

September 3, 2014

Raymond S. Greenberg, M.D., Ph.D.
Executive Vice Chancellor for Health Affairs
The University of Texas System
601 Colorado Street, Room 204
Austin, TX 78701-2982

Dear Dr. Greenberg:

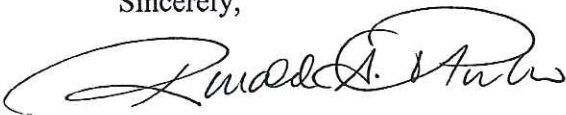
I am writing to request your approval of changes in compensation for Thomas Buchholz, M.D., Executive Vice President and Physician-In-Chief at The University of Texas MD Anderson Cancer Center.

Since joining our executive leadership team this year, Dr. Buchholz has effectively directed our expansive clinical enterprise that includes 1,000 physicians and more than 3,000 nurses, and which has served 122,000 patients. Without delay, Dr. Buchholz began strengthening relationships with clinical leaders and faculty throughout the institution while addressing institutional priorities. He has contributed greatly to the development and initiation of MD Anderson's 10-year strategic plan, a key initiative for our future success. While his overall responsibilities have continued to mount, Dr. Buchholz's compensation currently is not at equity with other members of our executive team, particularly with regard to deferred compensation offerings.

I request approval of an increase in base salary from \$783,600 to \$805,000 for Dr. Buchholz, plus deferred compensation of \$200,000 annually.

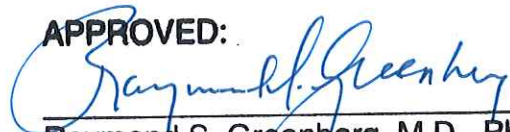
Please let me know if you have any questions regarding this request. Thank you for your ongoing support of MD Anderson and our dedicated leaders.

Sincerely,



Ronald A. DePinho, M.D.
President

APPROVED:



Raymond S. Greenberg, M.D., Ph.D.
Executive Vice Chancellor
For Health Affairs

09/08/14

Incumbent Information										Market Data**	
Title	Name	Proposed Base Salary	Supplemental Annuity Program (SAP) Estimate	Performance Incentive Pay (PIP) Estimate	Proposed Annual Deferred Compensation Payment	Proposed MD Anderson Total Direct Compensation (TDC) *	Market Total Direct Compensation (TDC) 75th Percentile	TDC Compa-ratio			
Executive Vice President and Physician in Chief	Thomas Buchholz	\$ 805,000	\$ 241,500	\$ 64,400	\$ 200,000	\$ 1,310,900	\$ 1,333,500	98.3%			
Provost and Executive Vice President	Ethan Dmitrovsky	\$ 805,000	\$ 241,500	\$ 64,400	\$ 200,000	\$ 1,310,900	\$ 1,299,200	100.9%			

* MD Anderson Total Direct Compensation includes base salary, SAP, PIP and proposed deferred compensation

**TDC Market data obtained from Mercer, Sullivan Cotter and Integrated Healthcare Strategies Executive Compensation Surveys

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UTMD Anderson

RBC # 6342

FY 14-15

CHANGE APPOINTMENT or BUDGET CORRECTION

BOR Date:							
Appear on Docket:	Yes						
Fiscal Year:	FY 14-15						
Name:	Buchholz, Thomas						
FROM: Dept Title	Office/EVP Physician-In-Chief Executive Vice President & Physician-In-Chief						
% Time:	100						
No. Months:	12						
Rate:	\$783,600.00						
TO: Dept Title	Office/EVP Physician-In-Chief Executive Vice President & Physician-In-Chief						
Effective Date:	9/1/2014						
% Time:	100						
No. Months:	12						
Rate:	\$805,000.00						

Comments and Source of Funds:	<p>Request your approval of changes in compensation for Thomas Buchholz, M.D., Executive Vice President and Physician-in-Chief effective September 1, 2014. I request approval of an increase in base salary from \$783,600 to \$805,000, plus deferred compensation of \$200,000 annually. Dr. Buchholz will continue to participate in the FY15 Supplemental Annuity Program with an award percentage of 30% and the FY15 Senior Executive and Executive Management Performance Incentive Pay Plan with a target award percentage of 8% and a maximum award percentage of 12%.</p> <p>Since joining our executive leadership team this year, Dr. Buchholz has effectively directed our expansive clinical enterprise that includes 1,000 physicians and more than 3,000 nurses, and which has served 122,000 patients. Without delay, Dr. Buchholz began strengthening relationships with clinical leaders and faculty throughout the institution while addressing institutional priorities. He has contributed greatly to the development and initiation of MD Anderson's 10-year strategic plan, a key initiative for our future success. While his overall responsibilities have continued to mount, Dr. Buchholz's compensation currently is not at equity with other members of our executive team, particularly with regard to deferred compensation offerings.</p>
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Review/Approval Schedule:

Name	Role	Date of Review/Approval
Erika Villegas	Preparer (Component)	10/1/2014 3:49:04 PM
Craig Henderson	Signer (Component)	10/2/2014 9:54:24 AM
Sherill Franke	Reviewer (System Budget)	10/7/2014 7:53:30 AM
Randy Wallace	Final Review (System Budget)	10/7/2014 4:30:06 PM
Patrick Francis	Final Review (System Health)	10/10/2014 11:50:38 AM

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September 3, 2014

Raymond S. Greenberg, M.D., Ph.D.
Executive Vice Chancellor for Health Affairs
The University of Texas System
601 Colorado Street, Room 204
Austin, TX 78701-2982

Dear Dr. Greenberg:

I am writing to request your approval of changes in compensation for Ethan Dmitrovsky, M.D., Provost and Executive Vice President at The University of Texas MD Anderson Cancer Center.

Dr. Dmitrovsky has excelled well beyond expectations in his role since joining MD Anderson's executive leadership team more than a year ago. He has expertly led numerous key recruitments while retaining accomplished faculty at an exceptional rate; organized his office's broad administrative functions and responsibilities to best serve the needs of our faculty as well as the research and academic interests of MD Anderson; developed institutional agreements to make shared core facilities available for use by researchers at MD Anderson, UT System health institutions and others in the Texas Medical Center; and implemented several important faculty engagement initiatives that have involved interaction with all 66 academic departments. With such accomplishments in mind, I note that Dr. Dmitrovsky's compensation is currently not at equity with other members of our executive leadership team, particularly with regard to deferred compensation offerings.

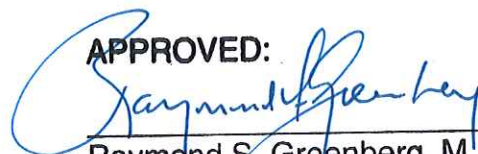
I request approval of an increase in base salary from \$788,700 to \$805,000 for Dr. Dmitrovsky, plus deferred compensation of \$200,000 annually.

Please let me know if you have any questions regarding this request. Thank you for your ongoing support of MD Anderson and our dedicated leaders.

Sincerely,



Ronald A. DePinho, M.D.
President

APPROVED:


Raymond S. Greenberg, M.D., Ph.D.
Executive Vice Chancellor
For Health Affairs

09/08/14

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UTMD Anderson

RBC # 6343

FY 14-15

CHANGE APPOINTMENT or BUDGET CORRECTION

BOR Date:							
Appear on Docket:	Yes						
Fiscal Year:	FY 14-15						
Name:	Dmitrovsky, Ethan						
FROM: Dept Title	Provost and EVP Office Provost & Executive Vice President						
% Time:	100						
No. Months:	12						
Rate:	\$788,700.00						
TO: Dept Title	Provost and EVP Office Provost & Executive Vice President						
Effective Date:	9/1/2014						
% Time:	100						
No. Months:	12						
Rate:	\$805,000.00						

Comments and Source of Funds:	<p>Request your approval of changes in compensation for Ethan Dmitrovsky, M.D., Provost and Executive Vice President effective September 1, 2014. I request approval of an increase in base salary from \$788,700 to \$805,000, plus deferred compensation of \$200,000 annually. Dr. Dmitrovsky will continue to participate in the FY15 Supplemental Annuity Program with an award percentage of 30% and the FY15 Senior Executive and Executive Management Performance Incentive Pay Plan with a target award percentage of 8% and a maximum award percentage of 12%.</p> <p>Dr. Dmitrovsky has excelled well beyond expectations in his role since joining MD Anderson's executive leadership team more than a year ago. He has expertly led numerous key recruitments while retaining accomplished faculty at an exceptional rate; organized his office's broad administrative functions and responsibilities to best serve the needs of our faculty as well as the research and academic interests of MD Anderson; developed institutional agreements to make shared core facilities available for use by researchers at MD Anderson, UT System health institutions and others in the Texas Medical Center; and implemented several important faculty engagement initiatives that have involved interaction with all 66 academic departments. With such accomplishments in mind, I note that Dr. Dmitrovsky's compensation is currently not at equity with other members of our executive leadership team, particularly with regard to deferred compensation offerings.</p>
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Review/Approval Schedule:

Name	Role	Date of Review/Approval
Erika Villegas	Preparer (Component)	10/1/2014 3:52:43 PM
Craig Henderson	Signer (Component)	10/2/2014 9:54:47 AM
Sherill Franke	Reviewer (System Budget)	10/7/2014 7:53:51 AM
Randy Wallace	Final Review (System Budget)	10/7/2014 4:31:47 PM
Patrick Francis	Final Review (System Health)	10/10/2014 11:50:28 AM

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