



Public Meeting of Compensation Committee - May 26, 2020

Agenda

1. Welcome and Approval of Minutes Blum

2. Resolution of the Compensation Committee Approving the Salary of the Senior Vice Chancellor for the Health Sciences and John and Gertrude Petersen Dean of the School of Medicine Blum
 - A. Resolution

3. New Business/Adjournment Blum

**RESOLUTION OF THE COMPENSATION COMMITTEE
OF THE BOARD OF TRUSTEES
APPROVING THE SALARY OF THE
SENIOR VICE CHANCELLOR FOR THE HEALTH SCIENCES
AND
JOHN AND GERTRUDE PETERSEN DEAN OF THE SCHOOL OF MEDICINE**

- WHEREAS, the Compensation Committee of the Board of Trustees has been delegated authority and responsibility for, among other things, determining upon the recommendation of the Chancellor and Chief Executive Officer, the compensation of the officers of the University except for the assistant treasurers and associate and assistant secretaries; and
- WHEREAS, the Senior Vice Chancellor for the Health Sciences and John and Gertrude Petersen Dean of the School of Medicine is responsible for: (i) the oversight of the academic and research programs of all six schools within the University's health sciences division; (ii) integrating those schools within the broader University and its clinical partner, UPMC; (iii) shaping the careers of more than 6,000 faculty and staff; and (iv) nurturing the academic success of approximately 5,000 students annually; and
- WHEREAS, the Senior Vice Chancellor for the Health Sciences and John and Gertrude Petersen Dean of the School of Medicine is also responsible for: (i) supporting the University's position as a top-ranked institution for federal funding dollars awarded by the National Institutes of Health; and (ii) ensuring that the University continues to contribute to research and innovations that will advance the cause of human health; and
- WHEREAS, the Senior Vice Chancellor for the Health Sciences and John and Gertrude Petersen Dean of the School of Medicine makes invaluable contributions to growing the already robust relationship with the University's clinical partner UPMC and plays a key role in the efforts of the University and UPMC to transition from volume to value-based care and the transition of University-generated research into products or therapies that will improve the lives of countless individuals around the world; and
- WHEREAS, at its Winter Meeting on Friday, February 28, 2020, upon the recommendation of Chancellor Patrick Gallagher, the Board of Trustees elected Anantha Shekhar to serve as Senior Vice Chancellor for the Health Sciences and John and Gertrude Petersen Dean of the School of Medicine, effective June 1, 2020; now therefore be it
- RESOLVED, that upon recommendation of the Chancellor and consistent with the University's Policy on Executive Compensation, the Compensation Committee hereby approves the base salary of Senior Vice Chancellor for the Health Sciences and John and Gertrude Petersen Dean of the School of Medicine Anantha Shekhar at \$1,000,000, effective June 1, 2020; in addition, Dr. Shekhar will also be eligible for an annual performance bonus, with the minimum amount for satisfactory performance being \$300,000, up to a maximum of 40% of his then-current salary; and be it further

RESOLVED, that to ensure the extraordinary progress of the academic and research programs of the University's health sciences division is sustained, retention of the Senior Vice Chancellor for the Health Sciences and John and Gertrude Petersen Dean of the School of Medicine is a priority of the University and the Board; therefore, Dr. Shekhar will receive five annual deferred retention incentive payments of \$100,000 that will vest only if he does not voluntarily leave his University position, or is not dismissed from that position for cause, prior to May 31, 2025.