

**MINUTES OF THE PUBLIC MEETING
OF THE COMPENSATION COMMITTEE
OF THE BOARD OF TRUSTEES
OF THE UNIVERSITY OF PITTSBURGH**

February 26, 2021

Committee Members Present

Thomas E. Richards, Chairperson
Mary Ellen Callahan, Vice Chairperson of the Board of Trustees
Louis R. Cestello, Vice Chairperson of the Board of Trustees
Patrick Gallagher, Chancellor and Chief Executive Officer
Eva Tansky Blum
William K. Lieberman
Herbert S. Shear

University Staff Present

Rosalyn E. Jones, Associate Vice Chancellor and Deputy Secretary
Geovette Washington, Committee Liaison, and Senior Vice Chancellor and Chief Legal Officer

A public meeting of the Compensation Committee of the Board of Trustees was held on Friday, February 26, 2021 at 12:30 p.m. Due to governmental restrictions in place due to the COVID-19 pandemic, the meeting was held remotely.

Welcome and Approval of Minutes. Chairperson Thomas E. Richards chaired the meeting and convened the public meeting of the Compensation Committee. He stated that the meeting had been duly advertised as a public meeting in accordance with the Sunshine Act and was, therefore, open to members of the public as observers. A quorum was present for the transaction of business. Upon motion made and seconded, the minutes of the Public Meeting of the Committee on May 26, 2020 were approved.

Report of the Chancellor. At the request of Chairperson Richards, Chancellor Patrick Gallagher provided his recommendation of a compensation for the newly appointed Senior Vice Chancellor for Business and Operations, Dr. David DeJong, the appointment of whom was approved by the Board earlier today. The senior vice chancellor for business and operations of the University exercises oversight, direction and leadership of certain administrative functions at the University and is accountable for (i) human resources; (ii) facilities management; (iii) planning, design and real estate; (iv) public safety and emergency management, (v) auxiliary services; and (vi) sustainability. This officer is also responsible for the effective management and efficiency of facilities and service operations to support and serve the University, its mission and strategic priorities.

Chancellor Gallagher stated that in light of Dr. DeJong's notable and lengthy service to the University, and based on the market analysis benchmarking this amount as a median salary among peer universities, his compensation recommendation is for a salary of \$410,000. He noted that the market analysis indicates that a salary of \$369,000 represents the 25th percentile of compensation, while a salary of \$440,000 represents the 75% percentile.

Resolution on Compensation for Senior Vice Chancellor of Business and Operations.

Having received and considered the report of Chancellor Gallagher, the committee members voted unanimously to approve the resolution granting Dr. David DeJong a salary of \$410,000 as the newly appointed senior vice chancellor of business and operations.

New Business/Adjournment. There being no new business or any further discussion, Chairperson Richards adjourned the public meeting.

Attachments. A copy of the following document is filed with the official minutes of this meeting.

- Resolution

Geovette Washington,
Senior Vice Chancellor and
Chief Legal Officer

These minutes were reviewed and approved
by the Compensation Committee at an
public meeting held on _____, 2021.

Rosalyn E. Jones
Vice Chancellor and Secretary of the Board
of Trustees