

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2025**

The University of Texas M. D. Anderson Cancer Center

Institution Agency Code: 506

A Name	B Position	C Funding Source	D Salary (9.1.2024)	E Percentage Salary Increase Over Prior Year	F-G-H-I-J-K Nonsalary Benefits FY 2025						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	\$1,011,185	\$0	\$1,077,130	Deferred Compensation (\$759,162); Long Term Incentive (\$251,843); Work Life Choice (\$180)
		Designated	\$2,464,595	3.72%	\$0	\$405,900	\$0	\$0	\$0	\$0	\$2,870,495	
		Total	\$2,530,540	3.62%	\$0	\$405,900	\$0	\$0	\$1,011,185	\$0	\$3,947,625	
Morris, Rosanna D.	Senior Vice President and Chief Operating Officer	General Revenue	\$1,012,800	4.00%	\$0	\$0	\$0	\$0	\$686,910	\$0	\$1,699,710	Deferred Compensation (\$268,800); Performance Incentive Program (\$136,399); Supplemental Benefit Program (\$281,711)
		Designated	\$0	0.00%	\$0	\$15,658	\$0	\$0	\$0	\$0	\$15,658	
		Total	\$1,012,800	4.00%	\$0	\$15,658	\$0	\$0	\$686,910	\$0	\$1,715,368	
Swisher, Stephen G.	Division Head	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$157,554	\$0	\$157,554	Performance Incentive Program (\$157,554)
		Designated	\$1,154,800	3.74%	\$0	\$353,130	\$0	\$0	\$0	\$0	\$1,507,930	
		Restricted	\$12,785	4.22%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,785	
		Total	\$1,167,585	3.75%	\$0	\$353,130	\$0	\$0	\$157,554	\$0	\$1,678,269	
Hagberg, Carin	Senior Vice President and Chief Academic Officer	General Revenue	\$873,569	4.11%	\$0	\$283,238	\$0	\$0	\$383,711	\$0	\$1,540,518	Deferred Compensation (\$256,590); Performance Incentive Program (\$126,941); Work Life Choice (\$180)
		Designated	\$56,631	-11.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$56,631	
		Total	\$930,200	3.00%	\$0	\$283,238	\$0	\$0	\$383,711	\$0	\$1,597,149	
Lee, Jeffrey E.	Chief Medical Executive ad interim	General Revenue	\$1,078,600	13.70%	\$0	\$329,088	\$0	\$0	\$134,460	\$0	\$1,542,148	Performance Incentive Program (\$134,280); Work Life Choice (\$180)
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$1,078,600	12.91%	\$0	\$329,088	\$0	\$0	\$134,460	\$0	\$1,542,148	
Hassid, Victor Joseph	Associate Vice President, Access Business	General Revenue	\$543,280	71.08%	\$0	\$301,002	\$0	\$0	\$139,362	\$0	\$983,644	Performance Incentive Program (\$139,182); Work Life Choice (\$180)
		Designated	\$449,920	-26.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$449,920	
		Total	\$993,200	6.45%	\$0	\$301,002	\$0	\$0	\$139,362	\$0	\$1,433,564	
Prat, Ferran	Senior Vice President, Research Administration and Industry Relations	General Revenue	\$606,200	4.02%	\$0	\$0	\$0	\$0	\$811,111	\$0	\$1,417,311	Deferred Compensation (\$162,390); Long Term Incentive (\$400,000); Performance Incentive Program (\$81,760); Supplemental Benefit Program (\$166,781); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$12,509	\$0	\$0	\$0	\$0	\$12,509	
		Total	\$606,200	4.02%	\$0	\$12,509	\$0	\$0	\$811,111	\$0	\$1,429,820	
Varghese, Shibu	Senior Vice President, People, Culture and Infrastructure	General Revenue	\$748,800	4.00%	\$0	\$0	\$0	\$0	\$548,156	\$0	\$1,296,956	Deferred Compensation (\$204,090); Performance Incentive Program (\$112,336); Supplemental Benefit Program (\$231,550); Work Life Choice (\$180)
		Designated	\$83,200	4.00%	\$0	\$13,726	\$0	\$0	\$0	\$0	\$96,926	
		Total	\$832,000	4.00%	\$0	\$13,726	\$0	\$0	\$548,156	\$0	\$1,393,882	

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Kinzel, Allyson H.	Senior Vice President, Legal and Regulatory Affairs	General Revenue	\$802,500	4.00%	\$0	\$0	\$0	\$0	\$522,475	\$0	\$1,324,975	Deferred Compensation (\$192,600); Performance Incentive Program (\$108,259); Supplemental Benefit Program (\$221,436); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$15,644	\$0	\$0	\$0	\$0	\$15,644	
		Total	\$802,500	4.00%	\$0	\$15,644	\$0	\$0	\$522,475	\$0	\$1,340,619	
Sultan, Omer	Senior Vice President and Chief Finance Officer	General Revenue	\$921,600	5.00%	\$0	\$0	\$0	\$0	\$378,050	\$0	\$1,299,650	Performance Incentive Program (\$122,906); Supplemental Benefit Program (\$254,964); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$12,562	\$0	\$0	\$0	\$0	\$12,562	
		Total	\$921,600	5.00%	\$0	\$12,562	\$0	\$0	\$378,050	\$0	\$1,312,212	
Pullin, Tadd M.	Senior Vice President, Institutional Affairs	General Revenue	\$763,200	4.01%	\$0	\$0	\$0	\$0	\$521,813	\$0	\$1,285,013	Deferred Compensation (\$204,480); Performance Incentive Program (\$102,866); Supplemental Benefit Program (\$214,287); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,054	\$0	\$0	\$0	\$0	\$9,054	
		Total	\$763,200	4.01%	\$0	\$9,054	\$0	\$0	\$521,813	\$0	\$1,294,068	
Koong, Albert C.	Division Head	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$121,211	\$0	\$121,211	Performance Incentive Program (\$121,211)
		Designated	\$873,039	3.84%	\$0	\$273,505	\$0	\$0	\$0	\$0	\$1,146,544	
		Restricted	\$23,056	-7.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$23,056	
		Total	\$896,095	3.50%	\$0	\$273,505	\$0	\$0	\$121,211	\$0	\$1,290,811	
Draetta, Giulio	Senior Vice President, Chief Scientific Officer	General Revenue	\$937,880	16.00%	\$0	\$182,140	\$0	\$0	\$128,930	\$0	\$1,248,950	Performance Incentive Program (\$128,750); Work Life Choice (\$180)
		Designated	\$11,016	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$11,016	
		Restricted	\$15,704	-77.47%	\$0	\$0	\$0	\$0	\$0	\$0	\$15,704	
Total	\$964,600	9.84%	\$0	\$182,140	\$0	\$0	\$128,930	\$0	\$1,275,670			
Hicks, Marshall E.	Division Head	General Revenue	\$778,073	3.95%	\$0	\$268,408	\$0	\$0	\$118,352	\$0	\$1,164,834	Performance Incentive Program (\$118,172); Work Life Choice (\$180)
		Designated	\$88,759	4.42%	\$0	\$0	\$0	\$0	\$0	\$0	\$88,759	
		Restricted	\$11,018	4.43%	\$0	\$0	\$0	\$0	\$0	\$0	\$11,018	
		Total	\$877,850	4.00%	\$0	\$268,408	\$0	\$0	\$118,352	\$0	\$1,264,611	
McKee, Christopher H.	Senior Vice President, Strategy and Business Development	General Revenue	\$761,400	4.00%	\$0	\$0	\$0	\$0	\$476,325	\$0	\$1,237,725	Deferred Compensation (\$158,340); Performance Incentive Program (\$102,864); Supplemental Benefit Program (\$215,121)
		Designated	\$0	0.00%	\$0	\$7,854	\$0	\$0	\$0	\$0	\$7,854	
		Total	\$761,400	4.00%	\$0	\$7,854	\$0	\$0	\$476,325	\$0	\$1,245,580	
Jaffray, David	Senior Vice President, Chief Technology and Digital Officer	General Revenue	\$728,200	4.01%	\$0	\$0	\$0	\$0	\$468,780	\$0	\$1,196,980	Deferred Compensation (\$170,100); Performance Incentive Program (\$98,078); Supplemental Benefit Program (\$200,422); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$15,658	\$0	\$0	\$0	\$0	\$15,658	
		Total	\$728,200	4.01%	\$0	\$15,658	\$0	\$0	\$468,780	\$0	\$1,212,639	

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Allison, James P.	Vice President, Immunobiology	General Revenue	\$237,497	-12.39%	\$0	\$157,694	\$0	\$0	\$212,295	\$0	\$607,486	Retention (\$100,000); Performance Incentive Program (\$112,115); Work Life Choice (\$180)
		Restricted	\$593,203	12.43%	\$0	\$0	\$0	\$0	\$0	\$0	\$593,203	
		Total	\$830,700	4.01%	\$0	\$157,694	\$0	\$0	\$212,295	\$0	\$1,200,689	
Gan, Tong Joo	Division Head	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$109,200	\$0	\$109,200	Performance Incentive Program (\$109,200)
		Designated	\$790,200	2.17%	\$0	\$243,488	\$0	\$0	\$0	\$0	\$1,033,688	
		Restricted	\$13,200	100.03%	\$0	\$0	\$0	\$0	\$0	\$0	\$13,200	
		Total	\$803,400	3.00%	\$0	\$243,488	\$0	\$0	\$109,200	\$0	\$1,156,088	
Gottlieb, Eyal	Vice President, Research	General Revenue	\$846,300	4.01%	\$0	\$158,591	\$0	\$0	\$114,098	\$0	\$1,118,989	Performance Incentive Program (\$113,918); Work Life Choice (\$180)
		Total	\$846,300	4.01%	\$0	\$158,591	\$0	\$0	\$114,098	\$0	\$1,118,989	
Kuban, Deborah A.	Vice President, Cancer Network Clinical Operations	General Revenue	\$707,242	3.96%	\$0	\$236,890	\$0	\$0	\$104,738	\$0	\$1,048,870	Performance Incentive Program (\$104,558); Work Life Choice (\$180)
		Designated	\$66,758	4.49%	\$0	\$0	\$0	\$0	\$0	\$0	\$66,758	
		Total	\$774,000	4.00%	\$0	\$236,890	\$0	\$0	\$104,738	\$0	\$1,115,628	
Bodurka, Diane C.	Vice President, Chief Education and Training Officer	General Revenue	\$703,163	8.75%	\$0	\$234,309	\$0	\$0	\$104,384	\$0	\$1,041,856	Performance Incentive Program (\$104,384)
		Designated	\$63,188	-30.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$63,188	
		Restricted	\$5,549	4.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$5,549	
		Total	\$771,900	4.00%	\$0	\$234,309	\$0	\$0	\$104,384	\$0	\$1,110,593	
Flowers, Christopher R.	Division Head	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$103,600	\$0	\$103,600	Performance Incentive Program (\$103,600)
		Designated	\$647,200	4.70%	\$0	\$231,507	\$0	\$0	\$0	\$0	\$878,707	
		Restricted	\$118,700	-2.58%	\$0	\$0	\$0	\$0	\$0	\$0	\$118,700	
		Total	\$765,900	3.50%	\$0	\$231,507	\$0	\$0	\$103,600	\$0	\$1,101,007	
Chung, Caroline	Vice President, Chief Data Officer	General Revenue	\$473,962	-13.08%	\$0	\$231,336	\$0	\$0	\$95,716	\$0	\$801,014	Performance Incentive Program (\$95,536); Work Life Choice (\$180)
		Designated	\$152,800	12.09%	\$0	\$0	\$0	\$0	\$0	\$0	\$152,800	
		Restricted	\$137,238	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$137,238	
		Total	\$764,000	12.09%	\$0	\$231,336	\$0	\$0	\$95,716	\$0	\$1,091,052	
Adelson, Kerin Bess	Chief Quality Officer	General Revenue	\$702,000	4.00%	\$27,000	\$214,729	\$0	\$0	\$94,680	\$0	\$1,038,409	Performance Incentive Program (\$94,500); Work Life Choice (\$180)
		Total	\$702,000	4.00%	\$27,000	\$214,729	\$0	\$0	\$94,680	\$0	\$1,038,409	
Rezvani, Katy	Vice President and Head, Institute for Cell Therapy	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$99,714	\$0	\$99,714	Performance Incentive Program (\$99,714); Promoted effective 02/01/2024.
		Designated	\$369,410	-13.90%	\$0	\$216,525	\$0	\$0	\$0	\$0	\$585,935	
		Restricted	\$341,390	271.05%	\$0	\$0	\$0	\$0	\$0	\$0	\$341,390	
		Total	\$710,800	36.41%	\$0	\$216,525	\$0	\$0	\$99,714	\$0	\$1,027,039	

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Tweardy, David	Division Head	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$94,522	\$0	\$94,522	Performance Incentive Program (\$94,522)
		Designated	\$476,026	0.27%	\$0	\$210,318	\$0	\$0	\$0	\$0	\$686,344	
		Restricted	\$219,389	9.46%	\$0	\$0	\$0	\$0	\$0	\$0	\$219,389	
		Total	\$695,415	3.00%	\$0	\$210,318	\$0	\$0	\$94,522	\$0	\$1,000,256	
Hansel, Donna Elizabeth	Division Head	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$92,169	\$0	\$92,169	Performance Incentive Program (\$92,169)
		Designated	\$669,501	2.03%	\$0	\$208,200	\$0	\$0	\$0	\$0	\$877,701	
		Restricted	\$11,891	455.65%	\$0	\$0	\$0	\$0	\$0	\$0	\$11,891	
		Total	\$681,392	3.50%	\$0	\$208,200	\$0	\$0	\$92,169	\$0	\$981,761	
Zeidenstein, Darrow G.	Senior Vice President and Chief Philanthropy Officer	General Revenue	\$685,200	4.01%	\$0	\$0	\$0	\$0	\$282,759	\$0	\$967,959	Performance Incentive Program (\$92,431); Supplemental Benefit Program (\$190,148); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,994	\$0	\$0	\$0	\$0	\$11,994	
		Total	\$685,200	4.01%	\$0	\$11,994	\$0	\$0	\$282,759	\$0	\$979,953	
Yap, Timothy Anthony	Vice President, Head of Clinical Development	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$90,524	\$0	\$90,524	Performance Incentive Program (\$90,524)
		Designated	\$223,138	-8.64%	\$0	\$205,339	\$0	\$0	\$0	\$0	\$428,477	
		Restricted	\$448,762	11.70%	\$0	\$0	\$0	\$0	\$0	\$0	\$448,762	
		Total	\$671,900	4.01%	\$0	\$205,339	\$0	\$0	\$90,524	\$0	\$967,763	
Schmeler, Kathleen M.	Associate Vice President, Global Oncology	General Revenue	\$395,093	3.68%	\$0	\$198,580	\$0	\$0	\$89,598	\$0	\$683,271	Performance Incentive Program (\$89,418); Work Life Choice (\$180)
		Designated	\$250,534	12.56%	\$0	\$0	\$0	\$0	\$0	\$0	\$250,534	
		Restricted	\$11,373	-65.38%	\$0	\$0	\$0	\$0	\$0	\$0	\$11,373	
		Total	\$657,000	3.22%	\$0	\$198,580	\$0	\$0	\$89,598	\$0	\$945,178	
Gorlick, Richard	Division Head	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$88,416	\$0	\$88,416	Performance Incentive Program (\$88,416)
		Designated	\$616,867	5.17%	\$0	\$198,104	\$0	\$0	\$0	\$0	\$814,971	
		Restricted	\$36,781	-18.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$36,781	
		Total	\$653,648	3.50%	\$0	\$198,104	\$0	\$0	\$88,416	\$0	\$940,168	
Caudle, Abigail Suzanne	Vice President, Procedural and Therapeutics Practice	General Revenue	\$485,766	3.75%	\$0	\$197,337	\$0	\$0	\$88,089	\$0	\$771,191	Performance Incentive Program (\$87,909); Work Life Choice (\$180)
		Designated	\$165,334	4.77%	\$0	\$0	\$0	\$0	\$0	\$0	\$165,334	
		Total	\$651,100	4.01%	\$0	\$197,337	\$0	\$0	\$88,089	\$0	\$936,525	
Porter, Carol Anne	Senior Vice President and Chief Nursing Officer	General Revenue	\$630,100	3.01%	\$0	\$0	\$0	\$0	\$268,899	\$0	\$898,999	Performance Incentive Program (\$85,739); Supplemental Benefit Program (\$183,160)
		Designated	\$0	0.00%	\$0	\$829	\$0	\$0	\$0	\$0	\$829	
		Total	\$630,100	3.01%	\$0	\$829	\$0	\$0	\$268,899	\$0	\$899,828	
Litton, Jennifer	Vice President, Clinical Research	General Revenue	\$457,953	3.62%	\$0	\$182,662	\$0	\$0	\$80,424	\$0	\$721,040	Performance Incentive Program (\$80,424)
		Designated	\$137,247	5.29%	\$0	\$0	\$0	\$0	\$0	\$0	\$137,247	
		Total	\$595,200	4.00%	\$0	\$182,662	\$0	\$0	\$80,424	\$0	\$858,287	

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Hawk, Ernest	Vice President, Cancer Prevention and Population Sciences, Division Head	General Revenue	\$277,255	4.88%	\$0	\$114,915	\$0	\$0	\$81,486	\$0	\$473,657	Performance Incentive Program (\$81,306); Work Life Choice (\$180)
		Designated	\$277,255	4.88%	\$0	\$0	\$0	\$0	\$0	\$0	\$277,255	
		Restricted	\$47,590	-5.14%	\$0	\$0	\$0	\$0	\$0	\$0	\$47,590	
		Total	\$602,100	4.01%	\$0	\$114,915	\$0	\$0	\$81,486	\$0	\$798,502	
Roland, Christina Lynn	Vice President, Cancer Network Medical and Academic Affairs	General Revenue	\$542,937	530.79%	\$0	\$166,274	\$0	\$0	\$76,393	\$0	\$785,604	Performance Incentive Program (\$76,213); Work Life Choice (\$180); Promoted effective 09/01/2024.
		Designated	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$542,937	15.39%	\$0	\$166,274	\$0	\$0	\$76,393	\$0	\$785,604	
French, Katy Elizabeth	Executive Medical Director, Patient Care Informatics	General Revenue	\$346,276	3.78%	\$0	\$166,887	\$0	\$0	\$73,427	\$0	\$586,590	Performance Incentive Program (\$73,427)
		Designated	\$197,524	4.44%	\$0	\$0	\$0	\$0	\$0	\$0	\$197,524	
		Total	\$543,800	4.02%	\$0	\$166,887	\$0	\$0	\$73,427	\$0	\$784,114	
Kopetz, Edmund Scott	Associate Vice President, Translational Integration	General Revenue	\$50,000	0.04%	\$0	\$0	\$0	\$0	\$72,715	\$0	\$122,715	Performance Incentive Program (\$72,535); Work Life Choice (\$180)
		Designated	\$332,118	6.98%	\$0	\$164,718	\$0	\$0	\$0	\$0	\$496,836	
		Restricted	\$154,482	-0.64%	\$0	\$0	\$0	\$0	\$0	\$0	\$154,482	
		Total	\$536,600	4.01%	\$0	\$164,718	\$0	\$0	\$72,715	\$0	\$774,033	
Tsao, Anne	Deputy Chief Academic Officer	General Revenue	\$429,405	3.76%	\$0	\$162,667	\$0	\$0	\$72,792	\$0	\$664,864	Performance Incentive Program (\$72,792)
		Designated	\$82,094	67.39%	\$0	\$0	\$0	\$0	\$0	\$0	\$82,094	
		Restricted	\$26,501	-51.30%	\$0	\$0	\$0	\$0	\$0	\$0	\$26,501	
		Total	\$538,000	4.00%	\$0	\$162,667	\$0	\$0	\$72,792	\$0	\$773,459	
Walters, Ronald S.	Associate Vice President, Medical Operations and Informatics	General Revenue	\$452,965	4.00%	\$0	\$166,667	\$0	\$0	\$72,408	\$0	\$692,040	Performance Incentive Program (\$72,408)
		Designated	\$79,935	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$79,935	
		Total	\$532,900	4.00%	\$0	\$166,667	\$0	\$0	\$72,408	\$0	\$771,975	
Gospin, Daniel E.	Vice President, Chief Legal Officer	General Revenue	\$554,600	4.01%	\$0	\$0	\$0	\$0	\$202,200	\$0	\$756,800	Performance Incentive Program (\$74,782); Supplemental Benefit Program (\$127,238); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$8,957	\$0	\$0	\$0	\$0	\$8,957	
		Total	\$554,600	4.01%	\$0	\$8,957	\$0	\$0	\$202,200	\$0	\$765,757	
Heffernan, Timothy Paul	Vice President, Oncology Research	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$184,109	\$0	\$184,109	Performance Incentive Program (\$68,796); Supplemental Benefit Program (\$115,313); Long Term Incentive (\$30,000); Work Life Choice (\$180) Pay rate change to align with latest market data.
		Designated	\$417,768	31.97%	\$0	\$10,955	\$0	\$0	\$30,180	\$0	\$458,903	
		Restricted	\$117,832	3.34%	\$0	\$0	\$0	\$0	\$0	\$0	\$117,832	
		Total	\$535,600	24.38%	\$0	\$10,955	\$0	\$0	\$214,289	\$0	\$760,844	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2025**

The University of Texas M. D. Anderson Cancer Center

Institution Agency Code: 506

A Name	B Position	C Funding Source	D Salary (9.1.2024)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2025						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		
Overman, Michael James	Vice President, Cancer Network Research	General Revenue	\$377,303	-4.04%	\$0	\$156,425	\$0	\$0	\$69,802	\$0	\$603,530	Performance Incentive Program (\$69,622); Work Life Choice (\$180)
		Designated	\$112,646	24.09%	\$0	\$0	\$0	\$0	\$0	\$0	\$112,646	
		Restricted	\$31,051	178.83%	\$0	\$0	\$0	\$0	\$0	\$0	\$31,051	
		Total	\$521,000	5.23%	\$0	\$156,425	\$0	\$0	\$69,802	\$0	\$747,227	
Foxhall, Lewis E.	Vice President, Health Policy	General Revenue	\$518,481	1.68%	\$0	\$108,052	\$0	\$0	\$76,256	\$0	\$702,789	Performance Incentive Program (\$76,076); Work Life Choice (\$180)
		Designated	\$20,036	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$20,036	
		Restricted	\$22,883	-23.38%	\$0	\$0	\$0	\$0	\$0	\$0	\$22,883	
		Total	\$561,400	4.00%	\$0	\$108,052	\$0	\$0	\$76,256	\$0	\$745,708	
Gonzalez, Carmen E.	Chief Patient Safety Officer	General Revenue	\$365,468	3.78%	\$0	\$149,302	\$0	\$0	\$66,604	\$0	\$581,374	Performance Incentive Program (\$66,604)
		Designated	\$126,632	4.71%	\$0	\$0	\$0	\$0	\$0	\$0	\$126,632	
		Total	\$492,100	4.02%	\$0	\$149,302	\$0	\$0	\$66,604	\$0	\$708,006	
Sharma, Padmanee	Associate Vice President, Immunobiology	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$65,909	\$0	\$65,909	Performance Incentive Program (\$65,909)
		Designated	\$92,606	-42.89%	\$0	\$149,014	\$0	\$0	\$0	\$0	\$241,620	
		Restricted	\$394,794	28.83%	\$0	\$0	\$0	\$0	\$0	\$0	\$394,794	
		Total	\$487,400	4.01%	\$0	\$149,014	\$0	\$0	\$65,909	\$0	\$702,323	
Latham, Crista Lu	Vice President, Strategic Communications	General Revenue	\$500,000	8.98%	\$0	\$0	\$0	\$0	\$173,730	\$0	\$673,730	Performance Incentive Program (\$65,856); Supplemental Benefit Program (\$107,694); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$13,762	\$0	\$0	\$0	\$0	\$13,762	
		Total	\$500,000	8.98%	\$0	\$13,762	\$0	\$0	\$173,730	\$0	\$687,492	
Postma, Kent E.	Vice President, Clinical Infrastructure Development and Growth	General Revenue	\$487,200	4.01%	\$0	\$0	\$0	\$0	\$173,971	\$0	\$661,171	Performance Incentive Program (\$66,007); Supplemental Benefit Program (\$107,964)
		Designated	\$0	0.00%	\$0	\$13,762	\$0	\$0	\$0	\$0	\$13,762	
		Total	\$487,200	4.01%	\$0	\$13,762	\$0	\$0	\$173,971	\$0	\$674,933	
Ying, Anita Kuo	Vice President, Ambulatory Medical Operations	General Revenue	\$373,530	3.73%	\$0	\$143,177	\$0	\$0	\$63,443	\$0	\$580,150	Performance Incentive Program (\$63,263); Work Life Choice (\$180)
		Designated	\$94,770	5.17%	\$0	\$0	\$0	\$0	\$0	\$0	\$94,770	
		Total	\$468,300	4.02%	\$0	\$143,177	\$0	\$0	\$63,443	\$0	\$674,920	
Moore, Robert S.	Vice President and Chief Facilities Officer	General Revenue	\$479,300	4.01%	\$0	\$0	\$0	\$0	\$174,444	\$0	\$653,744	Performance Incentive Program (\$64,966); Supplemental Benefit Program (\$109,298); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,482	\$0	\$0	\$0	\$0	\$9,482	
		Total	\$479,300	4.01%	\$0	\$9,482	\$0	\$0	\$174,444	\$0	\$663,226	

**Higher Education - Administrative Accountability Report
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The University of Texas M. D. Anderson Cancer Center

Institution Agency Code: 506

A Name	B Position	C Funding Source	D Salary (9.1.2024)	E Percentage Salary Increase Over Prior Year	F-G-H-I-J-K Nonsalary Benefits FY 2025						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	Vice President, Inpatient Medical Operations	General Revenue	\$360,861	3.68%	\$0	\$139,040	\$0	\$0	\$62,365	\$0	\$562,266	Performance Incentive Program (\$62,185); Work Life Choice (\$180)
		Designated	\$99,339	5.17%	\$0	\$0	\$0	\$0	\$0	\$0	\$99,339	
		Total	\$460,200	4.00%	\$0	\$139,040	\$0	\$0	\$62,365	\$0	\$661,605	
Rivera, Jose A.	Chief Administrative Quality Officer	General Revenue	\$468,000	16.13%	\$0	\$0	\$0	\$0	\$182,309	\$0	\$650,309	Performance Incentive Program (\$60,292); Supplemental Benefit Program (\$121,837); Work Life Choice (\$180); Pay rate change to align with latest market data.
		Designated	\$0	0.00%	\$0	\$11,270	\$0	\$0	\$0	\$0	\$11,270	
		Total	\$468,000	16.13%	\$0	\$11,270	\$0	\$0	\$182,309	\$0	\$661,579	
Owen, Craig S.	Vice President, Chief Information Officer	General Revenue	\$474,800	5.02%	\$0	\$0	\$0	\$0	\$175,903	\$0	\$650,703	Performance Incentive Program (\$63,804); Supplemental Benefit Program (\$111,919); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$2,841	\$0	\$0	\$0	\$0	\$2,841	
		Total	\$474,800	5.02%	\$0	\$2,841	\$0	\$0	\$175,903	\$0	\$653,544	
Weber, Max C.	Vice President, Chief Compliance and Ethics Officer	General Revenue	\$461,800	4.01%	\$0	\$0	\$0	\$0	\$164,842	\$0	\$626,642	Performance Incentive Program (\$62,362); Supplemental Benefit Program (\$102,300); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$12,726	\$0	\$0	\$0	\$0	\$12,726	
		Total	\$461,800	4.01%	\$0	\$12,726	\$0	\$0	\$164,842	\$0	\$639,369	
Prokopis, Michael T.	Vice President, Supply Chain Services	General Revenue	\$437,800	3.01%	\$0	\$0	\$0	\$0	\$162,467	\$0	\$600,267	Performance Incentive Program (\$59,500); Supplemental Benefit Program (\$102,787); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$4,507	\$0	\$0	\$0	\$0	\$4,507	
		Total	\$437,800	3.01%	\$0	\$4,507	\$0	\$0	\$162,467	\$0	\$604,774	
Aballay, Alejandro	Dean, Graduate School Biomedical Sciences	General Revenue	\$362,254	N/A	\$0	\$88,454	\$0	\$0	\$42,236	\$0	\$492,944	Performance Incentive Program (\$42,236) Hired 01/01/2024
		Restricted	\$110,946	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$110,946	
		Total	\$473,200	N/A	\$0	\$88,454	\$0	\$0	\$42,236	\$0	\$603,890	
Shoenthal, Daniel P.	Vice President, Chief Innovation Officer	General Revenue	\$434,200	5.01%	\$0	\$0	\$0	\$0	\$154,592	\$0	\$588,792	Performance Incentive Program (\$58,010); Supplemental Benefit Program (\$96,402); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,138	\$0	\$0	\$0	\$0	\$10,138	
		Total	\$434,200	5.01%	\$0	\$10,138	\$0	\$0	\$154,592	\$0	\$598,930	
Keneker, Michael J.	Vice President, Finance and Chief Accounting Officer	General Revenue	\$428,000	4.01%	\$0	\$0	\$0	\$0	\$155,739	\$0	\$583,739	Performance Incentive Program (\$57,949); Supplemental Benefit Program (\$97,610); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,314	\$0	\$0	\$0	\$0	\$9,314	
		Total	\$428,000	4.01%	\$0	\$9,314	\$0	\$0	\$155,739	\$0	\$593,053	
Moreno, Mark	Vice President and Chief Government Relations Officer	General Revenue	\$410,200	4.01%	\$0	\$0	\$0	\$0	\$146,185	\$0	\$556,385	Performance Incentive Program (\$55,754); Supplemental Benefit Program (\$90,251); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$13,146	\$0	\$0	\$0	\$0	\$13,146	
		Total	\$410,200	4.01%	\$0	\$13,146	\$0	\$0	\$146,185	\$0	\$569,530	

**Higher Education - Administrative Accountability Report
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The University of Texas M. D. Anderson Cancer Center

Institution Agency Code: 506

A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Incalcaterra, James R.	Vice President, Finance, Analytics and Treasury	General Revenue	\$406,700	14.56%	\$0	\$0	\$0	\$0	\$145,670	\$0	\$552,370	Performance Incentive Program (\$55,059); Supplemental Benefit Program (\$90,431); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,188	\$0	\$0	\$0	\$0	\$11,188	
		Total	\$406,700	14.56%	\$0	\$11,188	\$0	\$0	\$145,670	\$0	\$563,558	
Salas, Martha L.	Vice President, Clinical Program Growth	General Revenue	\$392,100	0.00%	\$0	\$0	\$0	\$0	\$157,440	\$0	\$549,540	One-time Merit (\$11,763); Performance Incentive Program (\$55,303); Supplemental Benefit Program (\$90,194); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$12,922	\$0	\$0	\$0	\$0	\$12,922	
		Total	\$392,100	0.00%	\$0	\$12,922	\$0	\$0	\$157,440	\$0	\$562,463	
Slusser, Kim M.	Associate Chief Nursing Officer	General Revenue	\$390,000	0.00%	\$0	\$0	\$0	\$0	\$152,280	\$0	\$542,280	Performance Incentive Program (\$54,600); Supplemental Benefit Program (\$97,500); Work Life Choice (\$180) Hired 12/04/2023
		Designated	\$0	0.00%	\$0	\$11,019	\$0	\$0	\$0	\$0	\$11,019	
		Total	\$390,000	0.00%	\$0	\$11,019	\$0	\$0	\$152,280	\$0	\$553,299	
Castro, Juan C.	Vice President, Finance	General Revenue	\$396,100	4.02%	\$0	\$0	\$0	\$0	\$141,983	\$0	\$538,083	Performance Incentive Program (\$53,816); Supplemental Benefit Program (\$87,987); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,517	\$0	\$0	\$0	\$0	\$11,517	
		Total	\$396,100	4.02%	\$0	\$11,517	\$0	\$0	\$141,983	\$0	\$549,600	
Campbell, Yolan A.	Vice President, Human Resources Operations	General Revenue	\$395,700	5.02%	\$0	\$0	\$0	\$0	\$138,806	\$0	\$534,506	Performance Incentive Program (\$53,088); Supplemental Benefit Program (\$85,538); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$14,587	\$0	\$0	\$0	\$0	\$14,587	
		Total	\$395,700	5.02%	\$0	\$14,587	\$0	\$0	\$138,806	\$0	\$549,093	
Cagley, Maureen K.	Vice President, Academic Operations	General Revenue	\$374,700	0.00%	\$0	\$0	\$0	\$0	\$149,010	\$0	\$523,710	One-time Merit (\$11,241); Performance Incentive Program (\$53,135); Supplemental Benefit Program (\$84,634)
		Designated	\$0	0.00%	\$0	\$14,258	\$0	\$0	\$0	\$0	\$14,258	
		Total	\$374,700	0.00%	\$0	\$14,258	\$0	\$0	\$149,010	\$0	\$537,968	
Maxwell, Kelly M.	Associate Vice President and Deputy Chief Compliance Officer	General Revenue	\$400,000	N/A	\$0	\$0	\$0	\$0	\$130,138	\$0	\$530,138	Performance Incentive Program (\$56,000); Supplemental Benefit Program (\$73,958); Work Life Choice (\$180); Hired 03/25/2024
		Designated	\$0	N/A	\$0	\$7,552	\$0	\$0	\$0	\$0	\$7,552	
		Total	\$400,000	N/A	\$0	\$7,552	\$0	\$0	\$130,138	\$0	\$537,691	
Tannir, Habib F.	Vice President, Diagnostic Operations	General Revenue	\$380,300	3.01%	\$0	\$0	\$0	\$0	\$142,618	\$0	\$522,918	One-time Merit (\$7,384); Performance Incentive Program (\$51,856); Supplemental Benefit Program (\$83,198); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$13,178	\$0	\$0	\$0	\$0	\$13,178	
		Total	\$380,300	3.01%	\$0	\$13,178	\$0	\$0	\$142,618	\$0	\$536,096	

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A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Ghafar, Robert A.	Vice President, Procedural and Therapeutics Operations	General Revenue	\$380,300	3.01%	\$0	\$0	\$0	\$0	\$145,593	\$0	\$525,893	One-time Merit (\$7,384); Performance Incentive Program (\$51,811); Supplemental Benefit Program (\$86,218); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$8,957	\$0	\$0	\$0	\$0	\$8,957	
		Total	\$380,300	3.01%	\$0	\$8,957	\$0	\$0	\$145,593	\$0	\$534,850	
Sheriff, Fatima	Chief of Staff	General Revenue	\$380,400	4.02%	\$0	\$0	\$0	\$0	\$138,698	\$0	\$519,098	Performance Incentive Program (\$51,265); Supplemental Benefit Program (\$87,253); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$6,090	\$0	\$0	\$0	\$0	\$6,090	
		Total	\$380,400	4.02%	\$0	\$6,090	\$0	\$0	\$138,698	\$0	\$525,189	
Flores, Miriam	Vice President, Revenue Cycle	General Revenue	\$390,000	28.33%	\$0	\$0	\$0	\$0	\$120,233	\$0	\$510,233	Performance Incentive Program (\$52,463); Supplemental Benefit Program (\$67,590); Work Life Choice (\$180); Promoted effective 08/01/2024.
		Designated	\$0	0.00%	\$0	\$13,710	\$0	\$0	\$0	\$0	\$13,710	
		Total	\$390,000	28.33%	\$0	\$13,710	\$0	\$0	\$120,233	\$0	\$523,943	
Shaikh, Saima	Associate Vice President and Deputy Chief Legal Officer	General Revenue	\$390,200	4.03%	\$0	\$0	\$0	\$0	\$127,367	\$0	\$517,567	Performance Incentive Program (\$52,634); Supplemental Benefit Program (\$74,553); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$833	\$0	\$0	\$0	\$0	\$833	
		Total	\$390,200	4.03%	\$0	\$833	\$0	\$0	\$127,367	\$0	\$518,399	
Aziz, Dina	Vice President, Clinical Research Operations	General Revenue	\$365,000	12.65%	\$0	\$0	\$0	\$0	\$139,655	\$0	\$504,655	Long Term Incentive (\$30,000); Performance Incentive Program (\$45,427); Supplemental Benefit Program (\$64,048); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$1,494	\$0	\$0	\$0	\$0	\$1,494	
		Total	\$365,000	12.65%	\$0	\$1,494	\$0	\$0	\$139,655	\$0	\$506,149	
Marszalek, Joseph R.	Executive Director, TRACTION	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$116,583	\$0	\$116,583	Performance Incentive Program (\$51,159); Supplemental Benefit Program (\$65,244); Work Life Choice (\$180)
		Designated	\$378,600	60.02%	\$0	\$10,354	\$0	\$0	\$0	\$0	\$388,954	
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Total	\$378,600	4.01%	\$0	\$10,354	\$0	\$0	\$116,583	\$0	\$505,537			
Stoltenberg, Lessley J.	Vice President, Chief Cybersecurity Officer	General Revenue	\$358,800	4.00%	\$0	\$0	\$0	\$0	\$129,844	\$0	\$488,644	Performance Incentive Program (\$48,468); Supplemental Benefit Program (\$81,196); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$7,487	\$0	\$0	\$0	\$0	\$7,487	
		Total	\$358,800	4.00%	\$0	\$7,487	\$0	\$0	\$129,844	\$0	\$496,131	
Parekh, Ranna I.	Vice President, Workforce Community and Connections	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$133,002	\$0	\$133,002	Performance Incentive Program (\$48,056); Supplemental Benefit Program (\$84,766); Work Life Choice (\$180)
		Designated	\$357,000	4.02%	\$0	\$1,436	\$0	\$0	\$0	\$0	\$358,436	
		Total	\$357,000	4.02%	\$0	\$1,436	\$0	\$0	\$133,002	\$0	\$491,438	

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Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Roux, Ryan	Vice President, Pharmacy	General Revenue	\$352,800	4.01%	\$0	\$0	\$0	\$0	\$129,618	\$0	\$482,418	Performance Incentive Program (\$47,639); Supplemental Benefit Program (\$81,799); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$4,361	\$0	\$0	\$0	\$0	\$4,361	
		Total	<u>\$352,800</u>	<u>4.01%</u>	<u>\$0</u>	<u>\$4,361</u>	<u>\$0</u>	<u>\$0</u>	<u>\$129,618</u>	<u>\$0</u>	<u>\$486,778</u>	
Kuo, Emily T.	Associate Vice President, MD Anderson Corporate Entities	Designated	\$359,800	N/A	\$0	\$0	\$0	\$0	\$122,332	\$0	\$482,132	Performance Incentive Program (\$50,372); Supplemental Benefit Program (\$71,960); Hired 01/01/2024
Peyton, Brette N.	Vice President, External Affairs	General Revenue	\$370,000	14.48%	\$0	\$0	\$0	\$0	\$110,120	\$0	\$480,120	Performance Incentive Program (\$45,382); Supplemental Benefit Program (\$64,558); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$342	\$0	\$0	\$0	\$0	\$342	
		Total	<u>\$370,000</u>	<u>14.48%</u>	<u>\$0</u>	<u>\$342</u>	<u>\$0</u>	<u>\$0</u>	<u>\$110,120</u>	<u>\$0</u>	<u>\$480,462</u>	
Spallone, Amy	Chief Infection Control Officer	General Revenue	\$242,861	64.46%	\$0	\$99,643	\$0	\$0	\$46,486	\$0	\$388,990	Performance Incentive Program (\$46,486); Promoted effective 12/01/2023.
		Designated	\$88,939	-25.68%	\$0	\$0	\$0	\$0	\$0	\$0	\$88,939	
		Total	<u>\$331,800</u>	<u>24.11%</u>	<u>\$0</u>	<u>\$99,643</u>	<u>\$0</u>	<u>\$0</u>	<u>\$46,486</u>	<u>\$0</u>	<u>\$477,929</u>	
Kanodia, Shreya	Associate Vice President, Program Infrastructure and Planning	General Revenue	\$248,096	25.45%	\$0	\$0	\$0	\$0	\$137,296	\$0	\$385,392	Long Term Incentive (\$25,000); Performance Incentive Program (\$46,278); Supplemental Benefit Program (\$65,838); Work Life Choice (\$180)
		Restricted	\$91,404	-30.67%	\$0	\$0	\$0	\$0	\$0	\$0	\$91,404	
		Total	<u>\$339,500</u>	<u>3.00%</u>	<u>\$0</u>	<u>\$342</u>	<u>\$0</u>	<u>\$0</u>	<u>\$137,296</u>	<u>\$0</u>	<u>\$477,138</u>	
Ray, William J.	Executive Director, Neuroscience Research	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$103,570	\$0	\$103,570	Performance Incentive Program (\$47,622); Supplemental Benefit Program (\$55,948)
		Designated	\$295,117	0.00%	\$0	\$15,658	\$0	\$0	\$0	\$0	\$310,775	
		Total	<u>\$57,683</u>	<u>-82.99%</u>	<u>\$352,800</u>	<u>4.01%</u>	<u>\$0</u>	<u>\$15,658</u>	<u>\$0</u>	<u>\$0</u>	<u>\$103,570</u>	
Atkinson IV, William A.	Vice President, Clinical Operations	General Revenue	\$350,000	12.00%	\$0	\$0	\$0	\$0	\$103,781	\$0	\$453,781	One-time Merit (\$6,250); Performance Incentive Program (\$44,052); Supplemental Benefit Program (\$53,479)
		Designated	\$0	0.00%	\$0	\$12,390	\$0	\$0	\$0	\$0	\$12,390	
		Total	<u>\$350,000</u>	<u>12.00%</u>	<u>\$0</u>	<u>\$12,390</u>	<u>\$0</u>	<u>\$0</u>	<u>\$103,781</u>	<u>\$0</u>	<u>\$466,172</u>	
Kraycirik, Kate M.	Vice President and Chief Enterprise Risk Officer	General Revenue	\$335,300	7.02%	\$0	\$0	\$0	\$0	\$119,741	\$0	\$455,041	Performance Incentive Program (\$44,164); Supplemental Benefit Program (\$75,397); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$4,920	\$0	\$0	\$0	\$0	\$4,920	
		Total	<u>\$335,300</u>	<u>7.02%</u>	<u>\$0</u>	<u>\$4,920</u>	<u>\$0</u>	<u>\$0</u>	<u>\$119,741</u>	<u>\$0</u>	<u>\$459,961</u>	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2025**

The University of Texas M. D. Anderson Cancer Center

Institution Agency Code: 506

A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Roarty, Emily B.	Vice President, Strategy and Impact	General Revenue	\$210,000	27.27%	\$0	\$0	\$0	\$0	\$101,008	\$0	\$311,008	Performance Incentive Program (\$42,319); Supplemental Benefit Program (\$58,509); Work Life Choice (\$180); Promoted effective 09/01/2024.
		Restricted	\$140,000	27.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$140,000	
		Designated	\$0	0.00%	\$0	\$2,434	\$0	\$0	\$0	\$0	\$2,434	
		Total	\$350,000	27.27%	\$0	\$2,434	\$0	\$0	\$101,008	\$0	\$453,442	
Garcia, Elizabeth A.	Vice President, Patient Experience	General Revenue	\$323,500	4.02%	\$0	\$0	\$0	\$0	\$113,001	\$0	\$436,501	Performance Incentive Program (\$43,809); Supplemental Benefit Program (\$69,012); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$12,948	\$0	\$0	\$0	\$0	\$12,948	
		Total	\$323,500	4.02%	\$0	\$12,948	\$0	\$0	\$113,001	\$0	\$449,449	
Izzo, Giuliana J.	Executive Director, Human Resources Faculty and Academic Partnerships	General Revenue	\$323,700	3.02%	\$0	\$0	\$0	\$0	\$121,161	\$0	\$444,861	Ad Interim Pay (\$12,000); One-time Merit (\$3,142); Performance Incentive Program (\$44,738); Supplemental Benefit Program (\$61,101); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$3,597	\$0	\$0	\$0	\$0	\$3,597	
		Total	\$323,700	3.02%	\$0	\$3,597	\$0	\$0	\$121,161	\$0	\$448,458	
Harrison, Christian D.	Associate Vice President and Controller	General Revenue	\$326,100	4.02%	\$0	\$0	\$0	\$0	\$95,873	\$0	\$421,973	Performance Incentive Program (\$44,293); Supplemental Benefit Program (\$51,400); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$15,589	\$0	\$0	\$0	\$0	\$15,589	
		Total	\$326,100	4.02%	\$0	\$15,589	\$0	\$0	\$95,873	\$0	\$437,562	
Cooper, Mary K.	Associate Vice President, Special Programs and Events	General Revenue	\$321,700	3.01%	\$0	\$0	\$0	\$0	\$101,714	\$0	\$423,414	Performance Incentive Program (\$44,260); Supplemental Benefit Program (\$57,274); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$12,930	\$0	\$0	\$0	\$0	\$12,930	
		Total	\$321,700	3.01%	\$0	\$12,930	\$0	\$0	\$101,714	\$0	\$436,344	
Hoggatt Krumwiede, Kimberly Ann	Dean, School of Health Professions	General Revenue	\$384,000	4.01%	\$0	\$0	\$0	\$0	\$52,153	\$0	\$436,153	Performance Incentive Program (\$52,153)
Moore, Judy	Vice President, Ambulatory Operations	General Revenue	\$330,000	15.67%	\$0	\$0	\$0	\$0	\$93,044	\$0	\$423,044	Performance Incentive Program (\$40,410); Supplemental Benefit Program (\$52,634); Promoted effective 09/01/2024.
		Designated	\$0	0.00%	\$0	\$6,885	\$0	\$0	\$0	\$0	\$6,885	
		Total	\$330,000	15.67%	\$0	\$6,885	\$0	\$0	\$93,044	\$0	\$429,929	
Bailey, Angela Y.	Associate Vice President, Managed Care and Financial Clearance	General Revenue	\$311,400	4.01%	\$0	\$0	\$0	\$0	\$92,951	\$0	\$404,351	Performance Incentive Program (\$42,286); Supplemental Benefit Program (\$50,485); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,659	\$0	\$0	\$0	\$0	\$10,659	
		Total	\$311,400	4.01%	\$0	\$10,659	\$0	\$0	\$92,951	\$0	\$415,010	
Lovelady, Antoinetta D.	Associate Vice President and Deputy Chief Audit Officer	General Revenue	\$308,500	3.01%	\$0	\$0	\$0	\$0	\$95,021	\$0	\$403,521	Performance Incentive Program (\$42,442); Supplemental Benefit Program (\$52,399); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,749	\$0	\$0	\$0	\$0	\$10,749	
		Total	\$308,500	3.01%	\$0	\$10,749	\$0	\$0	\$95,021	\$0	\$414,270	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2025**

The University of Texas M. D. Anderson Cancer Center

Institution Agency Code: 506

A	B	C	D	E	F	G	H	I	J	K	L	M
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Secrest, Tania M.	Associate Vice President, Research Strategy and Operations	General Revenue	\$307,500	4.03%	\$0	\$0	\$0	\$0	\$90,304	\$0	\$397,804	Performance Incentive Program (\$41,863); Supplemental Benefit Program (\$48,261); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$15,238	\$0	\$0	\$0	\$0	\$15,238	
		Total	\$307,500	4.03%	\$0	\$15,238	\$0	\$0	\$90,304	\$0	\$413,042	
Peglow, Timothy M.	Associate Vice President, Patient Care Facilities	General Revenue	\$309,100	4.00%	\$0	\$0	\$0	\$0	\$97,661	\$0	\$406,761	Performance Incentive Program (\$41,871); Supplemental Benefit Program (\$55,610); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$5,566	\$0	\$0	\$0	\$0	\$5,566	
		Total	\$309,100	4.00%	\$0	\$5,566	\$0	\$0	\$97,661	\$0	\$412,327	
Holladay, Courtney L.	Associate Vice President, Leadership Institute	General Revenue	\$308,000	4.02%	\$0	\$0	\$0	\$0	\$93,740	\$0	\$401,740	Performance Incentive Program (\$41,756); Supplemental Benefit Program (\$51,984)
		Designated	\$0	0.00%	\$0	\$10,138	\$0	\$0	\$0	\$0	\$10,138	
		Total	\$308,000	4.02%	\$0	\$10,138	\$0	\$0	\$93,740	\$0	\$411,878	
McWilliams, Natalia L.	Associate Vice President, Individual Giving	General Revenue	\$308,900	5.03%	\$0	\$0	\$0	\$0	\$99,733	\$0	\$408,633	Performance Incentive Program (\$41,443); Supplemental Benefit Program (\$58,110); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$1,397	\$0	\$0	\$0	\$0	\$1,397	
		Total	\$308,900	5.03%	\$0	\$1,397	\$0	\$0	\$99,733	\$0	\$410,030	
Thomas, Lavonia G.	Nursing Informatics Officer	General Revenue	\$300,600	4.01%	\$0	\$0	\$0	\$0	\$96,668	\$0	\$397,268	One-time Merit (\$2,890); Performance Incentive Program (\$40,594); Supplemental Benefit Program (\$53,004); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$7,011	\$0	\$0	\$0	\$0	\$7,011	
		Total	\$300,600	4.01%	\$0	\$7,011	\$0	\$0	\$96,668	\$0	\$404,279	
Ampomah, Prince	Associate Vice President, Office of the Chief Medical Executive	General Revenue	\$297,900	5.01%	\$0	\$0	\$0	\$0	\$95,793	\$0	\$393,693	Performance Incentive Program (\$39,729); Supplemental Benefit Program (\$55,884); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,091	\$0	\$0	\$0	\$0	\$10,091	
		Total	\$297,900	5.01%	\$0	\$10,091	\$0	\$0	\$95,793	\$0	\$403,784	
Mooney, Karen J.	Associate Vice President, Facilities Planning Design and Construction	General Revenue	\$302,900	4.02%	\$0	\$0	\$0	\$0	\$99,688	\$0	\$402,588	Performance Incentive Program (\$41,188); Supplemental Benefit Program (\$58,320); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$650	\$0	\$0	\$0	\$0	\$650	
		Total	\$302,900	4.02%	\$0	\$650	\$0	\$0	\$99,688	\$0	\$403,238	
Ninan, Elizabeth P.	Associate Vice President, Procedures and Therapeutics	General Revenue	\$299,700	4.03%	\$0	\$0	\$0	\$0	\$94,605	\$0	\$394,305	Performance Incentive Program (\$40,667); Supplemental Benefit Program (\$53,758); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$5,742	\$0	\$0	\$0	\$0	\$5,742	
		Total	\$299,700	4.03%	\$0	\$5,742	\$0	\$0	\$94,605	\$0	\$400,047	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2025**

The University of Texas M. D. Anderson Cancer Center

Institution Agency Code: 506

A Name	B Position	C Funding Source	D Salary (9.1.2024)	E Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						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		
Adcox, William H.	Vice President, Chief of Police and Chief Security Officer	General Revenue	\$276,100	4.03%	\$0	\$0	\$0	\$0	\$108,813	\$0	\$384,913	Performance Incentive Program (\$38,146); Supplemental Benefit Program (\$59,217); Education Pay (\$4,200); Hazardous Pay (\$2,870); Tclose Pay (\$4,200); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$13,910	\$0	\$0	\$0	\$0	\$13,910	
		Total	\$276,100	4.03%	\$0	\$13,910	\$0	\$0	\$108,813	\$0	\$398,823	
Barnhill, Emily H.	Associate Vice President, Strategic Industry Ventures	General Revenue	\$270,400	4.00%	\$0	\$0	\$0	\$0	\$111,501	\$0	\$381,901	Long Term Incentive (\$30,000); Performance Incentive Program (\$36,604); Supplemental Benefit Program (\$44,717); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,037	\$0	\$0	\$0	\$0	\$10,037	
		Total	\$270,400	4.00%	\$0	\$10,037	\$0	\$0	\$111,501	\$0	\$391,938	
Harrott, Wesley R.	Associate Vice President, Research Administration	General Revenue	\$292,700	3.03%	\$0	\$0	\$0	\$0	\$95,797	\$0	\$388,497	Performance Incentive Program (\$40,155); Supplemental Benefit Program (\$55,462); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$2,969	\$0	\$0	\$0	\$0	\$2,969	
		Total	\$292,700	3.03%	\$0	\$2,969	\$0	\$0	\$95,797	\$0	\$391,466	
Burkhardt, Andrew J.	Associate Vice President, Research and Administrative Facilities	General Revenue	\$288,200	4.01%	\$0	\$0	\$0	\$0	\$85,807	\$0	\$374,007	Performance Incentive Program (\$38,858); Supplemental Benefit Program (\$46,949)
		Designated	\$0	0.00%	\$0	\$9,828	\$0	\$0	\$0	\$0	\$9,828	
		Total	\$288,200	4.01%	\$0	\$9,828	\$0	\$0	\$85,807	\$0	\$383,835	
Dennis, Andrew P.	Associate Vice President, Technology Commercialization	General Revenue	\$286,300	3.02%	\$0	\$0	\$0	\$0	\$87,685	\$0	\$373,985	Performance Incentive Program (\$39,208); Supplemental Benefit Program (\$48,297); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,276	\$0	\$0	\$0	\$0	\$9,276	
		Total	\$286,300	3.02%	\$0	\$9,276	\$0	\$0	\$87,685	\$0	\$383,261	
Patel, Samir S.	Associate Vice President, Clinical Infrastructure	General Revenue	\$274,600	4.02%	\$0	\$0	\$0	\$0	\$96,154	\$0	\$370,754	One-time Merit (\$10,560); Performance Incentive Program (\$37,187); Supplemental Benefit Program (\$48,227); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,138	\$0	\$0	\$0	\$0	\$10,138	
		Total	\$274,600	4.02%	\$0	\$10,138	\$0	\$0	\$96,154	\$0	\$380,893	
Brasher, Melissa A.	Associate Vice President, Principal Gifts	General Revenue	\$284,000	5.03%	\$0	\$0	\$0	\$0	\$87,778	\$0	\$371,778	Performance Incentive Program (\$38,125); Supplemental Benefit Program (\$49,473); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$6,570	\$0	\$0	\$0	\$0	\$6,570	
		Total	\$284,000	5.03%	\$0	\$6,570	\$0	\$0	\$87,778	\$0	\$378,349	
Guajardo, Tomas G.	Associate Vice President, State and System Reporting	General Revenue	\$281,200	3.00%	\$0	\$0	\$0	\$0	\$85,176	\$0	\$366,376	Performance Incentive Program (\$38,522); Supplemental Benefit Program (\$46,474); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,289	\$0	\$0	\$0	\$0	\$11,289	
		Total	\$281,200	3.00%	\$0	\$11,289	\$0	\$0	\$85,176	\$0	\$377,665	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2025**

The University of Texas M. D. Anderson Cancer Center

Institution Agency Code: 506

A Name	B Position	C Funding Source	D Salary (9.1.2024)	E Percentage Salary Increase Over Prior Year	F Nonsalary Benefits FY 2025						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		
Lee, Dana H.	Associate Vice President, Marketing	General Revenue	\$280,000	35.00%	\$0	\$0	\$0	\$0	\$89,715	\$0	\$369,715	Performance Incentive Program (\$39,469); Supplemental Benefit Program (\$50,066); Work Life Choice (\$180); Promoted effective 09/01/2024.
		Designated	\$0	0.00%	\$0	\$7,418	\$0	\$0	\$0	\$0	\$7,418	
		Total	\$280,000	35.00%	\$0	\$7,418	\$0	\$0	\$89,715	\$0	\$377,133	
Luk, Wing Si	Associate Vice President, High-Reliability Organization Quality and Patient Safety	General Revenue	\$275,900	4.03%	\$0	\$0	\$0	\$0	\$89,443	\$0	\$365,343	Performance Incentive Program (\$37,128); Supplemental Benefit Program (\$52,315)
		Designated	\$0	0.00%	\$0	\$5,680	\$0	\$0	\$0	\$0	\$5,680	
		Total	\$275,900	4.03%	\$0	\$5,680	\$0	\$0	\$89,443	\$0	\$371,023	
Coaston, Gregory F.	Associate Vice President, Sourcing and Purchasing Services	General Revenue	\$275,000	51.77%	\$0	\$0	\$0	\$0	\$89,639	\$0	\$364,639	Performance Incentive Program (\$38,769); Supplemental Benefit Program (\$50,690); Work Life Choice (\$180); Promoted effective 09/01/2024.
		Designated	\$0	0.00%	\$0	\$5,868	\$0	\$0	\$0	\$0	\$5,868	
		Total	\$275,000	51.77%	\$0	\$5,868	\$0	\$0	\$89,639	\$0	\$370,507	
Kurtin, Danna J.	Associate VP, Faculty Academic Affairs	General Revenue	\$275,400	3.03%	\$0	\$0	\$0	\$0	\$90,677	\$0	\$366,077	Performance Incentive Program (\$37,923); Supplemental Benefit Program (\$52,574); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$2,943	\$0	\$0	\$0	\$0	\$2,943	
		Total	\$275,400	3.03%	\$0	\$2,943	\$0	\$0	\$90,677	\$0	\$369,020	
Khaderi, Usman S.	Associate Vice President, Finance, Analytics and Treasury	General Revenue	\$270,000	10.47%	\$0	\$0	\$0	\$0	\$84,180	\$0	\$354,180	Performance Incentive Program (\$37,901); Supplemental Benefit Program (\$46,099); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,056	\$0	\$0	\$0	\$0	\$10,056	
		Total	\$270,000	10.47%	\$0	\$10,056	\$0	\$0	\$84,180	\$0	\$364,236	
Espat, Adelina J.	Associate Vice President, Philanthropic Engagement	General Revenue	\$272,300	5.01%	\$0	\$0	\$0	\$0	\$80,613	\$0	\$352,913	Performance Incentive Program (\$36,638); Supplemental Benefit Program (\$43,975)
		Designated	\$0	0.00%	\$0	\$11,091	\$0	\$0	\$0	\$0	\$11,091	
		Total	\$272,300	5.01%	\$0	\$11,091	\$0	\$0	\$80,613	\$0	\$364,004	
Berkheiser, Matthew L.	Associate Vice President, Environmental Health and Safety, Sustainability and Emergency Management	General Revenue	\$273,200	5.04%	\$0	\$0	\$0	\$0	\$82,861	\$0	\$356,061	Performance Incentive Program (\$36,884); Supplemental Benefit Program (\$45,797); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$4,897	\$0	\$0	\$0	\$0	\$4,897	
		Total	\$273,200	5.04%	\$0	\$4,897	\$0	\$0	\$82,861	\$0	\$360,958	
Berger, Sarah P.	Associate Vice President, Cancer Network	General Revenue	\$267,300	8.00%	\$0	\$0	\$0	\$0	\$88,052	\$0	\$355,352	Performance Incentive Program (\$37,710); Supplemental Benefit Program (\$50,162); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$4,932	\$0	\$0	\$0	\$0	\$4,932	
		Total	\$267,300	8.00%	\$0	\$4,932	\$0	\$0	\$88,052	\$0	\$360,284	

Higher Education - Administrative Accountability Report Special Provisions, Sec. 5 - Fiscal Year 2025

The University of Texas M. D. Anderson Cancer Center

Institution Agency Code: 506

A	B	C	D	E	F-G-H-I-J-K						L	M
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Martinez, Alexandra Blake	Associate Vice President, Access Strategic Operations	General Revenue	\$265,000	10.79%	\$0	\$0	\$0	\$0	\$82,578	\$0	\$347,578	Performance Incentive Program (\$37,268); Supplemental Benefit Program (\$45,130); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,138	\$0	\$0	\$0	\$0	\$10,138	
		Total	\$265,000	10.79%	\$0	\$10,138	\$0	\$0	\$82,578	\$0	\$357,716	
Feigl, Carrie C.	Associate Vice President, Research Finance	General Revenue	\$268,100	8.02%	\$0	\$0	\$0	\$0	\$80,486	\$0	\$348,586	Performance Incentive Program (\$35,050); Supplemental Benefit Program (\$45,256); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$7,146	\$0	\$0	\$0	\$0	\$7,146	
		Total	\$268,100	8.02%	\$0	\$7,146	\$0	\$0	\$80,486	\$0	\$355,732	
Hay, Danielle D.	Associate Vice President, Strategy and Business Development	General Revenue	\$257,100	4.00%	\$0	\$0	\$0	\$0	\$90,148	\$0	\$347,248	One-time Merit (\$9,888); Performance Incentive Program (\$34,810); Supplemental Benefit Program (\$45,270); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$6,460	\$0	\$0	\$0	\$0	\$6,460	
		Total	\$257,100	4.00%	\$0	\$6,460	\$0	\$0	\$90,148	\$0	\$353,707	
Layegh, Pouyan	Associate Vice President, Facilities Engineering	General Revenue	\$257,700	4.04%	\$0	\$0	\$0	\$0	\$83,381	\$0	\$341,081	Performance Incentive Program (\$34,913); Supplemental Benefit Program (\$48,288); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$2,653	\$0	\$0	\$0	\$0	\$2,653	
		Total	\$257,700	4.04%	\$0	\$2,653	\$0	\$0	\$83,381	\$0	\$343,734	
Hu, Peter C.	Associate Dean Research and Strategic Initiatives and Professor	General Revenue	\$300,153	24.69%	\$0	\$0	\$0	\$0	\$42,201	\$0	\$342,354	Performance Incentive Program (\$42,021); Work Life Choice (\$180); Promoted effective 09/01/2024.
		Designated	\$0	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$300,153	24.69%	\$0	\$0	\$0	\$0	\$42,201	\$0	\$342,354	
Cavalier Jr., James	Associate Vice President, Education Operations	General Revenue	\$249,400	3.02%	\$0	\$0	\$0	\$0	\$77,125	\$0	\$326,525	One-time Merit (\$2,421); Performance Incentive Program (\$34,327); Supplemental Benefit Program (\$40,197); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,643	\$0	\$0	\$0	\$0	\$11,643	
		Total	\$249,400	3.02%	\$0	\$11,643	\$0	\$0	\$77,125	\$0	\$338,168	
Gupta, Sushmita	Associate Vice President, Foundation and Corporate Relations	General Revenue	\$257,300	11.58%	\$0	\$0	\$0	\$0	\$71,305	\$0	\$328,605	Performance Incentive Program (\$33,442); Supplemental Benefit Program (\$37,683); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$6,684	\$0	\$0	\$0	\$0	\$6,684	
		Total	\$257,300	11.58%	\$0	\$6,684	\$0	\$0	\$71,305	\$0	\$335,289	
Abdulmassih, Grace	Associate Vice President, Cancer Network	General Revenue	\$252,700	13.01%	\$0	\$0	\$0	\$0	\$69,746	\$0	\$322,446	Performance Incentive Program (\$31,539); Supplemental Benefit Program (\$38,027); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,138	\$0	\$0	\$0	\$0	\$10,138	
		Total	\$252,700	13.01%	\$0	\$10,138	\$0	\$0	\$69,746	\$0	\$332,584	
Nortje, Nico	Executive Director, Center of Clinical Ethics	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$33,582	\$0	\$33,582	Performance Incentive Program (\$33,582)
		Designated	\$248,800	4.01%	\$0	\$47,842	\$0	\$0	\$0	\$0	\$296,642	
		Total	\$248,800	4.01%	\$0	\$47,842	\$0	\$0	\$33,582	\$0	\$330,224	

**Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2025**

The University of Texas M. D. Anderson Cancer Center

Institution Agency Code: 506

A	B	C	D	E	F						L	M
Name	Position	Funding Source	Salary (9.1.2024)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2025						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Harris, Denise S.	Associate Vice President, Facilities Management Business Services	General Revenue	\$246,400	4.01%	\$0	\$0	\$0	\$0	\$80,860	\$0	\$327,260	Performance Incentive Program (\$33,334); Supplemental Benefit Program (\$47,346); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$342	\$0	\$0	\$0	\$0	\$342	
		Total	\$246,400	4.01%	\$0	\$342	\$0	\$0	\$80,860	\$0	\$327,602	
Gilchrist, Laura V.	Vice President and General Counsel, MD Anderson Corporate Entities	Designated	\$234,000	N/A	\$0	\$0	\$0	\$0	\$91,260	\$0	\$325,260	Performance Incentive Program (\$32,760); Supplemental Benefit Program (\$58,500) Hired 01/01/2024
		Total	\$234,000	N/A	\$0	\$0	\$0	\$0	\$91,260	\$0	\$325,260	
Ballard, Edith K.	Associate Vice President, Revenue Operations and Coding	General Revenue	\$239,900	3.01%	\$0	\$0	\$0	\$0	\$74,623	\$0	\$314,523	Performance Incentive Program (\$32,897); Supplemental Benefit Program (\$41,546); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$7,148	\$0	\$0	\$0	\$0	\$7,148	
		Total	\$239,900	3.01%	\$0	\$7,148	\$0	\$0	\$74,623	\$0	\$321,671	
Miller, Edward C.	Executive Director, Government Relations	General Revenue	\$231,800	5.03%	\$0	\$0	\$0	\$0	\$74,411	\$0	\$306,211	Performance Incentive Program (\$31,100); Supplemental Benefit Program (\$43,131); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$1,694	\$0	\$0	\$0	\$0	\$1,694	
		Total	\$231,800	5.03%	\$0	\$1,694	\$0	\$0	\$74,411	\$0	\$307,905	
Gerwitz Jr, Raymond J.	Associate Vice President, Deputy Chief Security Officer	General Revenue	\$227,200	4.03%	\$0	\$0	\$0	\$0	\$66,015	\$0	\$293,215	Performance Incentive Program (\$30,845); Supplemental Benefit Program (\$34,990); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,968	\$0	\$0	\$0	\$0	\$11,968	
		Total	\$227,200	4.03%	\$0	\$11,968	\$0	\$0	\$66,015	\$0	\$305,183	
Undie, William	Associate Dean Academic Affairs and Professor	General Revenue	\$248,487	3.50%	\$0	\$0	\$0	\$0	\$34,968	\$0	\$283,455	Performance Incentive Program (\$34,788); Work Life Choice (\$180)
Morris, Michael	Special Assistant	General Revenue	\$166,400	N/A	\$0	\$0	\$0	\$0	\$0	\$0	\$166,400	Hired 06/24/2024; Part time employee reported at 0.4 FTE.
Ewer, Michael S.	Special Assistant to the Chief Patient Experience Officer	General Revenue	\$81,402	24.39%	\$0	\$0	\$0	\$0	\$0	\$0	\$81,402	Part time employee reported at 0.4 FTE,
		Designated	\$81,398	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$81,398	
		Total	\$162,800	10.87%	\$0	\$0	\$0	\$0	\$0	\$0	\$162,800	

NOTES:

Salary increases are due to merits, promotions or pay rate changes. Substantial percentage increases over prior year have explanatory comments.

Incentives are based on FY24 actuals except those that were hired late in FY24 and are based on FY25 estimates.