$0	\$556,493			
Rivera, Jose A.	Chief Admin Quality Officer	General Revenue	\$378,000	0.00%	\$0	\$0	\$0	\$0	\$159,801	\$0	\$537,801	Supplemental Benefit Program (\$106,881); Performance Incentive Program (\$52,920)
		Designated	\$0	0.00%	\$0	\$9,313	\$0	\$0	\$0	\$0	\$9,313	
		Total	\$378,000	0.00%	\$0	\$9,313	\$0	\$0	\$159,801	\$0	\$547,114	
Keneker, Michael J.	VP, Finance & Chief Acctg Ofc	General Revenue	\$382,200	5.00%	\$0	\$0	\$0	\$0	\$144,323	\$0	\$526,523	Supplemental Benefit Program (\$90,513); Performance Incentive Program (\$53,810)
		Designated	\$0	0.00%	\$0	\$7,435	\$0	\$0	\$0	\$0	\$7,435	
		Total	\$382,200	5.00%	\$0	\$7,435	\$0	\$0	\$144,323	\$0	\$533,958	
Salas, Martha L.	VP, Inpatient Services	General Revenue	\$371,300	4.01%	\$0	\$0	\$0	\$0	\$138,013	\$0	\$509,313	Supplemental Benefit Program (\$85,661); Performance Incentive Program (\$52,352)
		Designated	\$0	0.00%	\$0	\$10,432	\$0	\$0	\$0	\$0	\$10,432	
		Total	\$371,300	4.01%	\$0	\$10,432	\$0	\$0	\$138,013	\$0	\$519,745	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2022**

The University of Texas M.D. Anderson Cancer Center

Institution Code: 506

A Name	B Position	C Funding Source	D Salary (9.1.2021)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2022						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		
Moreno, Mark	VP & Chief Govt Relations Ofc	General Revenue	\$369,900	5.03%	\$0	\$0	\$0	\$0	\$137,109	\$0	\$507,009	Supplemental Benefit Program (\$84,819); Performance Incentive Program (\$52,290)
		Designated	\$0	0.00%	\$0	\$11,409	\$0	\$0	\$0	\$0	\$11,409	
		Total	\$369,900	5.03%	\$0	\$11,409	\$0	\$0	\$137,109	\$0	\$518,418	
Lee, Jiun-Kae Jack	Assoc VP, Quantitative Scis	General Revenue	\$221,462	6.11%	\$0	\$70,632	\$0	\$0	\$52,766	\$0	\$344,860	Performance Incentive Program (\$52,766)
		Restricted	\$155,438	3.50%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,438	
		Total	\$376,900	5.02%	\$0	\$70,632	\$0	\$0	\$52,766	\$0	\$500,298	
Cagley, Maureen K.	VP, Academic Operations	General Revenue	\$356,900	4.02%	\$0	\$0	\$0	\$0	\$131,616	\$0	\$488,516	Supplemental Benefit Program (\$81,336); Performance Incentive Program (\$50,280)
		Designated	\$0	0.00%	\$0	\$11,266	\$0	\$0	\$0	\$0	\$11,266	
		Total	\$356,900	4.02%	\$0	\$11,266	\$0	\$0	\$131,616	\$0	\$499,782	
Heffernan, Timothy Paul	Exec Dir, Oncology Research	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$119,120	\$0	\$119,120	Supplemental Benefit Program (\$67,270); Performance Incentive Program (\$51,850)
		Designated	\$213,964	-9.31%	\$0	\$8,502	\$0	\$0	\$0	\$0	\$222,466	
		Restricted	\$155,436	34.15%	\$0	\$0	\$0	\$0	\$0	\$0	\$155,436	
Total	\$369,400	5.00%	\$0	\$8,502	\$0	\$0	\$119,120	\$0	\$497,022			
Castro, Juan C.	VP, Finance	General Revenue	\$353,700	11.02%	\$0	\$0	\$0	\$0	\$131,905	\$0	\$485,605	Supplemental Benefit Program (\$81,919); Performance Incentive Program (\$49,986)
		Designated	\$0	0.00%	\$0	\$9,789	\$0	\$0	\$0	\$0	\$9,789	
		Total	\$353,700	11.02%	\$0	\$9,789	\$0	\$0	\$131,905	\$0	\$495,394	
Campbell, Yolan A.	VP, HR Operations	General Revenue	\$350,000	10.41%	\$0	\$0	\$0	\$0	\$128,763	\$0	\$478,763	Supplemental Benefit Program (\$79,489); Performance Incentive Program (\$49,274)
		Designated	\$0	0.00%	\$0	\$11,335	\$0	\$0	\$0	\$0	\$11,335	
		Total	\$350,000	10.41%	\$0	\$11,335	\$0	\$0	\$128,763	\$0	\$490,098	
Travis, Elizabeth L.	Associate Vice President, Faculty Diversity	General Revenue	\$353,079	11.08%	\$0	\$70,612	\$0	\$0	\$50,190	\$0	\$473,881	Performance Incentive Program (\$50,190)
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Restricted	\$5,421	6.48%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,421	
Total	\$358,500	4.00%	\$0	\$70,612	\$0	\$0	\$50,190	\$0	\$479,302			
Tannir, Habib F.	VP, Diagnostic Operations	General Revenue	\$341,300	5.02%	\$0	\$0	\$0	\$0	\$125,642	\$0	\$466,942	Supplemental Benefit Program (\$77,728); Performance Incentive Program (\$47,914)
		Designated	\$0	0.00%	\$0	\$10,442	\$0	\$0	\$0	\$0	\$10,442	
		Total	\$341,300	5.02%	\$0	\$10,442	\$0	\$0	\$125,642	\$0	\$477,384	
Ghafar, Robert A.	VP, Procedural & Therapctc Ops	General Revenue	\$341,300	5.02%	\$0	\$0	\$0	\$0	\$127,738	\$0	\$469,038	Supplemental Benefit Program (\$79,889); Performance Incentive Program (\$47,849)
		Designated	\$0	0.00%	\$0	\$7,408	\$0	\$0	\$0	\$0	\$7,408	
		Total	\$341,300	5.02%	\$0	\$7,408	\$0	\$0	\$127,738	\$0	\$476,446	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2022**

The University of Texas M.D. Anderson Cancer Center

Institution Code: 506

A Name	B Position	C Funding Source	D Salary (9.1.2021)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2022						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			
Rumbaugh, Holly	AVP & Dep Chief Legal Officer	General Revenue	\$351,800	19.01%	\$0	\$0	\$0	\$0	\$111,042	\$0	\$462,842	Supplemental Benefit Program (\$61,689); Performance Incentive Program (\$49,353)	
			Designated	\$0	0.00%	\$0	\$11,019	\$0	\$0	\$0	\$0		\$11,019
			Total	\$351,800	19.01%	\$0	\$11,019	\$0	\$0	\$111,042	\$0		\$473,861
Shaikh, Saima	AVP & Dep Chief Legal Officer	General Revenue	\$351,800	25.64%	\$0	\$0	\$0	\$0	\$119,775	\$0	\$471,575	Supplemental Benefit Program (\$70,456); Performance Incentive Program (\$49,319)	
			Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			Total	\$351,800	25.64%	\$0	\$0	\$0	\$0	\$119,775	\$0		\$471,575
Suito, Charles T.	Assoc VP, Technology	General Revenue	\$348,800	5.03%	\$0	\$0	\$0	\$0	\$111,124	\$0	\$459,924	Supplemental Benefit Program (\$61,889); Performance Incentive Program (\$49,235)	
			Designated	\$0	0.00%	\$0	\$10,558	\$0	\$0	\$0	\$0		\$10,558
			Total	\$348,800	5.03%	\$0	\$10,558	\$0	\$0	\$111,124	\$0		\$470,482
Stoltenberg, Lessley J.	VP and CISO	General Revenue	\$323,600	5.03%	\$0	\$0	\$0	\$0	\$121,614	\$0	\$445,214	Supplemental Benefit Program (\$76,190); Performance Incentive Program (\$45,424)	
			Designated	\$0	0.00%	\$0	\$6,567	\$0	\$0	\$0	\$0		\$6,567
			Total	\$323,600	5.03%	\$0	\$6,567	\$0	\$0	\$121,614	\$0		\$451,781
Sheriff, Fatima	Chief of Staff	General Revenue	\$318,000	6.00%	\$0	\$0	\$0	\$0	\$120,565	\$0	\$438,565	Supplemental Benefit Program (\$76,014); Performance Incentive Program (\$44,551)	
			Designated	\$0	0.00%	\$0	\$4,721	\$0	\$0	\$0	\$0		\$4,721
			Total	\$318,000	6.00%	\$0	\$4,721	\$0	\$0	\$120,565	\$0		\$443,286
Roux, Ryan	VP, Pharmacy	General Revenue	\$315,000	5.00%	\$0	\$0	\$0	\$0	\$120,643	\$0	\$435,643	Supplemental Benefit Program (\$76,442); Performance Incentive Program (\$44,201)	
			Designated	\$0	0.00%	\$0	\$3,317	\$0	\$0	\$0	\$0		\$3,317
			Total	\$315,000	5.00%	\$0	\$3,317	\$0	\$0	\$120,643	\$0		\$438,960
Wright, Calvin T.	Assoc VP, Supply Chain Svcs	General Revenue	\$324,500	5.02%	\$0	\$0	\$0	\$0	\$102,089	\$0	\$426,589	Supplemental Benefit Program (\$56,631); Performance Incentive Program (\$45,458)	
			Designated	\$0	0.00%	\$0	\$10,386	\$0	\$0	\$0	\$0		\$10,386
			Total	\$324,500	5.02%	\$0	\$10,386	\$0	\$0	\$102,089	\$0		\$436,975
Tortorella, Frank R.	VP, Accreditation, Reg & Cert	General Revenue	\$306,200	4.01%	\$0	\$0	\$0	\$0	\$113,540	\$0	\$419,740	Supplemental Benefit Program (\$70,381); Performance Incentive Program (\$43,159)	
			Designated	\$0	0.00%	\$0	\$8,919	\$0	\$0	\$0	\$0		\$8,919
			Total	\$306,200	4.01%	\$0	\$8,919	\$0	\$0	\$113,540	\$0		\$428,659
Perkins, Larry D.	Assoc VP, Talent and Diversity	General Revenue	\$318,700	5.01%	\$0	\$0	\$0	\$0	\$107,566	\$0	\$426,266	Supplemental Benefit Program (\$62,814); Performance Incentive Program (\$44,752)	
			Designated	\$0	0.00%	\$0	\$1,398	\$0	\$0	\$0	\$0		\$1,398
			Total	\$318,700	5.01%	\$0	\$1,398	\$0	\$0	\$107,566	\$0		\$427,664

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Ray, William J.	Exec Dir, Neuroscience Rsch	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$95,976	\$0	\$95,976	Supplemental Benefit Program (\$51,798); Performance Incentive Program (\$44,178);
		Designated	\$207,979	177.31%	\$0	\$14,143	\$0	\$0	\$0	\$0	\$222,122	
		Restricted	\$107,021	-52.44%	\$0	\$0	\$0	\$0	\$0	\$0	\$107,021	
		Total	\$315,000	5.00%	\$0	\$14,143	\$0	\$0	\$95,976	\$0	\$425,119	
Magnus, Sherri P.	VP & Chief Audit Officer	General Revenue	\$298,200	8.00%	\$0	\$0	\$0	\$0	\$110,429	\$0	\$408,629	Supplemental Benefit Program (\$68,101); Performance Incentive Program (\$42,328);
		Designated	\$0	0.00%	\$0	\$9,979	\$0	\$0	\$0	\$0	\$9,979	
		Total	\$298,200	8.00%	\$0	\$9,979	\$0	\$0	\$110,429	\$0	\$418,608	
		General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$106,087	\$0	\$106,087	
Designated	\$312,000	48.57%	\$0	\$0	\$0	\$0	\$0	\$0	\$312,000			
Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0			
Total	\$312,000	4.00%	\$0	\$0	\$0	\$0	\$106,087	\$0	\$418,087			
Barnes, Krista M.	AVP & Dep Chief Compliance Off	General Revenue	\$304,600	12.81%	\$0	\$0	\$0	\$0	\$100,047	\$0	\$404,647	Supplemental Benefit Program (\$57,269); Performance Incentive Program (\$42,778);
		Designated	\$0	0.00%	\$0	\$4,804	\$0	\$0	\$0	\$0	\$4,804	
		Total	\$304,600	12.81%	\$0	\$4,804	\$0	\$0	\$100,047	\$0	\$409,451	
		General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$92,554	\$0	\$92,554	
Designated	\$302,100	4.03%	\$0	\$13,975	\$0	\$0	\$0	\$0	\$316,075			
Total	\$302,100	4.03%	\$0	\$13,975	\$0	\$0	\$92,554	\$0	\$408,629			
Garcia, Elizabeth A.	VP, Patient Experience	General Revenue	\$288,800	5.02%	\$0	\$0	\$0	\$0	\$104,771	\$0	\$393,571	Supplemental Benefit Program (\$64,123); Performance Incentive Program (\$40,648);
		Designated	\$0	0.00%	\$0	\$11,283	\$0	\$0	\$0	\$0	\$11,283	
		Total	\$288,800	5.02%	\$0	\$11,283	\$0	\$0	\$104,771	\$0	\$404,854	
		General Revenue	\$299,300	5.02%	\$0	\$0	\$0	\$0	\$95,053	\$0	\$394,353	
Designated	\$0	0.00%	\$0	\$8,590	\$0	\$0	\$0	\$0	\$8,590			
Total	\$299,300	5.02%	\$0	\$8,590	\$0	\$0	\$95,053	\$0	\$402,943			
Izzo, Giuliana J.	Exec Dir, HR Fac & Acad Pships	General Revenue	\$297,500	4.02%	\$0	\$0	\$0	\$0	\$98,439	\$0	\$395,939	Supplemental Benefit Program (\$56,363); Performance Incentive Program (\$42,076);
		Designated	\$0	0.00%	\$0	\$4,681	\$0	\$0	\$0	\$0	\$4,681	
		Total	\$297,500	4.02%	\$0	\$4,681	\$0	\$0	\$98,439	\$0	\$400,620	
		General Revenue	\$295,800	4.01%	\$0	\$0	\$0	\$0	\$95,811	\$0	\$391,611	
Designated	\$0	0.00%	\$0	\$7,457	\$0	\$0	\$0	\$0	\$7,457			
Total	\$295,800	4.01%	\$0	\$7,457	\$0	\$0	\$95,811	\$0	\$399,068			

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					F Cash Bonuses	G Practice Plan Benefits	H Housing Allowance	I Car Allowance	J Other	K Non-Cash Compensation		
Gallardo, Luisa	Associate Chief Nursing Ofcr	General Revenue	\$283,500	5.00%	\$0	\$0	\$0	\$0	\$101,721	\$0	\$385,221	Supplemental Benefit Program (\$61,597); Performance Incentive Program (\$40,124)
		Designated	\$0	0.00%	\$0	\$13,405	\$0	\$0	\$0	\$0	\$13,405	
		Total	\$283,500	5.00%	\$0	\$13,405	\$0	\$0	\$101,721	\$0	\$398,626	
Harrison, Christian D.	Assoc VP & Controller	General Revenue	\$294,000	5.00%	\$0	\$0	\$0	\$0	\$91,163	\$0	\$385,163	Supplemental Benefit Program (\$49,656); Performance Incentive Program (\$41,507)
		Designated	\$0	0.00%	\$0	\$12,049	\$0	\$0	\$0	\$0	\$12,049	
		Total	\$294,000	5.00%	\$0	\$12,049	\$0	\$0	\$91,163	\$0	\$397,212	
Atkinson IV, William A.	Assoc VP, Office of the COO	General Revenue	\$288,800	5.02%	\$0	\$0	\$0	\$0	\$90,157	\$0	\$378,957	Supplemental Benefit Program (\$49,479); Performance Incentive Program (\$40,678)
		Designated	\$0	0.00%	\$0	\$10,792	\$0	\$0	\$0	\$0	\$10,792	
		Total	\$288,800	5.02%	\$0	\$10,792	\$0	\$0	\$90,157	\$0	\$389,749	
Flores, Miriam	Assoc VP, Pt Business Svcs	General Revenue	\$285,000	6.98%	\$0	\$0	\$0	\$0	\$90,448	\$0	\$375,448	Supplemental Benefit Program (\$50,078); Performance Incentive Program (\$40,370)
		Designated	\$0	0.00%	\$0	\$9,492	\$0	\$0	\$0	\$0	\$9,492	
		Total	\$285,000	6.98%	\$0	\$9,492	\$0	\$0	\$90,448	\$0	\$384,940	
Peyton, Brette N.	Assoc VP, External Affairs	General Revenue	\$283,800	18.00%	\$0	\$0	\$0	\$0	\$96,291	\$0	\$380,091	Supplemental Benefit Program (\$56,458); Performance Incentive Program (\$39,833)
		Designated	\$0	0.00%	\$0	\$558	\$0	\$0	\$0	\$0	\$558	
		Total	\$283,800	18.00%	\$0	\$558	\$0	\$0	\$96,291	\$0	\$380,649	
Kanodia, Shreya	AVP, Prg Infrastructure & Plng	General Revenue	\$169,800	0.00%	\$0	\$0	\$0	\$0	\$96,014	\$0	\$265,814	Supplemental Benefit Program (\$56,366); Performance Incentive Program (\$39,648)
		Restricted	\$113,200	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$113,200	
		Designated	\$0	0.00%	\$0	\$342	\$0	\$0	\$0	\$0	\$342	
		Total	\$283,000	0.00%	\$0	\$342	\$0	\$0	\$96,014	\$0	\$379,356	
Bailey, Angela Y.	AVP, Mngd Care & Fin Clearance	General Revenue	\$278,000	14.26%	\$0	\$0	\$0	\$0	\$85,787	\$0	\$363,787	Supplemental Benefit Program (\$46,551); Performance Incentive Program (\$39,236)
		Designated	\$0	0.00%	\$0	\$11,877	\$0	\$0	\$0	\$0	\$11,877	
		Total	\$278,000	14.26%	\$0	\$11,877	\$0	\$0	\$85,787	\$0	\$375,664	
Secrest, Tania M.	Assoc VP, Rsch Strategy & Ops	General Revenue	\$275,900	15.54%	\$0	\$0	\$0	\$0	\$84,157	\$0	\$360,057	Supplemental Benefit Program (\$45,094); Performance Incentive Program (\$39,063)
		Designated	\$0	0.00%	\$0	\$13,388	\$0	\$0	\$0	\$0	\$13,388	
		Total	\$275,900	15.54%	\$0	\$13,388	\$0	\$0	\$84,157	\$0	\$373,445	
Peglow, Timothy M.	Assoc VP, Pt Care Facilities	General Revenue	\$276,000	5.02%	\$0	\$0	\$0	\$0	\$90,514	\$0	\$366,514	Supplemental Benefit Program (\$51,672); Performance Incentive Program (\$38,842)
		Designated	\$0	0.00%	\$0	\$4,770	\$0	\$0	\$0	\$0	\$4,770	
		Total	\$276,000	5.02%	\$0	\$4,770	\$0	\$0	\$90,514	\$0	\$371,284	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2022**

The University of Texas M.D. Anderson Cancer Center

Institution Code: 506

A Name	B Position	C Funding Source	D Salary (9.1.2021)	E Percentage Salary Increase Over Prior Year	G Nonsalary Benefits FY 2022						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			
Holladay, Courtney L.	Assoc VP, Leadership Institute	General Revenue	\$275,000	5.77%	\$0	\$0	\$0	\$0	\$87,274	\$0	\$362,274	Supplemental Benefit Program (\$48,508); Performance Incentive Program (\$38,766)	
			Designated	\$0	0.00%	\$0	\$8,590	\$0	\$0	\$0	\$0		\$8,590
			Total	\$275,000	5.77%	\$0	\$8,590	\$0	\$0	\$87,274	\$0		\$370,864
McWilliams, Natalia L.	Assoc VP, Indv Giving	General Revenue	\$271,800	5.02%	\$0	\$0	\$0	\$0	\$92,028	\$0	\$363,828	Supplemental Benefit Program (\$53,755); Performance Incentive Program (\$38,273)	
			Designated	\$0	0.00%	\$0	\$1,151	\$0	\$0	\$0	\$0		\$1,151
			Total	\$271,800	5.02%	\$0	\$1,151	\$0	\$0	\$92,028	\$0		\$364,979
Incalcaterra, James R.	Assoc VP, Strat Fin & Analyt	General Revenue	\$270,000	14.89%	\$0	\$0	\$0	\$0	\$85,118	\$0	\$355,118	Supplemental Benefit Program (\$47,049); Performance Incentive Program (\$38,069)	
			Designated	\$0	0.00%	\$0	\$9,169	\$0	\$0	\$0	\$0		\$9,169
			Total	\$270,000	14.89%	\$0	\$9,169	\$0	\$0	\$85,118	\$0		\$364,287
Mooney, Karen J.	Assoc VP, Fac Plan Dsg&Const	General Revenue	\$270,500	5.01%	\$0	\$0	\$0	\$0	\$92,348	\$0	\$362,848	Supplemental Benefit Program (\$54,108); Performance Incentive Program (\$38,240)	
			Designated	\$0	0.00%	\$0	\$650	\$0	\$0	\$0	\$0		\$650
			Total	\$270,500	5.01%	\$0	\$650	\$0	\$0	\$92,348	\$0		\$363,498
Harrott, Wesley R.	Assoc VP, Research Admin	General Revenue	\$269,000	3.03%	\$0	\$0	\$0	\$0	\$87,777	\$0	\$356,777	Supplemental Benefit Program (\$49,781); Performance Incentive Program (\$37,996)	
			Designated	\$0	0.00%	\$0	\$5,623	\$0	\$0	\$0	\$0		\$5,623
			Total	\$269,000	3.03%	\$0	\$5,623	\$0	\$0	\$87,777	\$0		\$362,400
Thomas, Lavonia G.	Nursing Informatics Officer	General Revenue	\$268,400	10.00%	\$0	\$0	\$0	\$0	\$86,865	\$0	\$355,265	Supplemental Benefit Program (\$49,222); Performance Incentive Program (\$37,643)	
			Designated	\$0	0.00%	\$0	\$5,693	\$0	\$0	\$0	\$0		\$5,693
			Total	\$268,400	10.00%	\$0	\$5,693	\$0	\$0	\$86,865	\$0		\$360,958
Adcox, William H.	VP, Chief of Police & CSO	General Revenue	\$246,400	5.03%	\$0	\$0	\$0	\$0	\$104,416	\$0	\$350,816	Supplemental Benefit Program (\$57,477); Performance Incentive Program (\$36,024); Tclose Pay (\$4,200); Education Pay (\$4,200); Hazardous Pay (\$2,515)	
			Designated	\$0	0.00%	\$0	\$9,136	\$0	\$0	\$0	\$0		\$9,136
			Total	\$246,400	5.03%	\$0	\$9,136	\$0	\$0	\$104,416	\$0		\$359,952
Ninan, Elizabeth P.	Assoc VP, Procedures & Therapt	General Revenue	\$265,000	6.00%	\$0	\$0	\$0	\$0	\$83,529	\$0	\$348,529	Supplemental Benefit Program (\$46,160); Performance Incentive Program (\$37,369)	
			Designated	\$0	0.00%	\$0	\$9,030	\$0	\$0	\$0	\$0		\$9,030
			Total	\$265,000	6.00%	\$0	\$9,030	\$0	\$0	\$83,529	\$0		\$357,559
Moore, Judy	Managing Exec Dir, Amb Ops	General Revenue	\$265,000	13.25%	\$0	\$0	\$0	\$0	\$86,857	\$0	\$351,857	Supplemental Benefit Program (\$49,354); Performance Incentive Program (\$37,503)	
			Designated	\$0	0.00%	\$0	\$5,277	\$0	\$0	\$0	\$0		\$5,277
			Total	\$265,000	13.25%	\$0	\$5,277	\$0	\$0	\$86,857	\$0		\$357,134

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2022**

The University of Texas M.D. Anderson Cancer Center

Institution Code: 506

A Name	B Position	C Funding Source	D Salary (9.1.2021)	E Percentage Salary Increase Over Prior Year	F G H I J K Nonsalary Benefits FY 2022						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			
Lovelady, Antoinetta D.	Assoc VP & Dep Chief Audit Ofc	General Revenue	\$260,800	6.02%	\$0	\$0	\$0	\$0	\$83,627	\$0	\$344,427	Supplemental Benefit Program (\$46,645); Performance Incentive Program (\$36,982)	
			Designated	\$0	0.00%	\$0	\$7,734	\$0	\$0	\$0	\$0		\$7,734
			Total	\$260,800	6.02%	\$0	\$7,734	\$0	\$0	\$83,627	\$0		\$352,161
Kraycirik, Kate M.	VP & Chief Enterprise Risk Ofc	General Revenue	\$250,000	28.67%	\$0	\$0	\$0	\$0	\$95,438	\$0	\$345,438	Supplemental Benefit Program (\$60,180); Performance Incentive Program (\$35,258)	
			Designated	\$0	0.00%	\$0	\$3,707	\$0	\$0	\$0	\$0		\$3,707
			Total	\$250,000	28.67%	\$0	\$3,707	\$0	\$0	\$95,438	\$0		\$349,145
Burkhardt, Andrew J.	Assoc VP, Rsch & Admin Fac	General Revenue	\$257,300	5.02%	\$0	\$0	\$0	\$0	\$80,886	\$0	\$338,186	Supplemental Benefit Program (\$44,864); Performance Incentive Program (\$36,022)	
			Designated	\$0	0.00%	\$0	\$8,245	\$0	\$0	\$0	\$0		\$8,245
			Total	\$257,300	5.02%	\$0	\$8,245	\$0	\$0	\$80,886	\$0		\$346,431
Aziz, Dina	Assoc VP, Clinical Research	General Revenue	\$255,000	15.91%	\$0	\$0	\$0	\$0	\$86,433	\$0	\$341,433	Supplemental Benefit Program (\$50,730); Performance Incentive Program (\$35,703)	
			Designated	\$0	0.00%	\$0	\$342	\$0	\$0	\$0	\$0		\$342
			Total	\$255,000	15.91%	\$0	\$342	\$0	\$0	\$86,433	\$0		\$341,775
Kurtin, Danna J.	Assoc VP, AVA	General Revenue	\$253,100	4.03%	\$0	\$0	\$0	\$0	\$82,799	\$0	\$335,899	Supplemental Benefit Program (\$46,928); Performance Incentive Program (\$35,871)	
			Designated	\$0	0.00%	\$0	\$5,395	\$0	\$0	\$0	\$0		\$5,395
			Total	\$253,100	4.03%	\$0	\$5,395	\$0	\$0	\$82,799	\$0		\$341,294
Thomas, Georgia A.	Special Advisor, Pract Health	General Revenue	\$231,000	17.68%	\$0	\$76,338	\$0	\$0	\$32,340	\$0	\$339,678	Performance Incentive Program (\$32,340)	
			Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$0
			Total	\$231,000	-39.98%	\$0	\$76,338	\$0	\$0	\$32,340	\$0		\$339,678
Tektiridis, Jennifer H.	Exec Dir, Rsch Planning & Dev	General Revenue	\$24,570	5.00%	\$0	\$0	\$0	\$0	\$80,537	\$0	\$105,107	Supplemental Benefit Program (\$45,845); Performance Incentive Program (\$34,692)	
			Restricted	\$221,130	5.00%	\$0	\$0	\$0	\$0	\$0	\$0		\$221,130
			Designated	\$0	0.00%	\$0	\$4,644	\$0	\$0	\$0	\$0		\$4,644
			Total	\$245,700	5.00%	\$0	\$4,644	\$0	\$0	\$80,537	\$0		\$330,881
Espat, Adelina J.	Assoc VP, Philanthropic Engmt	General Revenue	\$238,500	6.00%	\$0	\$0	\$0	\$0	\$74,248	\$0	\$312,748	Supplemental Benefit Program (\$40,567); Performance Incentive Program (\$33,681)	
			Designated	\$0	0.00%	\$0	\$9,436	\$0	\$0	\$0	\$0		\$9,436
			Total	\$238,500	6.00%	\$0	\$9,436	\$0	\$0	\$74,248	\$0		\$322,184
Berkheiser, Matthew L.	Assoc VP, EHSSEM	General Revenue	\$237,000	5.01%	\$0	\$0	\$0	\$0	\$73,042	\$0	\$310,042	Supplemental Benefit Program (\$39,442); Performance Incentive Program (\$33,600)	
			Designated	\$0	0.00%	\$0	\$10,697	\$0	\$0	\$0	\$0		\$10,697
			Total	\$237,000	5.01%	\$0	\$10,697	\$0	\$0	\$73,042	\$0		\$320,739

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The University of Texas M.D. Anderson Cancer Center

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Feigl, Carrie C.	Assoc VP, Research Finance	General Revenue	\$235,000	9.30%	\$0	\$0	\$0	\$0	\$73,620	\$0	\$308,620	Supplemental Benefit Program (\$40,476); Performance Incentive Program (\$33,144)
		Designated	\$0	0.00%	\$0	\$8,590	\$0	\$0	\$0	\$0	\$8,590	
		Total	\$235,000	9.30%	\$0	\$8,590	\$0	\$0	\$73,620	\$0	\$317,210	
Guajardo, Tomas G.	Assoc VP, State & System Rep	General Revenue	\$231,800	5.03%	\$0	\$0	\$0	\$0	\$72,399	\$0	\$304,199	Supplemental Benefit Program (\$39,706); Performance Incentive Program (\$32,693)
		Designated	\$0	0.00%	\$0	\$8,747	\$0	\$0	\$0	\$0	\$8,747	
		Total	\$231,800	5.03%	\$0	\$8,747	\$0	\$0	\$72,399	\$0	\$312,946	
Roarty, Emily B.	Assoc VP, Strategy and Impact	General Revenue	\$138,000	-32.68%	\$0	\$0	\$0	\$0	\$76,645	\$0	\$214,645	Supplemental Benefit Program (\$44,252); Performance Incentive Program (\$32,393)
		Restricted	\$92,000	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$92,000	
		Designated	\$0	0.00%	\$0	\$2,530	\$0	\$0	\$0	\$0	\$2,530	
		Total	\$230,000	12.20%	\$0	\$2,530	\$0	\$0	\$76,645	\$0	\$309,175	
French, Susan P.	Assoc VP, Vol Svcs & Merch	General Revenue	\$227,000	5.04%	\$0	\$0	\$0	\$0	\$65,462	\$0	\$292,462	Supplemental Benefit Program (\$33,447); Performance Incentive Program (\$32,015)
		Designated	\$0	0.00%	\$0	\$15,361	\$0	\$0	\$0	\$0	\$15,361	
		Total	\$227,000	5.04%	\$0	\$15,361	\$0	\$0	\$65,462	\$0	\$307,823	
Berger, Sarah P.	Assoc VP, Cancer Network	General Revenue	\$217,300	6.00%	\$0	\$0	\$0	\$0	\$71,084	\$0	\$288,384	Supplemental Benefit Program (\$40,460); Performance Incentive Program (\$30,624)
		Designated	\$0	0.00%	\$0	\$4,110	\$0	\$0	\$0	\$0	\$4,110	
		Total	\$217,300	6.00%	\$0	\$4,110	\$0	\$0	\$71,084	\$0	\$292,494	
Williams, LaJuanda P.	Exec Dir, Ambulatory Bus Svcs	General Revenue	\$215,300	5.02%	\$0	\$0	\$0	\$0	\$67,850	\$0	\$283,150	Supplemental Benefit Program (\$37,439); Performance Incentive Program (\$30,411)
		Designated	\$0	0.00%	\$0	\$7,506	\$0	\$0	\$0	\$0	\$7,506	
		Total	\$215,300	5.02%	\$0	\$7,506	\$0	\$0	\$67,850	\$0	\$290,656	
Miller, Edward C.	Exec Dir, Government Rltns	General Revenue	\$206,000	13.94%	\$0	\$0	\$0	\$0	\$69,559	\$0	\$275,559	Supplemental Benefit Program (\$40,551); Performance Incentive Program (\$29,008)
		Designated	\$0	0.00%	\$0	\$1,111	\$0	\$0	\$0	\$0	\$1,111	
		Total	\$206,000	13.94%	\$0	\$1,111	\$0	\$0	\$69,559	\$0	\$276,670	
Hu, Peter C.	Professor - SHP, Dean Ad Interim	General Revenue	\$206,967	13.68%	\$0	\$0	\$0	\$0	\$24,836	\$0	\$231,803	Performance Incentive Program (\$24,836)
		Total	\$206,967	13.68%	\$0	\$0	\$0	\$0	\$24,836	\$0	\$231,803	
Undie, William	Associate Professor - SHP, Dean Ad Interim	General Revenue	\$206,007	2.49%	\$0	\$0	\$0	\$0	\$24,721	\$0	\$230,728	Performance Incentive Program (\$24,721)
		Total	\$206,007	2.49%	\$0	\$0	\$0	\$0	\$24,721	\$0	\$230,728	

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Mattox, William W.	Sr Associate Dean, GSBS	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$27,664	\$0	\$27,664	Performance Incentive Program (\$27,664)
		Designated	\$189,443	2.40%	\$0	\$0	\$0	\$0	\$0	\$0	\$189,443	
		Restricted	\$4,857	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$4,857	
		Total	\$194,300	5.03%	\$0	\$0	\$0	\$0	\$27,664	\$0	\$221,964	
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	2.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$81,399	
		Total	\$146,840	1.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$146,840	

Notes:

Salary increases are due to promotions or pay rate changes.

Incentive compensation is based on FY22 estimates.

Benjamin Melson retired 10/04/21.

Georgia Thomas is a part time employee reported as .6 FTE.

Randall Weber is a part time employee reported as .55 FTE.

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