

Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2026

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 (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Pisters, Peter W. T.	President, Professor	General Revenue	\$65,945	0.00%	\$0	\$0	\$0	\$0	\$1,433,508	\$0	\$1,499,453	Deferred Compensation (\$1,181,485); Long Term Incentive (\$251,843); Work Life Choice (\$180) Salary change for the President was determined by the UT System Board of Regents.
		Designated	\$3,214,595	30.43%	\$0	\$405,900	\$0	\$0	\$0	\$0	\$3,620,495	
		Total	\$3,280,540	29.64%	\$0	\$405,900	\$0	\$0	\$1,433,508	\$0	\$5,119,948	
Lee, Jeffrey E.	Executive Vice President and Chief Medical Executive	General Revenue	\$1,305,491	7.45%	\$0	\$0	\$0	\$0	\$115,248	\$0	\$1,420,739	Performance Incentive Program (\$115,068); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$370,421	\$0	\$0	\$0	\$0	\$370,421	
		Restricted	\$7,009	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$7,009	
		Total	\$1,312,500	8.02%	\$0	\$370,421	\$0	\$0	\$115,248	\$0	\$1,798,169	
Morris, Rosanna D.	Executive Vice President and Chief Clinical Operating Officer	General Revenue	\$1,104,000	9.00%	\$0	\$0	\$0	\$0	\$663,191	\$0	\$1,767,191	Deferred Compensation (\$268,800); Performance Incentive Program (\$101,338); Supplemental Benefit Program (\$293.053)
		Designated	\$0	0.00%	\$0	\$16,293	\$0	\$0	\$0	\$0	\$16,293	
		Total	\$1,104,000	9.00%	\$0	\$16,293	\$0	\$0	\$663,191	\$0	\$1,783,485	
Swisher, Stephen G.	Division Head, Surgery	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$116,939	\$0	\$116,939	Performance Incentive Program (\$116,759); Work Life Choice (\$180)
		Designated	\$1,192,801	3.29%	\$0	\$365,563	\$0	\$0	\$0	\$0	\$1,558,364	
		Restricted	\$15,514	21.35%	\$0	\$0	\$0	\$0	\$0	\$0	\$15,514	
		Total	\$1,208,315	3.49%	\$0	\$365,563	\$0	\$0	\$116,939	\$0	\$1,690,817	
Hagberg, Carin	Chief Academic Officer	General Revenue	\$908,163	3.96%	\$0	\$0	\$0	\$0	\$350,174	\$0	\$1,258,337	Deferred Compensation (\$256,590); Performance Incentive Program (\$93,404); Work Life Choice (\$180)
		Designated	\$59,337	4.78%	\$0	\$294,741	\$0	\$0	\$0	\$0	\$354,078	
		Total	\$967,500	4.01%	\$0	\$294,741	\$0	\$0	\$350,174	\$0	\$1,612,415	
Vaporciyan, Ara A.	Vice President, Physician Practice Integration	General Revenue	\$1,073,974	2047.86%	\$0	\$0	\$0	\$0	\$150,536	\$0	\$1,224,510	Performance Incentive Program (\$150,356); Work Life Choice (\$180) Supplement decrease
		Designated	\$0	-100.00%	\$0	\$334,192	\$0	\$0	\$0	\$0	\$334,192	
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$1,073,974	-3.07%	\$0	\$334,192	\$0	\$0	\$150,536	\$0	\$1,558,702	

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Sultan, Omer	Senior Vice President and Chief Finance Officer	General Revenue	\$967,700	5.00%	\$0	\$0	\$0	\$0	\$553,662	\$0	\$1,521,362	Deferred Compensation (\$193,540); Performance Incentive Program (\$92,184); Supplemental Benefit Program (\$267,758); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$14,397	\$0	\$0	\$0	\$0	\$14,397	
		Total	\$967,700	5.00%	\$0	\$14,397	\$0	\$0	\$553,662	\$0	\$1,535,760	
Varghese, Shibu	Executive Vice President, People, Culture and Infrastructure	General Revenue	\$906,900	21.11%	\$0	\$0	\$0	\$0	\$528,830	\$0	\$1,435,730	Deferred Compensation (\$204,090); Performance Incentive Program (\$83,542); Supplemental Benefit Program (\$241,018); Work Life Choice (\$180)
		Designated	\$0	-100.00%	\$0	\$14,377	\$0	\$0	\$0	\$0	\$14,377	
		Total	\$906,900	9.00%	\$0	\$14,377	\$0	\$0	\$528,830	\$0	\$1,450,107	
Hassid, Victor Joseph	Associate Vice President, Access Business	General Revenue	\$1,023,000	88.30%	\$0	\$0	\$0	\$0	\$99,596	\$0	\$1,122,596	Performance Incentive Program (\$99,416); Work Life Choice (\$180)
		Designated	\$0	-100.00%	\$0	\$310,170	\$0	\$0	\$0	\$0	\$310,170	
		Total	\$1,023,000	3.00%	\$0	\$310,170	\$0	\$0	\$99,596	\$0	\$1,432,766	
Draetta, Giulio	Senior Vice President, Chief Scientific Officer	General Revenue	\$980,256	4.52%	\$0	\$0	\$0	\$0	\$96,784	\$0	\$1,077,040	Performance Incentive Program (\$96,604); Work Life Choice (\$180)
		Restricted	\$22,944	46.10%	\$0	\$0	\$0	\$0	\$0	\$0	\$22,944	
		Designated	\$0	-100.00%	\$0	\$307,391	\$0	\$0	\$0	\$0	\$307,391	
Pullin, Tadd M.	Executive Vice President, Institutional Advancement	Total	\$1,003,200	4.00%	\$0	\$307,391	\$0	\$0	\$96,784	\$0	\$1,407,375	
		General Revenue	\$839,600	10.01%	\$0	\$0	\$0	\$0	\$503,988	\$0	\$1,343,588	Deferred Compensation (\$204,480); Performance Incentive Program (\$76,418); Supplemental Benefit Program (\$222,910); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,273	\$0	\$0	\$0	\$0	\$11,273	
		Total	\$839,600	10.01%	\$0	\$11,273	\$0	\$0	\$503,988	\$0	\$1,354,861	
Kinzel, Allyson H.	Senior Vice President, Legal and Regulatory Affairs	General Revenue	\$834,600	4.00%	\$0	\$0	\$0	\$0	\$503,573	\$0	\$1,338,173	Deferred Compensation (\$192,600); Performance Incentive Program (\$80,436); Supplemental Benefit Program (\$230,357); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$16,280	\$0	\$0	\$0	\$0	\$16,280	
		Total	\$834,600	4.00%	\$0	\$16,280	\$0	\$0	\$503,573	\$0	\$1,354,454	
McKee, Christopher H.	Executive Vice President and Chief Strategy Officer	General Revenue	\$837,600	10.01%	\$0	\$0	\$0	\$0	\$458,460	\$0	\$1,296,060	Deferred Compensation (\$158,340); Performance Incentive Program (\$76,406); Supplemental Benefit Program (\$223,714)

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Koong, Albert C.	Division Head, Radiation Oncology	Designated	\$0	0.00%	\$0	\$9,377	\$0	\$0	\$0	\$0	\$9,377	Performance Incentive Program (\$89,609); Work Life Choice (\$180)
		Total	\$837,600	10.01%	\$0	\$9,377	\$0	\$0	\$458,460	\$0	\$1,305,437	
		General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$89,789	\$0	\$89,789	
		Designated	\$840,511	-3.73%	\$0	\$282,552	\$0	\$0	\$0	\$0	\$1,123,063	
		Restricted	\$84,571	266.81%	\$0	\$0	\$0	\$0	\$0	\$0	\$84,571	
Hicks, Marshall E.	Division Head, Diagnostic Imaging	Total	\$925,082	3.23%	\$0	\$282,552	\$0	\$0	\$89,789	\$0	\$1,297,423	
		General Revenue	\$802,923	3.19%	\$0	\$0	\$0	\$0	\$87,965	\$0	\$890,888	
		Designated	\$91,920	3.56%	\$0	\$275,787	\$0	\$0	\$0	\$0	\$367,707	
		Restricted	\$11,401	3.48%	\$0	\$0	\$0	\$0	\$0	\$0	\$11,401	
		Total	\$906,244	3.23%	\$0	\$275,787	\$0	\$0	\$87,965	\$0	\$1,269,996	
Jaffray, David	Senior Vice President, Chief Technology and Digital Officer	General Revenue	\$757,400	4.01%	\$0	\$0	\$0	\$0	\$450,791	\$0	\$1,208,191	Deferred Compensation (\$170,100); Performance Incentive Program (\$72,868); Supplemental Benefit Program (\$207,643); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$16,293	\$0	\$0	\$0	\$0	\$16,293	
Allison, James P.	Vice President, Immunobiology	Total	\$757,400	4.01%	\$0	\$16,293	\$0	\$0	\$450,791	\$0	\$1,224,485	
		General Revenue	\$583,615	145.74%	\$0	\$164,157	\$0	\$0	\$183,466	\$0	\$931,238	
		Restricted	\$280,385	-52.73%	\$0	\$0	\$0	\$0	\$0	\$0	\$280,385	
		Total	\$864,000	4.01%	\$0	\$164,157	\$0	\$0	\$183,466	\$0	\$1,211,623	
Zeidenstein, Darrow G.	Senior Vice President and Chief Philanthropy Officer	General Revenue	\$712,700	4.01%	\$0	\$0	\$0	\$0	\$444,615	\$0	\$1,157,315	Deferred Compensation (\$178,175); Performance Incentive Program (\$68,664); Supplemental Benefit Program (\$197,596); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$12,746	\$0	\$0	\$0	\$0	\$12,746	
		Total	\$712,700	4.01%	\$0	\$12,746	\$0	\$0	\$444,615	\$0	\$1,170,062	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Gan, Tong Joo	Division Head, Anesthesiology, Critical Care and Pain Medicine	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$80,520	\$0	\$80,520	Performance Incentive Program (\$80,340); Work Life Choice (\$180)
		Designated	\$814,616	3.09%	\$0	\$250,862	\$0	\$0	\$0	\$0	\$1,065,478	
		Restricted	\$12,750	-3.41%	\$0	\$0	\$0	\$0	\$0	\$0	\$12,750	
		Total	\$827,366	2.98%	\$0	\$250,862	\$0	\$0	\$80,520	\$0	\$1,158,748	
Gottlieb, Eyal	Vice President, Research	General Revenue	\$846,040	-0.03%	\$0	\$0	\$0	\$0	\$84,826	\$0	\$930,866	Performance Incentive Program (\$84,646); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$165,015	\$0	\$0	\$0	\$0	\$165,015	
		Restricted	\$34,160	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$34,160	
		Total	\$880,200	4.01%	\$0	\$165,015	\$0	\$0	\$84,826	\$0	\$1,130,041	
Bodurka, Diane C.	Chief Education and Training Officer	General Revenue	\$718,971	2.25%	\$0	\$243,784	\$0	\$0	\$77,550	\$0	\$1,040,305	Performance Incentive Program (\$77,550)
		Designated	\$66,279	4.89%	\$0	\$0	\$0	\$0	\$0	\$0	\$66,279	
		Restricted	\$17,550	216.27%	\$0	\$0	\$0	\$0	\$0	\$0	\$17,550	
		Total	\$802,800	4.00%	\$0	\$243,784	\$0	\$0	\$77,550	\$0	\$1,124,134	
Chung, Caroline	Vice President, Chief Data Officer	General Revenue	\$603,817	27.40%	\$0	\$0	\$0	\$0	\$76,676	\$0	\$680,493	Performance Incentive Program (\$76,496); Work Life Choice (\$180)
		Designated	\$79,460	-48.00%	\$0	\$240,677	\$0	\$0	\$0	\$0	\$320,137	
		Restricted	\$111,323	-18.88%	\$0	\$0	\$0	\$0	\$0	\$0	\$111,323	
		Total	\$794,600	4.01%	\$0	\$240,677	\$0	\$0	\$76,676	\$0	\$1,111,953	
Flowers, Christopher R.	Division Head, Cancer Medicine	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$76,770	\$0	\$76,770	Performance Incentive Program (\$76,590); Work Life Choice (\$180)
		Designated	\$694,276	7.27%	\$0	\$239,639	\$0	\$0	\$0	\$0	\$933,915	
		Restricted	\$98,295	-17.19%	\$0	\$0	\$0	\$0	\$0	\$0	\$98,295	
		Total	\$792,571	3.48%	\$0	\$239,639	\$0	\$0	\$76,770	\$0	\$1,108,980	
Hansel, Donna Elizabeth	Division Head, Pathology and Lab Medicine	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$68,319	\$0	\$68,319	Performance Incentive Program (\$68,139); Work Life Choice (\$180)
		Designated	\$743,401	11.04%	\$0	\$227,086	\$0	\$0	\$0	\$0	\$970,487	
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
		Total	\$743,401	9.10%	\$0	\$227,086	\$0	\$0	\$68,319	\$0	\$1,038,806	
Rezvani, Katy	Vice President and Head, Institute for Cell Therapy	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$71,224	\$0	\$71,224	Performance Incentive Program (\$71,224)
		Designated	\$529,272	43.27%	\$0	\$225,322	\$0	\$0	\$0	\$0	\$754,594	
		Restricted	\$210,028	-38.48%	\$0	\$0	\$0	\$0	\$0	\$0	\$210,028	
		Total	\$739,300	4.01%	\$0	\$225,322	\$0	\$0	\$71,224	\$0	\$1,035,846	
Adelson, Kerin Bess	Chief Quality Officer	General Revenue	\$726,600	3.50%	\$0	\$0	\$0	\$0	\$73,311	\$0	\$799,911	Performance Incentive Program (\$73,131); Work Life Choice (\$180)

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
		Designated	\$0	0.00%	\$0	\$222,418	\$0	\$0	\$0	\$0	\$222,418	
		Total	\$726,600	3.50%	\$0	\$222,418	\$0	\$0	\$73,311	\$0	\$1,022,329	
Tweardy, David	Division Head, Internal Medicine	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$69,542	\$0	\$69,542	Performance Incentive Program (\$69,542)
		Designated	\$566,770	19.06%	\$0	\$216,664	\$0	\$0	\$0	\$0	\$783,434	
		Restricted	\$149,372	-31.91%	\$0	\$0	\$0	\$0	\$0	\$0	\$149,372	
		Total	\$716,142	2.98%	\$0	\$216,664	\$0	\$0	\$69,542	\$0	\$1,002,348	
Yap, Timothy Anthony	Vice President, Head of Clinical Development	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$67,460	\$0	\$67,460	Performance Incentive Program (\$67,280); Work Life Choice (\$180)
		Designated	\$235,510	5.54%	\$0	\$213,691	\$0	\$0	\$0	\$0	\$449,201	
		Restricted	\$463,290	3.24%	\$0	\$0	\$0	\$0	\$0	\$0	\$463,290	
		Total	\$698,800	4.00%	\$0	\$213,691	\$0	\$0	\$67,460	\$0	\$979,951	
Schmeler, Kathleen M.	Associate Vice President, Global Oncology	General Revenue	\$409,556	3.66%	\$0	\$0	\$0	\$0	\$66,120	\$0	\$475,676	Performance Incentive Program (\$65,940); Work Life Choice (\$180)
		Designated	\$260,010	3.78%	\$0	\$206,581	\$0	\$0	\$0	\$0	\$466,591	
		Restricted	\$13,734	20.76%	\$0	\$0	\$0	\$0	\$0	\$0	\$13,734	
		Total	\$683,300	4.00%	\$0	\$206,581	\$0	\$0	\$66,120	\$0	\$956,001	
Caudle, Abigail Suzanne	Vice President, Procedural and Therapeutics Practice	General Revenue	\$504,040	3.76%	\$0	\$0	\$0	\$0	\$65,486	\$0	\$569,526	Performance Incentive Program (\$65,306); Work Life Choice (\$180)
		Designated	\$173,160	4.73%	\$0	\$205,317	\$0	\$0	\$0	\$0	\$378,477	
		Total	\$677,200	4.01%	\$0	\$205,317	\$0	\$0	\$65,486	\$0	\$948,003	
Litton, Jennifer	Vice President, Clinical Research	General Revenue	\$531,179	15.99%	\$0	\$0	\$0	\$0	\$62,960	\$0	\$594,139	Performance Incentive Program (\$62,960)
		Designated	\$145,121	5.74%	\$0	\$207,300	\$0	\$0	\$0	\$0	\$352,421	
		Total	\$676,300	13.63%	\$0	\$207,300	\$0	\$0	\$62,960	\$0	\$946,560	
Gorlick, Richard	Division Head, Pediatrics	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$64,795	\$0	\$64,795	Performance Incentive Program (\$64,615); Work Life Choice (\$180) Supplement decrease
		Designated	\$505,876	-17.99%	\$0	\$195,587	\$0	\$0	\$0	\$0	\$701,463	
		Restricted	\$138,880	277.59%	\$0	\$0	\$0	\$0	\$0	\$0	\$138,880	
		Total	\$644,756	-1.36%	\$0	\$195,587	\$0	\$0	\$64,795	\$0	\$905,138	
Lewis, Carol M.	Chief Patient Experience Officer Ad Interim	General Revenue	\$328,593	-27.73%	\$0	\$0	\$0	\$0	\$62,900	\$0	\$391,493	Performance Incentive Program (\$62,720); Work Life Choice (\$180)
		Designated	\$315,707	91.51%	\$0	\$197,318	\$0	\$0	\$0	\$0	\$513,025	
		Total	\$644,300	4.00%	\$0	\$197,318	\$0	\$0	\$62,900	\$0	\$904,518	

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Roland, Christina Lynn	Vice President, Cancer Network Medical and Academic Affairs	General Revenue	\$459,690	-15.33%	\$0	\$0	\$0	\$0	\$54,622	\$0	\$514,312	Performance Incentive Program (\$54,442); Work Life Choice (\$180)
		Designated	\$160,655	0.00%	\$0	\$191,657	\$0	\$0	\$0	\$0	\$352,312	
		Restricted	\$6,355	0.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$6,355	
		Total	\$626,700	15.43%	\$0	\$191,657	\$0	\$0	\$54,622	\$0	\$872,979	
Tsao, Anne	Deputy Chief Academic Office	General Revenue	\$479,342	11.63%	\$0	\$0	\$0	\$0	\$54,068	\$0	\$533,410	Performance Incentive Program (\$54,068)
		Designated	\$43,603	-46.89%	\$0	\$185,262	\$0	\$0	\$0	\$0	\$228,865	
		Restricted	\$90,055	239.82%	\$0	\$0	\$0	\$0	\$0	\$0	\$90,055	
		Total	\$613,000	13.94%	\$0	\$185,262	\$0	\$0	\$54,068	\$0	\$852,330	
Hawk, Ernest	Vice President, Division Head, Cancer Prevention and Population Sciences	General Revenue	\$291,421	5.11%	\$0	\$0	\$0	\$0	\$60,582	\$0	\$352,003	Performance Incentive Program (\$60,402); Work Life Choice (\$180)
		Designated	\$279,849	0.94%	\$0	\$119,638	\$0	\$0	\$0	\$0	\$399,487	
		Restricted	\$54,930	15.42%	\$0	\$0	\$0	\$0	\$0	\$0	\$54,930	
		Total	\$626,200	4.00%	\$0	\$119,638	\$0	\$0	\$60,582	\$0	\$806,420	
French, Katy Elizabeth	Executive Medical Director, Patient Care Informatics	General Revenue	\$359,360	3.78%	\$0	\$0	\$0	\$0	\$54,572	\$0	\$413,932	Performance Incentive Program (\$54,572)
		Designated	\$206,240	4.41%	\$0	\$173,708	\$0	\$0	\$0	\$0	\$379,948	
		Total	\$565,600	4.01%	\$0	\$173,708	\$0	\$0	\$54,572	\$0	\$793,880	
Heffernan, Timothy Paul	Vice President, Oncology Research	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$179,928	\$0	\$179,928	Performance Incentive Program (\$53,704); Supplemental Benefit Program (\$126,044); Work Life Choice (\$180) Long Term Incentive (\$50,000)
		Designated	\$551,700	32.06%	\$0	\$11,643	\$0	\$0	\$50,000	\$0	\$613,343	
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Kopetz, Edmund Scott	Associate Vice President, Translational Integration	Total	\$551,700	3.01%	\$0	\$11,643	\$0	\$0	\$229,928	\$0	\$793,271	
		General Revenue	\$50,000	0.00%	\$0	\$0	\$0	\$0	\$54,080	\$0	\$104,080	Performance Incentive Program (\$53,900); Work Life Choice (\$180)
		Designated	\$317,263	-4.47%	\$0	\$171,449	\$0	\$0	\$0	\$0	\$488,712	
		Restricted	\$190,837	23.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,837	
Walters, Ronald S.	Associate Vice President, Medical Operations and Informatics	Total	\$558,100	4.01%	\$0	\$171,449	\$0	\$0	\$54,080	\$0	\$783,629	
		General Revenue	\$471,155	4.02%	\$0	\$0	\$0	\$0	\$53,784	\$0	\$524,939	Performance Incentive Program (\$53,784)
		Designated	\$83,145	4.02%	\$0	\$173,597	\$0	\$0	\$0	\$0	\$256,742	
		Total	\$554,300	4.02%	\$0	\$173,597	\$0	\$0	\$53,784	\$0	\$781,681	

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Gospin, Daniel E.	Vice President, Chief Legal Officer	General Revenue	\$576,800	4.00%	\$0	\$0	\$0	\$0	\$187,957	\$0	\$764,757	Performance Incentive Program (\$55,570); Supplemental Benefit Program (\$132,207); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,592	\$0	\$0	\$0	\$0	\$9,592	
		Total	\$576,800	4.00%	\$0	\$9,592	\$0	\$0	\$187,957	\$0	\$774,349	
Kamath, Vipin V.	Vice President, Chief of Digital Operations and Infrastructure	General Revenue	\$550,000	0.00%	\$0	\$0	\$0	\$0	\$204,329	\$0	\$754,329	Performance Incentive Program (\$77,000); Supplemental Benefit Program (\$127,149); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$13,801	\$0	\$0	\$0	\$0	\$13,801	
		Total	\$550,000	0.00%	\$0	\$13,801	\$0	\$0	\$204,329	\$0	\$768,130	
Overman, Michael James	Vice President, Cancer Research	General Revenue	\$391,930	3.88%	\$0	\$0	\$0	\$0	\$52,520	\$0	\$444,450	Performance Incentive Program (\$52,340); Work Life Choice (\$180)
		Designated	\$133,969	18.93%	\$0	\$162,705	\$0	\$0	\$0	\$0	\$296,674	
		Restricted	\$16,001	-48.47%	\$0	\$0	\$0	\$0	\$0	\$0	\$16,001	
		Total	\$541,900	4.01%	\$0	\$162,705	\$0	\$0	\$52,520	\$0	\$757,125	
Foxhall, Lewis E.	Vice President, Health Policy	General Revenue	\$566,646	9.29%	\$0	\$0	\$0	\$0	\$56,680	\$0	\$623,326	Performance Incentive Program (\$56,500); Work Life Choice (\$180)
		Designated	\$0	-100.00%	\$0	\$112,529	\$0	\$0	\$0	\$0	\$112,529	
		Restricted	\$17,254	-24.60%	\$0	\$0	\$0	\$0	\$0	\$0	\$17,254	
		Total	\$583,900	4.01%	\$0	\$112,529	\$0	\$0	\$56,680	\$0	\$753,109	
Postma, Kent E.	Vice President, Clinical Infrastructure Development and Growth	General Revenue	\$506,700	4.00%	\$0	\$0	\$0	\$0	\$211,290	\$0	\$717,990	Performance Incentive Program (\$49,032); Retention (\$50,000); Supplemental Benefit Program (\$112.258):
		Designated	\$0	0.00%	\$0	\$14,397	\$0	\$0	\$0	\$0	\$14,397	
		Total	\$506,700	4.00%	\$0	\$14,397	\$0	\$0	\$211,290	\$0	\$732,388	
Bickel Young, Jennifer L.	Vice President and Chief Wellness Officer	General Revenue	\$520,000	4.00%	\$0	\$0	\$0	\$0	\$193,071	\$0	\$713,071	Performance Incentive Program (\$72,800); Supplemental Benefit Program (\$120,271);
		Designated	\$0	0.00%	\$0	\$12,972	\$0	\$0	\$0	\$0	\$12,972	
		Total	\$520,000	4.00%	\$0	\$12,972	\$0	\$0	\$193,071	\$0	\$726,043	
Gonzalez, Carmen E.	Chief Patient Safety Officer	General Revenue	\$379,259	3.77%	\$0	\$0	\$0	\$0	\$49,586	\$0	\$428,845	Performance Incentive Program (\$49,586)
		Designated	\$132,541	4.67%	\$0	\$155,337	\$0	\$0	\$0	\$0	\$287,878	
		Total	\$511,800	4.00%	\$0	\$155,337	\$0	\$0	\$49,586	\$0	\$716,723	
Sharma, Padmanee	Associate Vice President, Immunobiology	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$49,160	\$0	\$49,160	Performance Incentive Program (\$48,980); Work Life Choice (\$180)
		Designated	\$97,269	5.04%	\$0	\$155,074	\$0	\$0	\$0	\$0	\$252,343	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Latham, Crista Lu	Vice President, Strategic Communications	Restricted	\$409,631	3.76%	\$0	\$0	\$0	\$0	\$0	\$0	\$409,631	Performance Incentive Program (\$50,186); Supplemental Benefit Program (\$115,143); Work Life Choice (\$180)
		Total	\$506,900	4.00%	\$0	\$155,074	\$0	\$0	\$49,160	\$0	\$711,134	
		General Revenue	\$520,000	4.00%	\$0	\$0	\$0	\$0	\$165,509	\$0	\$685,509	
		Designated	\$0	0.00%	\$0	\$14,397	\$0	\$0	\$0	\$0	\$14,397	
		Total	\$520,000	4.00%	\$0	\$14,397	\$0	\$0	\$165,509	\$0	\$699,907	
Ying, Anita Kuo	Vice President, Ambulatory Medical Operations	General Revenue	\$387,493	3.74%	\$0	\$0	\$0	\$0	\$47,200	\$0	\$434,693	Performance Incentive Program (\$47,020); Work Life Choice (\$180)
		Designated	\$99,607	5.10%	\$0	\$149,019	\$0	\$0	\$0	\$0	\$248,626	
		Total	\$487,100	4.01%	\$0	\$149,019	\$0	\$0	\$47,200	\$0	\$683,319	
Rivera, Jose A.	Chief Administrative Quality Officer	General Revenue	\$486,800	4.02%	\$0	\$0	\$0	\$0	\$179,659	\$0	\$666,459	Performance Incentive Program (\$46,842); Supplemental Benefit Program (\$132,637); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,951	\$0	\$0	\$0	\$0	\$11,951	
		Total	\$486,800	4.02%	\$0	\$11,951	\$0	\$0	\$179,659	\$0	\$678,410	
Moore, Robert S.	Vice President and Chief Facilities Officer	General Revenue	\$498,500	4.01%	\$0	\$0	\$0	\$0	\$162,209	\$0	\$660,709	Performance Incentive Program (\$48,326); Supplemental Benefit Program (\$113,703); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,963	\$0	\$0	\$0	\$0	\$9,963	
		Total	\$498,500	4.01%	\$0	\$9,963	\$0	\$0	\$162,209	\$0	\$670,672	
George, Marina Ciny	Vice President, Inpatient Medical Operations	General Revenue	\$374,257	3.71%	\$0	\$0	\$0	\$0	\$46,482	\$0	\$420,739	Performance Incentive Program (\$46,302); Work Life Choice (\$180)
		Designated	\$104,443	5.14%	\$0	\$144,663	\$0	\$0	\$0	\$0	\$249,106	
		Total	\$478,700	4.02%	\$0	\$144,663	\$0	\$0	\$46,482	\$0	\$669,845	
Weber, Max C.	Vice President, Chief Compliance and Ethics Officer	General Revenue	\$484,900	5.00%	\$0	\$0	\$0	\$0	\$152,853	\$0	\$637,753	Performance Incentive Program (\$46,348); Supplemental Benefit Program (\$106,325); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$14,397	\$0	\$0	\$0	\$0	\$14,397	
		Total	\$484,900	5.00%	\$0	\$14,397	\$0	\$0	\$152,853	\$0	\$652,151	
Aballay, Alejandro	Dean, Graduate School Biomedical Sciences	General Revenue	\$436,817	20.58%	\$0	\$92,038	\$0	\$0	\$47,320	\$0	\$576,175	Performance Incentive Program (\$47,320)
		Restricted	\$55,383	-50.08%	\$0	\$0	\$0	\$0	\$0	\$0	\$55,383	
		Total	\$492,200	4.02%	\$0	\$92,038	\$0	\$0	\$47,320	\$0	\$631,558	

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Shoenthal, Daniel P.	Vice President, Chief Innovation Officer	General Revenue	\$456,000	5.02%	\$0	\$0	\$0	\$0	\$144,882	\$0	\$600,882	Performance Incentive Program (\$43,516); Supplemental Benefit Program (\$101,186); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,773	\$0	\$0	\$0	\$0	\$10,773	
		Total	\$456,000	5.02%	\$0	\$10,773	\$0	\$0	\$144,882	\$0	\$611,656	
Keneker, Michael J.	Vice President, Finance and Chief Accounting Officer	General Revenue	\$445,200	4.02%	\$0	\$0	\$0	\$0	\$143,919	\$0	\$589,119	Performance Incentive Program (\$43,064); Supplemental Benefit Program (\$100,675); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,651	\$0	\$0	\$0	\$0	\$9,651	
		Total	\$445,200	4.02%	\$0	\$9,651	\$0	\$0	\$143,919	\$0	\$598,770	
Slusser, Kim M.	Associate Chief Nursing Officer	General Revenue	\$405,600	4.00%	\$0	\$0	\$0	\$0	\$183,908	\$0	\$589,508	Ad Interim Pay (\$40,000); Performance Incentive Program (\$43,090); Supplemental Benefit Program (\$100,638); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$6,661	\$0	\$0	\$0	\$0	\$6,661	
		Total	\$405,600	4.00%	\$0	\$6,661	\$0	\$0	\$183,908	\$0	\$596,169	
Thompson, Karolyn C.	Vice President, Payor Strategies	General Revenue	\$426,400	4.00%	\$0	\$0	\$0	\$0	\$156,597	\$0	\$582,997	Performance Incentive Program (\$59,696); Supplemental Benefit Program (\$96,721); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$13,172	\$0	\$0	\$0	\$0	\$13,172	
		Total	\$426,400	4.00%	\$0	\$13,172	\$0	\$0	\$156,597	\$0	\$596,169	
Moreno, Mark	Senior Vice President and Chief Government Relations Officer	General Revenue	\$426,700	4.02%	\$0	\$0	\$0	\$0	\$135,319	\$0	\$562,019	Performance Incentive Program (\$41,428); Supplemental Benefit Program (\$93,711); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$15,533	\$0	\$0	\$0	\$0	\$15,533	
		Total	\$426,700	4.02%	\$0	\$15,533	\$0	\$0	\$135,319	\$0	\$577,551	
Incalcaterra, James R.	Vice President, Finance, Analytics and Treasury	General Revenue	\$423,000	4.01%	\$0	\$0	\$0	\$0	\$134,989	\$0	\$557,989	Performance Incentive Program (\$40,910); Supplemental Benefit Program (\$93,899); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,858	\$0	\$0	\$0	\$0	\$11,858	
		Total	\$423,000	4.01%	\$0	\$11,858	\$0	\$0	\$134,989	\$0	\$569,847	
Castro, Juan C.	Vice President, Finance	General Revenue	\$412,000	4.01%	\$0	\$0	\$0	\$0	\$131,514	\$0	\$543,514	Performance Incentive Program (\$39,992); Supplemental Benefit Program (\$91,342); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$12,267	\$0	\$0	\$0	\$0	\$12,267	
		Total	\$412,000	4.01%	\$0	\$12,267	\$0	\$0	\$131,514	\$0	\$555,781	

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Campbell, Yolan A.	Vice President, Human Resources Operations	General Revenue	\$411,600	4.02%	\$0	\$0	\$0	\$0	\$128,589	\$0	\$540,189	Performance Incentive Program (\$39,814); Supplemental Benefit Program (\$88,595); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$15,392	\$0	\$0	\$0	\$0	\$15,392	
		Total	\$411,600	4.02%	\$0	\$15,392	\$0	\$0	\$128,589	\$0	\$555,580	
Flores, Miriam	Vice President, Revenue Cycle	General Revenue	\$413,400	6.00%	\$0	\$0	\$0	\$0	\$127,741	\$0	\$541,141	Performance Incentive Program (\$39,384); Supplemental Benefit Program (\$88,177); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$14,033	\$0	\$0	\$0	\$0	\$14,033	
		Total	\$413,400	6.00%	\$0	\$14,033	\$0	\$0	\$127,741	\$0	\$555,174	
Salas, Martha L.	Vice President, Clinical Program Growth	General Revenue	\$403,900	3.01%	\$0	\$0	\$0	\$0	\$133,247	\$0	\$537,147	Performance Incentive Program (\$40,788); Supplemental Benefit Program (\$92,279); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$13,642	\$0	\$0	\$0	\$0	\$13,642	
		Total	\$403,900	3.01%	\$0	\$13,642	\$0	\$0	\$133,247	\$0	\$550,789	
Aziz, Dina	Vice President, Clinical Research Operations	General Revenue	\$379,600	4.00%	\$0	\$0	\$0	\$0	\$156,979	\$0	\$536,579	Performance Incentive Program (\$36,550); Supplemental Benefit Program (\$90,249); Long Term Incentive (\$30,000); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$1,641	\$0	\$0	\$0	\$0	\$1,641	
		Total	\$379,600	4.00%	\$0	\$1,641	\$0	\$0	\$156,979	\$0	\$538,220	
Tannir, Habib F.	Vice President, Diagnostic Operations	General Revenue	\$395,600	4.02%	\$0	\$0	\$0	\$0	\$126,483	\$0	\$522,083	Performance Incentive Program (\$38,910); Supplemental Benefit Program (\$87,393); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$13,940	\$0	\$0	\$0	\$0	\$13,940	
		Total	\$395,600	4.02%	\$0	\$13,940	\$0	\$0	\$126,483	\$0	\$536,023	
Maxwell, Kelly M.	Associate Vice President, and Deputy Chief Compliance Officer	General Revenue	\$416,000	4.00%	\$0	\$0	\$0	\$0	\$111,542	\$0	\$527,542	Performance Incentive Program (\$39,231); Supplemental Benefit Program (\$72,131); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$7,552	\$0	\$0	\$0	\$0	\$7,552	
		Total	\$416,000	4.00%	\$0	\$7,552	\$0	\$0	\$111,542	\$0	\$535,094	
Ghafar, Robert A.	Vice President, Procedural and Therapeutics Operations	General Revenue	\$395,600	4.02%	\$0	\$0	\$0	\$0	\$129,802	\$0	\$525,402	Performance Incentive Program (\$38,954); Supplemental Benefit Program (\$90,668); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,592	\$0	\$0	\$0	\$0	\$9,592	

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
		Total	\$395,600	4.02%	\$0	\$9,592	\$0	\$0	\$129,802	\$0	\$534,994	
Sheriff, Fatima	Senior Vice President, and Chief of Staff	General Revenue	\$395,700	4.02%	\$0	\$0	\$0	\$0	\$128,997	\$0	\$524,697	Performance Incentive Program (\$38,110); Supplemental Benefit Program (\$90,707); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$6,472	\$0	\$0	\$0	\$0	\$6,472	
		Total	\$395,700	4.02%	\$0	\$6,472	\$0	\$0	\$128,997	\$0	\$531,169	
Barnhill, Emily H.	Vice President, Strategic Industry Ventures	General Revenue	\$360,000	33.14%	\$0	\$0	\$0	\$0	\$153,775	\$0	\$513,775	Performance Incentive Program (\$27,208); Supplemental Benefit Program (\$46,387); Long Term Incentive (\$80,000); Work Life Choice (\$180) Promotion 09/01/25
		Designated	\$0	0.00%	\$0	\$10,037	\$0	\$0	\$0	\$0	\$10,037	
		Total	\$360,000	33.14%	\$0	\$10,037	\$0	\$0	\$153,775	\$0	\$523,811	
Shaikh, Saima	Associate Vice President and Deputy Chief Legal Officer	General Revenue	\$405,900	4.02%	\$0	\$0	\$0	\$0	\$116,862	\$0	\$522,762	Performance Incentive Program (\$39,116); Supplemental Benefit Program (\$77,566); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$864	\$0	\$0	\$0	\$0	\$864	
		Total	\$405,900	4.02%	\$0	\$864	\$0	\$0	\$116,862	\$0	\$523,626	
Palermo, Ashley A.	Associate Vice President, and Deputy Chief Legal Officer	General Revenue	\$400,400	18.53%	\$0	\$0	\$0	\$0	\$118,661	\$0	\$519,061	Performance Incentive Program (\$38,161); Supplemental Benefit Program (\$80,320); Work Life Choice (\$180) Promotion 11/01/24
Roarty, Emily B.	Vice President, Strategy and Impact	General Revenue	\$218,400	4.00%	\$0	\$0	\$0	\$0	\$151,505	\$0	\$369,905	Performance Incentive Program (\$35,186); Supplemental Benefit Program (\$86,139); Long Term Incentive (\$30,000); Work Life Choice (\$180)
		Restricted	\$145,600	4.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$145,600	
		Designated	\$0	0.00%	\$0	\$3,226	\$0	\$0	\$0	\$0	\$3,226	
		Total	\$364,000	4.00%	\$0	\$3,226	\$0	\$0	\$151,505	\$0	\$518,732	
Peyton, Brette N.	Vice President, External Affairs	General Revenue	\$384,800	4.00%	\$0	\$0	\$0	\$0	\$129,843	\$0	\$514,643	Performance Incentive Program (\$37,120); Supplemental Benefit Program (\$92,543); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$342	\$0	\$0	\$0	\$0	\$342	
		Total	\$384,800	4.00%	\$0	\$342	\$0	\$0	\$129,843	\$0	\$514,986	

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Stoltenberg, Lessley J.	Vice President, Chief Cybersecurity Officer	General Revenue	\$373,200	4.01%	\$0	\$0	\$0	\$0	\$120,614	\$0	\$493,814	Performance Incentive Program (\$36,014); Supplemental Benefit Program (\$84,420); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$8,953	\$0	\$0	\$0	\$0	\$8,953	
		Total	\$373,200	4.01%	\$0	\$8,953	\$0	\$0	\$120,614	\$0	\$502,767	
Marszalek, Joseph R.	Executive Director, TRACTION	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$105,909	\$0	\$105,909	Performance Incentive Program (\$38,004); Supplemental Benefit Program (\$67,725); Work Life Choice (\$180)
		Designated	\$390,000	3.01%	\$0	\$6,769	\$0	\$0	\$0	\$0	\$396,769	
		Total	\$390,000	3.01%	\$0	\$6,769	\$0	\$0	\$105,909	\$0	\$502,678	
Atkinson IV, William A.	Vice President, Clinical Operations	General Revenue	\$364,000	4.00%	\$0	\$0	\$0	\$0	\$116,179	\$0	\$480,179	Performance Incentive Program (\$35,849); Supplemental Benefit Program (\$80,330)
		Designated	\$0	0.00%	\$0	\$14,351	\$0	\$0	\$0	\$0	\$14,351	
		Total	\$364,000	4.00%	\$0	\$14,351	\$0	\$0	\$116,179	\$0	\$494,530	
Parekh, Ranna I.	Vice President, Workforce Community and Connections	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$124,137	\$0	\$124,137	Performance Incentive Program (\$35,724); Supplemental Benefit Program (\$88,233); Work Life Choice (\$180)
		Designated	\$367,800	3.03%	\$0	\$1,465	\$0	\$0	\$0	\$0	\$369,265	
		Total	\$367,800	3.03%	\$0	\$1,465	\$0	\$0	\$124,137	\$0	\$493,402	
Roux, Ryan	Vice President, Pharmacy	General Revenue	\$367,000	4.02%	\$0	\$0	\$0	\$0	\$120,809	\$0	\$487,809	Performance Incentive Program (\$35,400); Supplemental Benefit Program (\$85,229); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$4,361	\$0	\$0	\$0	\$0	\$4,361	
		Total	\$367,000	4.02%	\$0	\$4,361	\$0	\$0	\$120,809	\$0	\$492,170	
Spallone, Amy	Chief Infection Control Officer	General Revenue	\$252,172	3.83%	\$0	\$0	\$0	\$0	\$33,388	\$0	\$285,560	Performance Incentive Program (\$33,208); Work Life Choice (\$180)
		Designated	\$92,928	4.49%	\$0	\$103,640	\$0	\$0	\$0	\$0	\$196,568	
		Total	\$345,100	4.01%	\$0	\$103,640	\$0	\$0	\$33,388	\$0	\$482,128	
McWilliams, Natalia L.	Vice President, Philanthropy	General Revenue	\$382,800	23.92%	\$0	\$0	\$0	\$0	\$95,515	\$0	\$478,315	Performance Incentive Program (\$32,151); Supplemental Benefit Program (\$63,184); Work Life Choice (\$180) Promotion 09/01/25
		Designated	\$0	0.00%	\$0	\$1,397	\$0	\$0	\$0	\$0	\$1,397	
		Total	\$382,800	23.92%	\$0	\$1,397	\$0	\$0	\$95,515	\$0	\$479,712	

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Kuo, Emily T.	Associate Vice President, MD Anderson Corporate Entities	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$108,120	\$0	\$108,120	Performance Incentive Program (\$35,980); Supplemental Benefit Program (\$71,960); Work Life Choice (\$180)
		Designated	\$370,600	3.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$370,600	
		Total	\$370,600	3.00%	\$0	\$0	\$0	\$0	\$108,120	\$0	\$478,720	
Ray, William J.	Executive Director, Neuroscience Research	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$93,625	\$0	\$93,625	Performance Incentive Program (\$35,384); Supplemental Benefit Program (\$58,241)
		Designated	\$181,012	-38.66%	\$0	\$16,293	\$0	\$0	\$0	\$0	\$197,305	
		Restricted	\$182,388	216.19%	\$0	\$0	\$0	\$0	\$0	\$0	\$182,388	
		Total	\$363,400	3.00%	\$0	\$16,293	\$0	\$0	\$93,625	\$0	\$473,318	
Lovelady, Antoinetta D.	Associate Vice President and Deputy Chief Audit Officer	General Revenue	\$317,800	3.01%	\$0	\$0	\$0	\$0	\$141,833	\$0	\$459,633	Ad Interim Pay (\$43,500); Performance Incentive Program (\$35,584); Supplemental Benefit Program (\$62,569); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,225	\$0	\$0	\$0	\$0	\$11,225	
		Total	\$317,800	3.01%	\$0	\$11,225	\$0	\$0	\$141,833	\$0	\$470,858	

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Kraycirik, Kate M.	Vice President and Chief Enterprise Risk Officer	General Revenue	\$348,800	4.03%	\$0	\$0	\$0	\$0	\$114,657	\$0	\$463,457	Performance Incentive Program (\$33,762); Supplemental Benefit Program (\$80,715); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$5,253	\$0	\$0	\$0	\$0	\$5,253	
		Total	\$348,800	4.03%	\$0	\$5,253	\$0	\$0	\$114,657	\$0	\$468,710	
Moore, Judy	Vice President, Ambulatory Operations	General Revenue	\$346,500	5.00%	\$0	\$0	\$0	\$0	\$111,512	\$0	\$458,012	Performance Incentive Program (\$33,336); Supplemental Benefit Program (\$78,176)
		Designated	\$0	0.00%	\$0	\$7,277	\$0	\$0	\$0	\$0	\$7,277	
		Total	\$346,500	5.00%	\$0	\$7,277	\$0	\$0	\$111,512	\$0	\$465,289	
Kanodia, Shreya	Associate Vice President, Program Infrastructure and Planning	General Revenue	\$295,403	19.07%	\$0	\$0	\$0	\$0	\$102,044	\$0	\$397,447	Performance Incentive Program (\$34,046); Supplemental Benefit Program (\$67,818); Work Life Choice (\$180)
		Restricted	\$57,697	-36.88%	\$0	\$0	\$0	\$0	\$0	\$0	\$57,697	
		Designated	\$0	0.00%	\$0	\$342	\$0	\$0	\$0	\$0	\$342	
		Total	\$353,100	4.01%	\$0	\$342	\$0	\$0	\$102,044	\$0	\$455,486	
Garcia, Elizabeth A.	Vice President, Patient Experience	General Revenue	\$336,500	4.02%	\$0	\$0	\$0	\$0	\$107,049	\$0	\$443,549	Performance Incentive Program (\$32,552); Supplemental Benefit Program (\$74,317); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$8,666	\$0	\$0	\$0	\$0	\$8,666	
		Total	\$336,500	4.02%	\$0	\$8,666	\$0	\$0	\$107,049	\$0	\$452,215	
Izzo, Giuliana J.	Executive Director, Human Resources Faculty and Academic Partnerships	General Revenue	\$327,300	1.11%	\$6,150	\$0	\$0	\$0	\$112,011	\$0	\$445,461	Ad Interim Pay (\$12,000); Performance Incentive Program (\$34,236); Supplemental Benefit Program (\$65,595); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$3,621	\$0	\$0	\$0	\$0	\$3,621	
		Total	\$327,300	1.11%	\$6,150	\$3,621	\$0	\$0	\$112,011	\$0	\$449,083	
Harrison, Christian D.	Associate Vice President and Controller	General Revenue	\$339,200	4.02%	\$0	\$0	\$0	\$0	\$86,427	\$0	\$425,627	Performance Incentive Program (\$32,906); Supplemental Benefit Program (\$53,341); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$16,293	\$0	\$0	\$0	\$0	\$16,293	
		Total	\$339,200	4.02%	\$0	\$16,293	\$0	\$0	\$86,427	\$0	\$441,920	

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Secrest, Tania M.	Vice President, Research Operations	General Revenue	\$345,000	12.20%	\$0	\$0	\$0	\$0	\$81,319	\$0	\$426,319	Performance Incentive Program (\$31,110); Supplemental Benefit Program (\$50,029); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$15,238	\$0	\$0	\$0	\$0	\$15,238	
		Total	\$345,000	12.20%	\$0	\$15,238	\$0	\$0	\$81,319	\$0	\$441,558	
Holladay, Courtney L.	Vice President, Chief Learning Officer	General Revenue	\$345,000	12.01%	\$0	\$0	\$0	\$0	\$85,003	\$0	\$430,003	Performance Incentive Program (\$31,038); Supplemental Benefit Program (\$53,965)
		Designated	\$0	0.00%	\$0	\$10,138	\$0	\$0	\$0	\$0	\$10,138	
		Total	\$345,000	12.01%	\$0	\$10,138	\$0	\$0	\$85,003	\$0	\$440,142	
Hoggatt Krumwiede, Kimberly Ann	Dean, School of Health Professions	General Revenue	\$399,400	4.01%	\$0	\$0	\$0	\$0	\$38,736	\$0	\$438,136	Performance Incentive Program (\$38,736)
Cooper, Mary K.	Associate Vice President, Special Programs and Events	General Revenue	\$331,400	3.02%	\$0	\$0	\$0	\$0	\$87,552	\$0	\$418,952	Performance Incentive Program (\$32,572); Supplemental Benefit Program (\$54,800); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$13,299	\$0	\$0	\$0	\$0	\$13,299	
		Total	\$331,400	3.02%	\$0	\$13,299	\$0	\$0	\$87,552	\$0	\$432,252	
Thomas, Lavonia G.	Chief Nursing Innovation and Informatics Officer	General Revenue	\$315,700	5.02%	\$15,030	\$0	\$0	\$0	\$86,177	\$0	\$416,907	Performance Incentive Program (\$30,535); Supplemental Benefit Program (\$55,462); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$7,348	\$0	\$0	\$0	\$0	\$7,348	
		Total	\$315,700	5.02%	\$15,030	\$7,348	\$0	\$0	\$86,177	\$0	\$424,254	
Bailey, Angela Y.	Associate Vice President, Financial Clearance	General Revenue	\$323,900	4.01%	\$0	\$0	\$0	\$0	\$85,895	\$0	\$409,795	Performance Incentive Program (\$31,414); Supplemental Benefit Program (\$54,301); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,172	\$0	\$0	\$0	\$0	\$11,172	
		Total	\$323,900	4.01%	\$0	\$11,172	\$0	\$0	\$85,895	\$0	\$420,967	
Peglow, Timothy M.	Associate Vice President, Patient Care Facilities	General Revenue	\$321,500	4.01%	\$0	\$0	\$0	\$0	\$89,033	\$0	\$410,533	Performance Incentive Program (\$31,102); Supplemental Benefit Program (\$57,751); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$5,893	\$0	\$0	\$0	\$0	\$5,893	
		Total	\$321,500	4.01%	\$0	\$5,893	\$0	\$0	\$89,033	\$0	\$416,426	

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Small, Fernando A.	Associate Vice President, Chief Academic Office Administration	General Revenue	\$320,000	3.90%	\$0	\$0	\$0	\$0	\$95,288	\$0	\$415,288	Performance Incentive Program (\$31,368); Supplemental Benefit Program (\$63,740); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$745	\$0	\$0	\$0	\$0	\$745	
		Total	\$320,000	3.90%	\$0	\$745	\$0	\$0	\$95,288	\$0	\$416,033	
Mooney, Karen J.	Associate Vice President, Facilities Planning Design and Construction	General Revenue	\$315,100	4.03%	\$0	\$0	\$0	\$0	\$91,466	\$0	\$406,566	Performance Incentive Program (\$30,602); Supplemental Benefit Program (\$60,684); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$650	\$0	\$0	\$0	\$0	\$650	
		Total	\$315,100	4.03%	\$0	\$650	\$0	\$0	\$91,466	\$0	\$407,216	
Adcox, William H.	Vice President, Chief of Police and Chief Security Officer	General Revenue	\$287,200	4.02%	\$0	\$0	\$0	\$0	\$104,339	\$0	\$391,539	Performance Incentive Program (\$28,329); Supplemental Benefit Program (\$64,440); Education Pay (\$4,200); Hazardous Pay (\$2,990); Tclose Pay (\$4,200); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$14,561	\$0	\$0	\$0	\$0	\$14,561	
		Total	\$287,200	4.02%	\$0	\$14,561	\$0	\$0	\$104,339	\$0	\$406,100	
Ninan, Elizabeth P.	Associate Vice President, Procedures and Therapeutics	General Revenue	\$311,700	4.00%	\$0	\$0	\$0	\$0	\$86,216	\$0	\$397,916	Performance Incentive Program (\$30,210); Supplemental Benefit Program (\$55,826); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$6,479	\$0	\$0	\$0	\$0	\$6,479	
		Total	\$311,700	4.00%	\$0	\$6,479	\$0	\$0	\$86,216	\$0	\$404,395	
Brasher, Melissa A.	Associate Vice President, Principal Gifts	General Revenue	\$312,000	9.86%	\$0	\$0	\$0	\$0	\$83,100	\$0	\$395,100	Performance Incentive Program (\$29,392); Supplemental Benefit Program (\$53,528); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$7,488	\$0	\$0	\$0	\$0	\$7,488	
		Total	\$312,000	9.86%	\$0	\$7,488	\$0	\$0	\$83,100	\$0	\$402,588	
Ampomah, Prince	Associate Vice President, Chief Physician Executive Strategy and Execution	General Revenue	\$311,400	4.53%	\$0	\$0	\$0	\$0	\$81,549	\$0	\$392,949	Performance Incentive Program (\$29,814); Supplemental Benefit Program (\$51,555); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$6,749	\$0	\$0	\$0	\$0	\$6,749	
		Total	\$311,400	4.53%	\$0	\$6,749	\$0	\$0	\$81,549	\$0	\$399,698	
Feighl, Carrie C.	Associate Vice President, Research Finance	General Revenue	\$304,500	13.58%	\$0	\$0	\$0	\$0	\$79,940	\$0	\$384,440	Performance Incentive Program (\$28,492); Supplemental Benefit Program (\$51,268); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$7,667	\$0	\$0	\$0	\$0	\$7,667	

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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
		Total	\$304,500	13.58%	\$0	\$7,667	\$0	\$0	\$79,940	\$0	\$392,106	
Burkhardt, Andrew J.	Associate Vice President, Research and Administrative Facilities	General Revenue	\$302,700	5.03%	\$0	\$0	\$0	\$0	\$78,742	\$0	\$381,442	Performance Incentive Program (\$28,868); Supplemental Benefit Program (\$49,874)
		Designated	\$0	0.00%	\$0	\$10,512	\$0	\$0	\$0	\$0	\$10,512	
		Total	\$302,700	5.03%	\$0	\$10,512	\$0	\$0	\$78,742	\$0	\$391,954	
Coaston, Gregory F.	Associate Vice President, Sourcing and Purchasing Services	General Revenue	\$288,800	5.02%	\$0	\$0	\$0	\$0	\$99,001	\$0	\$387,801	Ad Interim Pay (\$14,165); Performance Incentive Program (\$29,109); Supplemental Benefit Program (\$55,547); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$1,590	\$0	\$0	\$0	\$0	\$1,590	
		Total	\$288,800	5.02%	\$0	\$1,590	\$0	\$0	\$99,001	\$0	\$389,391	
Guajardo, Tomas G.	Associate Vice President, State and System Reporting	General Revenue	\$292,500	4.02%	\$8,436	\$0	\$0	\$0	\$76,169	\$0	\$377,105	Performance Incentive Program (\$28,340); Supplemental Benefit Program (\$47,649); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$11,928	\$0	\$0	\$0	\$0	\$11,928	
		Total	\$292,500	4.02%	\$8,436	\$11,928	\$0	\$0	\$76,169	\$0	\$389,033	
Dennis, Andrew P.	Associate Vice President, Technology Commercialization	General Revenue	\$297,800	4.02%	\$0	\$0	\$0	\$0	\$79,333	\$0	\$377,133	Performance Incentive Program (\$28,858); Supplemental Benefit Program (\$50,295); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,924	\$0	\$0	\$0	\$0	\$9,924	
		Total	\$297,800	4.02%	\$0	\$9,924	\$0	\$0	\$79,333	\$0	\$387,057	
Finkel, Jenny H.	Associate Vice President, Art Experience	General Revenue	\$286,000	4.00%	\$0	\$0	\$0	\$0	\$88,397	\$0	\$374,397	Performance Incentive Program (\$40,040); Supplemental Benefit Program (\$48,357)
		Designated	\$0	0.00%	\$0	\$11,054	\$0	\$0	\$0	\$0	\$11,054	
		Total	\$286,000	4.00%	\$0	\$11,054	\$0	\$0	\$88,397	\$0	\$385,451	01/06/25 New Hire

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Mier Jr., Artemio	Associate Vice President, Patient Business Services	General Revenue	\$283,500	23.58%	\$0	\$0	\$0	\$0	\$94,368	\$0	\$377,868	Ad Interim Pay (\$16,290); Performance Incentive Program (\$50,793); Supplemental Benefit Program (\$28,471); Work Life Choice (\$180) Promotion 02/01/25
		Designated	\$0	0.00%	\$0	\$7,548	\$0	\$0	\$0	\$0	\$7,548	
		Total	\$283,500	23.58%	\$0	\$7,548	\$0	\$0	\$94,368	\$0	\$385,416	
Cole Bergemann, Francesca	Associate Dean, Graduate School of Biomedical Sciences	General Revenue	\$273,330	195.76%	\$0	\$55,529	\$0	\$0	\$40,024	\$0	\$368,883	Performance Incentive Program (\$39,844); Work Life Choice (\$180) Promotion 09/01/25
		Restricted	\$11,270	-88.33%	\$0	\$0	\$0	\$0	\$0	\$0	\$11,270	
		Total	\$284,600	50.58%	\$0	\$55,529	\$0	\$0	\$40,024	\$0	\$380,153	
Lee, Dana H.	Associate Vice President, Marketing	General Revenue	\$291,200	4.00%	\$0	\$0	\$0	\$0	\$77,957	\$0	\$369,157	Performance Incentive Program (\$28,192); Supplemental Benefit Program (\$49,585); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$9,319	\$0	\$0	\$0	\$0	\$9,319	
		Total	\$291,200	4.00%	\$0	\$9,319	\$0	\$0	\$77,957	\$0	\$378,476	
Patel, Samir S.	Associate Vice President, Clinical Infrastructure	General Revenue	\$285,600	4.01%	\$0	\$0	\$0	\$0	\$78,121	\$0	\$363,721	Performance Incentive Program (\$28,684); Supplemental Benefit Program (\$49,257); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,773	\$0	\$0	\$0	\$0	\$10,773	
		Total	\$285,600	4.01%	\$0	\$10,773	\$0	\$0	\$78,121	\$0	\$374,495	
Espat, Adelina J.	Associate Vice President, Philanthropic Engagement	General Revenue	\$283,200	4.00%	\$0	\$0	\$0	\$0	\$73,585	\$0	\$356,785	Performance Incentive Program (\$27,486); Supplemental Benefit Program (\$46,099)
		Designated	\$0	0.00%	\$0	\$12,279	\$0	\$0	\$0	\$0	\$12,279	
		Total	\$283,200	4.00%	\$0	\$12,279	\$0	\$0	\$73,585	\$0	\$369,064	
Berkheiser, Matthew L.	Associate Vice President, Environmental Health and Safety, Sustainability and Emergency Management	General Revenue	\$284,200	4.03%	\$0	\$0	\$0	\$0	\$79,536	\$0	\$363,736	Performance Incentive Program (\$27,758); Supplemental Benefit Program (\$51,598); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$5,220	\$0	\$0	\$0	\$0	\$5,220	
		Total	\$284,200	4.03%	\$0	\$5,220	\$0	\$0	\$79,536	\$0	\$368,956	
Luk, Wing Si	Associate Vice President, High-Reliability Organization Quality and Patient Safety	General Revenue	\$284,200	3.01%	\$0	\$0	\$0	\$0	\$78,466	\$0	\$362,666	Performance Incentive Program (\$27,610); Supplemental Benefit Program (\$50,676); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$6,065	\$0	\$0	\$0	\$0	\$6,065	
		Total	\$284,200	3.01%	\$0	\$6,065	\$0	\$0	\$78,466	\$0	\$368,731	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Kurtin, Danna J.	Associate Vice President, Chief Academic Office Administration	General Revenue	\$283,700	3.01%	\$0	\$0	\$0	\$0	\$81,526	\$0	\$365,226	Performance Incentive Program (\$27,900); Supplemental Benefit Program (\$53,446); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$2,943	\$0	\$0	\$0	\$0	\$2,943	
		Total	\$283,700	3.01%	\$0	\$2,943	\$0	\$0	\$81,526	\$0	\$368,169	
Khaderi, Usman S.	Associate Vice President, Finance and Analytics	General Revenue	\$280,800	4.00%	\$0	\$0	\$0	\$0	\$73,351	\$0	\$354,151	Performance Incentive Program (\$27,072); Supplemental Benefit Program (\$46,099); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,431	\$0	\$0	\$0	\$0	\$10,431	
		Total	\$280,800	4.00%	\$0	\$10,431	\$0	\$0	\$73,351	\$0	\$364,582	
Revis, Altrice D.	Associate Vice President, Chief Clinical Operations Office	General Revenue	\$262,100	21.12%	\$0	\$0	\$0	\$0	\$100,693	\$0	\$362,793	Ad Interim Pay (\$20,000); Performance Incentive Program (\$26,493); Supplemental Benefit Program (\$54,020); Work Life Choice (\$180) Promotion 01/01/25
		Designated	\$0	0.00%	\$0	\$1,220	\$0	\$0	\$0	\$0	\$1,220	
		Total	\$262,100	21.12%	\$0	\$1,220	\$0	\$0	\$100,693	\$0	\$364,013	
Martinez, Alexandra Blake	Associate Vice President, Access Strategic Operations	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$74,564	\$0	\$74,564	Performance Incentive Program (\$26,618); Supplemental Benefit Program (\$47,766); Work Life Choice (\$180)
		Designated	\$278,300	5.02%	\$0	\$6,591	\$0	\$0	\$0	\$0	\$284,891	
		Total	\$278,300	5.02%	\$0	\$6,591	\$0	\$0	\$74,564	\$0	\$359,455	
Berger, Sarah P.	Associate Vice President, Cancer Network	General Revenue	\$275,400	3.03%	\$0	\$0	\$0	\$0	\$77,000	\$0	\$352,400	Performance Incentive Program (\$26,922); Supplemental Benefit Program (\$49,898); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$5,269	\$0	\$0	\$0	\$0	\$5,269	
		Total	\$275,400	3.03%	\$0	\$5,269	\$0	\$0	\$77,000	\$0	\$357,670	
Sorensen, Kristyn U.	Associate Vice President, Research Integrity Officer	General Revenue	\$265,000	0.00%	\$0	\$0	\$0	\$0	\$90,100	\$0	\$355,100	Performance Incentive Program (\$37,100); Supplemental Benefit Program (\$53,000); 07/27/25 New Hire

Higher Education - Administrative Accountability Report
Special Provisions, Sec. 5 - Fiscal Year 2026

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 (9.1.2025)	Percentage Salary Increase Over Prior Year	Nonsalary Benefits FY 2026						Total Compensation	Explanation / Comments
					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Gupta, Sushmita	Associate Vice President, Foundation and Corporate Relations	General Revenue	\$270,200	5.01%	\$0	\$0	\$0	\$0	\$72,599	\$0	\$342,799	Performance Incentive Program (\$25,922); Supplemental Benefit Program (\$46,497); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$7,068	\$0	\$0	\$0	\$0	\$7,068	
		Total	\$270,200	5.01%	\$0	\$7,068	\$0	\$0	\$72,599	\$0	\$349,867	
Hay, Danielle D.	Associate Vice President, Strategy and Business Development	General Revenue	\$267,400	4.01%	\$0	\$0	\$0	\$0	\$75,543	\$0	\$342,943	Performance Incentive Program (\$26,845); Supplemental Benefit Program (\$48,518); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$6,826	\$0	\$0	\$0	\$0	\$6,826	
		Total	\$267,400	4.01%	\$0	\$6,826	\$0	\$0	\$75,543	\$0	\$349,769	
Layegh, Pouyan	Associate Vice President, Facilities Engineering	General Revenue	\$268,100	4.04%	\$0	\$0	\$0	\$0	\$75,872	\$0	\$343,972	Performance Incentive Program (\$25,938); Supplemental Benefit Program (\$49,754); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$2,728	\$0	\$0	\$0	\$0	\$2,728	
		Total	\$268,100	4.04%	\$0	\$2,728	\$0	\$0	\$75,872	\$0	\$346,700	
Hu, Peter C.	Associate Dean Research and Strategic Initiatives and Professor	General Revenue	\$310,032	3.29%	\$0	\$0	\$0	\$0	\$36,198	\$0	\$346,230	Performance Incentive Program (\$36,018); Work Life Choice (\$180)
Abdulmassih, Grace	Associate Vice President, Cancer Network	General Revenue	\$262,900	4.04%	\$0	\$0	\$0	\$0	\$68,419	\$0	\$331,319	Performance Incentive Program (\$25,450); Supplemental Benefit Program (\$42,789); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$10,773	\$0	\$0	\$0	\$0	\$10,773	
		Total	\$262,900	4.04%	\$0	\$10,773	\$0	\$0	\$68,419	\$0	\$342,093	
Nortje, Nico	Executive Director, Center of Clinical Ethics	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$25,132	\$0	\$25,132	Performance Incentive Program (\$24,952); Work Life Choice (\$180)
		Designated	\$258,800	4.02%	\$0	\$49,956	\$0	\$0	\$0	\$0	\$308,756	
		Total	\$258,800	4.02%	\$0	\$49,956	\$0	\$0	\$25,132	\$0	\$333,888	
Harris, Denise S.	Associate Vice President, Facilities Management Business Services	General Revenue	\$256,300	4.02%	\$0	\$0	\$0	\$0	\$74,188	\$0	\$330,488	Performance Incentive Program (\$24,762); Supplemental Benefit Program (\$49,246); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$342	\$0	\$0	\$0	\$0	\$342	
		Total	\$256,300	4.02%	\$0	\$342	\$0	\$0	\$74,188	\$0	\$330,830	

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					Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation		
Gilchrist, Laura V.	Vice President and General Counsel, MD Anderson Corporate Entities	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$81,900	\$0	\$81,900	Performance Incentive Program (\$23,400); Supplemental Benefit Program (\$58,500) Part-time Employee Reported at .49 FTE
		Designated	\$243,400	4.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$243,400	
		Total	\$243,400	4.02%	\$0	\$0	\$0	\$0	\$81,900	\$0	\$325,300	
Miller, Edward C.	Executive Director, Government Relations	General Revenue	\$241,100	4.01%	\$0	\$0	\$0	\$0	\$68,869	\$0	\$309,969	Performance Incentive Program (\$23,348); Supplemental Benefit Program (\$45,341); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$1,826	\$0	\$0	\$0	\$0	\$1,826	
		Total	\$241,100	4.01%	\$0	\$1,826	\$0	\$0	\$68,869	\$0	\$311,794	
Gerwitz Jr, Raymond J.	Associate Vice President, Deputy Chief Security Officer	General Revenue	\$238,600	5.02%	\$0	\$0	\$0	\$0	\$59,377	\$0	\$297,977	Performance Incentive Program (\$22,924); Supplemental Benefit Program (\$36,273); Work Life Choice (\$180)
		Designated	\$0	0.00%	\$0	\$12,691	\$0	\$0	\$0	\$0	\$12,691	
		Total	\$238,600	5.02%	\$0	\$12,691	\$0	\$0	\$59,377	\$0	\$310,668	
Undie, William	Associate Dean Academic Affairs and Professor	General Revenue	\$256,563	3.25%	\$0	\$0	\$0	\$0	\$29,998	\$0	\$286,561	Performance Incentive Program (\$29,818); Work Life Choice (\$180)
Mathews, Shibu	Associate Dean for Management	General Revenue	\$182,000	18.35%	\$0	\$0	\$0	\$0	\$17,439	\$0	\$199,439	Performance Incentive Program (\$17,259); Work Life Choice (\$180) Job Reclassification 02/01/25

NOTES:
Incentives are based on FY25 actuals except for those that were hired late in FY25 and are based on FY26 estimates.