

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
					Nonsalary Benefits FY 2026												
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments					
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							
		Total	\$1,003,200	4.00%	\$0	\$307,391	\$0	\$0	\$96,784	\$0	\$1,407,375							
Pullin, Tadd M.	Executive Vice President, Institutional Advancement	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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Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments						
		Designated	\$0	0.00%	\$0	\$9,377	\$0	\$0	\$0	\$0	\$9,377							
		Total	\$837,600	10.01%	\$0	\$9,377	\$0	\$0	\$458,460	\$0	\$1,305,437							
Koong, Albert C.	Division Head, Radiation Oncology	General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$89,789	\$0	\$89,789	Performance Incentive Program (\$89,609); Work Life Choice (\$180)						
		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							
		Total	\$925,082	3.23%	\$0	\$282,552	\$0	\$0	\$89,789	\$0	\$1,297,423							
Hicks, Marshall E.	Division Head, Diagnostic Imaging	General Revenue	\$802,923	3.19%	\$0	\$0	\$0	\$0	\$87,965	\$0	\$890,888	Performance Incentive Program (\$87,785); Work Life Choice (\$180)						
		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							
		Total	\$757,400	4.01%	\$0	\$16,293	\$0	\$0	\$450,791	\$0	\$1,224,485							
Allison, James P.	Vice President, Immunobiology	General Revenue	\$583,615	145.74%	\$0	\$164,157	\$0	\$0	\$183,466	\$0	\$931,238	Retention (\$100,000); Performance Incentive Program (\$83,286); Work Life Choice (\$180)						
		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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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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		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						
		General Revenue	\$0	0.00%	\$0	\$0	\$0	\$0	\$179,928	\$0	\$179,928						
Heffernan, Timothy Paul	Vice President, Oncology Research	Designated	\$551,700	32.06%	\$0	\$11,643	\$0	\$0	\$50,000	\$0	\$613,343	Performance Incentive Program (\$53,704); Supplemental Benefit Program (\$126,044); Work Life Choice (\$180) Long Term Incentive (\$50,000)					
		Restricted	\$0	-100.00%	\$0	\$0	\$0	\$0	\$0	\$0	\$0						
		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						
Kopetz, Edmund Scott	Associate Vice President, Translational Integration	Designated	\$317,263	-4.47%	\$0	\$171,449	\$0	\$0	\$0	\$0	\$488,712	Performance Incentive Program (\$53,900); Work Life Choice (\$180)					
		Restricted	\$190,837	23.53%	\$0	\$0	\$0	\$0	\$0	\$0	\$190,837						
		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						
Walters, Ronald S.	Associate Vice President, Medical Operations and Informatics	Designated	\$83,145	4.02%	\$0	\$173,597	\$0	\$0	\$0	\$0	\$256,742	Performance Incentive Program (\$53,784)					
		Total	\$554,300	4.02%	\$0	\$173,597	\$0	\$0	\$53,784	\$0	\$781,681						

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
					Nonsalary Benefits FY 2026												
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments					
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	\$9,592					
					Total	\$576,800	4.00%	\$0	\$9,592	\$0	\$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	\$13,801					
					Total	\$550,000	0.00%	\$0	\$13,801	\$0	\$0	\$768,130	03/31/25 New Hire				
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					
					Restricted	\$16,001	-48.47%	\$0	\$0	\$0	\$0	\$0					
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					
					Restricted	\$17,254	-24.60%	\$0	\$0	\$0	\$0	\$0					
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					
					Total	\$506,700	4.00%	\$0	\$14,397	\$0	\$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); 01/06/25 New Hire					
					Designated	\$0	0.00%	\$0	\$12,972	\$0	\$0	\$0					
					Total	\$520,000	4.00%	\$0	\$12,972	\$0	\$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					
					Total	\$511,800	4.00%	\$0	\$155,337	\$0	\$0	\$49,586					
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					

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	
					Nonsalary Benefits FY 2026													
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments						
		Restricted	\$409,631	3.76%	\$0	\$0	\$0	\$0	\$0	\$0	\$409,631							
		Total	\$506,900	4.00%	\$0	\$155,074	\$0	\$0	\$49,160	\$0	\$711,134							
Latham, Crista Lu	Vice President, Strategic Communications	General Revenue	\$520,000	4.00%	\$0	\$0	\$0	\$0	\$165,509	\$0	\$685,509	Performance Incentive Program (\$50,186); Supplemental Benefit Program (\$115,143); Work Life Choice (\$180)						
		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							

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	Nonsalary Benefits FY 2026						L	M
					F	G	H	I	J	K		
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
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 Total	\$0 \$456,000	0.00% 5.02%	\$0 \$10,773	\$0 \$10,773	\$0 \$0	\$0 \$144,882	\$0 \$0
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 Total	\$0 \$445,200	0.00% 4.02%	\$0 \$9,651	\$0 \$9,651	\$0 \$0	\$0 \$143,919	\$0 \$0
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 Total	\$0 \$405,600	0.00% 4.00%	\$0 \$6,661	\$0 \$6,661	\$0 \$0	\$0 \$183,908	\$0 \$0
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 Total	\$0 \$426,400	0.00% 4.00%	\$0 \$13,172	\$0 \$13,172	\$0 \$0	\$0 \$156,597	\$0 \$0
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 Total	\$0 \$426,700	0.00% 4.02%	\$0 \$15,533	\$0 \$15,533	\$0 \$0	\$0 \$135,319	\$0 \$0
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 Total	\$0 \$423,000	0.00% 4.01%	\$0 \$11,858	\$0 \$11,858	\$0 \$0	\$0 \$134,989	\$0 \$0
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 Total	\$0 \$412,000	0.00% 4.01%	\$0 \$12,267	\$0 \$12,267	\$0 \$0	\$0 \$131,514	\$0 \$0

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	Nonsalary Benefits FY 2026						L	M
					F	G	H	I	J	K		
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
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	

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	Nonsalary Benefits FY 2026						L	M
					Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	F	G	H	I	J	
Name	Position	Funding Source	Total		Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
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	
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	
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	
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
		Restricted	\$145,600	4.00%	\$0	\$0	\$0	\$0	\$151,505	\$0	\$369,905	
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)
		Designated	\$0	0.00%	\$0	\$3,226	\$0	\$0	\$0	\$0	\$3,226	
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	

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
					Nonsalary Benefits FY 2026												
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments					
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 Total	\$0 \$373,200	0.00% 4.01%	\$0 \$8,953	\$0 \$0	\$0 \$0	\$0 \$120,614	\$0 \$0	\$8,953 \$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 Total	\$390,000 \$390,000	3.01% 3.01%	\$0 \$6,769	\$0 \$0	\$0 \$0	\$0 \$105,909	\$0 \$0	\$396,769 \$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 Total	\$0 \$364,000	0.00% 4.00%	\$0 \$14,351	\$0 \$0	\$0 \$0	\$0 \$116,179	\$0 \$0	\$14,351 \$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 Total	\$367,800 \$367,800	3.03% 3.03%	\$0 \$1,465	\$0 \$0	\$0 \$0	\$0 \$124,137	\$0 \$0	\$369,265 \$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 Total	\$0 \$367,000	0.00% 4.02%	\$0 \$4,361	\$0 \$0	\$0 \$0	\$0 \$120,809	\$0 \$0	\$4,361 \$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 Total	\$92,928 \$345,100	4.49% 4.01%	\$0 \$103,640	\$0 \$0	\$0 \$0	\$0 \$33,388	\$0 \$0	\$196,568 \$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 Total	\$0 \$382,800	0.00% 23.92%	\$0 \$1,397	\$0 \$0	\$0 \$0	\$0 \$95,515	\$0 \$0	\$1,397 \$479,712				

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
					Nonsalary Benefits FY 2026												
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments					
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						

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
					Nonsalary Benefits FY 2026												
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments					
Kraycirkik, 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						

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
					Nonsalary Benefits FY 2026												
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments					
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 Total	\$0 \$345,000	0.00% 12.20%	\$0 \$0	\$15,238 \$15,238	\$0 \$0	\$0 \$81,319	\$0 \$0	\$15,238 \$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 Total	\$0 \$345,000	0.00% 12.01%	\$0 \$0	\$10,138 \$10,138	\$0 \$0	\$0 \$85,003	\$0 \$0	\$10,138 \$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 Total	\$0 \$331,400	0.00% 3.02%	\$0 \$0	\$13,299 \$13,299	\$0 \$0	\$0 \$87,552	\$0 \$0	\$13,299 \$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 Total	\$0 \$315,700	0.00% 5.02%	\$0 \$15,030	\$7,348 \$7,348	\$0 \$0	\$0 \$86,177	\$0 \$0	\$7,348 \$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 Total	\$0 \$323,900	0.00% 4.01%	\$0 \$0	\$11,172 \$11,172	\$0 \$0	\$0 \$85,895	\$0 \$0	\$11,172 \$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 Total	\$0 \$321,500	0.00% 4.01%	\$0 \$0	\$5,893 \$5,893	\$0 \$0	\$0 \$89,033	\$0 \$0	\$5,893 \$416,426				

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	Nonsalary Benefits FY 2026						L	M
					F	G	H	I	J	K		
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
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 Total	\$0 \$320,000	0.00% 3.90%	\$0 \$745	\$0 \$0	\$0 \$95,288	\$0 \$0	\$745 \$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 Total	\$0 \$315,100	0.00% 4.03%	\$0 \$650	\$0 \$0	\$0 \$91,466	\$0 \$0	\$650 \$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 Total	\$0 \$287,200	0.00% 4.02%	\$0 \$14,561	\$0 \$0	\$0 \$104,339	\$0 \$0	\$14,561 \$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 Total	\$0 \$311,700	0.00% 4.00%	\$0 \$6,479	\$0 \$0	\$0 \$86,216	\$0 \$0	\$6,479 \$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 Total	\$0 \$312,000	0.00% 9.86%	\$0 \$7,488	\$0 \$0	\$0 \$83,100	\$0 \$0	\$7,488 \$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 Total	\$0 \$311,400	0.00% 4.53%	\$0 \$6,749	\$0 \$0	\$0 \$81,549	\$0 \$0	\$6,749 \$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	\$7,667

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	
					Nonsalary Benefits FY 2026													
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments						
		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						

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
					Nonsalary Benefits FY 2026												
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments					
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, General Revenue 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						

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
					Nonsalary Benefits FY 2026												
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments					
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, Altrivice 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						L	M
					Nonsalary Benefits FY 2026							
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments
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 Total	\$0 \$270,200	0.00% 5.01%	\$0 \$7,068	\$0 \$0	\$0 \$72,599	\$0 \$0	\$7,068 \$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 Total	\$0 \$267,400	0.00% 4.01%	\$0 \$6,826	\$0 \$0	\$0 \$75,543	\$0 \$0	\$6,826 \$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 Total	\$0 \$268,100	0.00% 4.04%	\$0 \$2,728	\$0 \$0	\$0 \$75,872	\$0 \$0	\$2,728 \$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)
					Designated Total	\$0 \$310,032	0.00% 3.29%	\$0 \$0	\$0 \$0	\$0 \$36,198	\$0 \$0	\$0 \$346,230
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 Total	\$0 \$262,900	0.00% 4.04%	\$0 \$10,773	\$0 \$0	\$0 \$68,419	\$0 \$0	\$10,773 \$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 Total	\$258,800 \$0	4.02% 0.00%	\$0 \$49,956	\$0 \$0	\$0 \$25,132	\$0 \$0	\$308,756 \$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 Total	\$0 \$256,300	0.00% 4.02%	\$0 \$342	\$0 \$0	\$0 \$74,188	\$0 \$0	\$342 \$330,830

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
					Nonsalary Benefits FY 2026												
Name	Position	Funding Source	Salary (9.1.2025)	Percentage Salary Increase Over Prior Year	Cash Bonuses	Practice Plan Benefits	Housing Allowance	Car Allowance	Other	Non-Cash Compensation	Total Compensation	Explanation / Comments					
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)					
		Designated	\$243,400	4.02%	\$0	\$0	\$0	\$0	\$0	\$0	\$243,400					Part-time Employee Reported at .49 FTE	
		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.