

BETH C. DRAIN, CA CSR NO. 7152

BEFORE THE
PRESIDENTIAL SEARCH SUBCOMMITTEE OF THE
INDEPENDENT CITIZENS' OVERSIGHT COMMITTEE
TO THE
CALIFORNIA INSTITUTE FOR REGENERATIVE MEDICINE
ORGANIZED PURSUANT TO THE
CALIFORNIA STEM CELL RESEARCH AND CURES ACT
REGULAR MEETING

LOCATION: VIA ZOOM

DATE: FEBRUARY 21, 2024
12:30 P.M.

REPORTER: BETH C. DRAIN, CA CSR
CSR. NO. 7152

FILE NO.: 2024-11

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I N D E X

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1. CALL TO ORDER	3
2. ROLL CALL	3
3. DISCUSSION OF EXECUTIVE BRIEF FOR CIRM PRESIDENT/CEO CANDIDATE SEARCH	
EXECUTIVE BRIEF	12
CANDIDATE COMPETENCY PROFILE	27
TIMELINE	37
4. PUBLIC COMMENT	NONE
5. ADJOURNMENT	52

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FEBRUARY 21, 2024; 12:30 P.M.

CO-CHAIRMAN BLUMENTHAL: I BELIEVE THAT SCOTT IS NOT HERE; IS THAT CORRECT?

MS. MANDAC: YES. WE HAVE RAFAEL HELPING US TODAY.

CO-CHAIRMAN BLUMENTHAL: THANK YOU. WELCOME, RAFAEL. UNFORTUNATELY SCOTT IS UNDER THE WEATHER TODAY, AND SO I'M GLAD HE'S AT HOME RESTING, BUT RAFAEL WILL BE HERE. AND PRESUMABLY ONE OF YOU IN THE CIRM OFFICE WILL TAKE NOTES ON IT AND MAKE EDITORIAL CHANGES WE TALK ABOUT HERE.

MS. MANDAC: YES.

CO-CHAIRMAN BLUMENTHAL: GREAT. SUPER. ALL RIGHT. WELL, IT'S BEEN A BUSY LAST SEVERAL WEEKS. KIM AND I HAVE HAD A NUMBER OF MEETINGS WITH SRI.

CO-CHAIRPERSON BARRETT: GEORGE, WE HAVE TO TAKE A ROLL, I THINK.

CO-CHAIRMAN BLUMENTHAL: OH, THANK YOU. IMPORTANT DETAIL. SO LET'S TAKE A ROLL.

MS. MANDAC: MOHAMED ABOUSALEM.

DR. ABOUSALEM: PRESENT.

MS. MANDAC: KIM BARRETT.

CO-CHAIRPERSON BARRETT: PRESENT.

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MS. MANDAC: GEORGE BLUMENTHAL.
CO-CHAIRMAN BLUMENTHAL: PRESENT.
MS. MANDAC: MARIA BONNEVILLE.
VICE CHAIR BONNEVILLE: PRESENT.
MS. MANDAC: LEONDRA CLARK-HARVEY.
ANNE-MARIE DULIEGE.
DR. DULIEGE: PRESENT.
MS. MANDAC: FRED FISHER. JUDY GASSON.
DR. GASSON: PRESENT.
MS. MANDAC: VITO IMBASCIANI.
CHAIRMAN IMBASCIANI: PRESENT.
MS. MANDAC: STEVE JUELSGAARD.
MR. JUELSGAARD: PRESENT.
MS. MANDAC: JOE PANETTA.
MR. PANETTA: PRESENT.
MS. MANDAC: THANK YOU SO MUCH. WE HAVE
QUORUM. BACK TO YOU, GEORGE.
CO-CHAIRMAN BLUMENTHAL: THANK YOU. SO
IT'S BEEN A BUSY LAST SEVERAL WEEKS. WE HAVE HAD A
NUMBER OF MEETINGS THAT HAVE TAKEN PLACE. IN
PARTICULAR, KIM AND I MET WITH A FEW PEOPLE, MOST
NOTABLY, I THINK, WAS RANDY MILLS, WHO WAS A FORMER
PRESIDENT OF CIRM AND, AT LEAST IN MY VIEW, REALLY A
TRANSFORMATIVE PRESIDENT OF CIRM, TO GET HIS ADVICE
ON THE SEARCH BECAUSE IT'S EXTREMELY HELPFUL. WE'VE

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1 ALSO HAD SOME MEETINGS WITH SRI. AND WE WORKED WITH
2 THEM TO DEVELOP THE DOCUMENTS THAT ARE ON TODAY'S
3 AGENDA THAT WE WILL BE DISCUSSING, POTENTIALLY
4 EDITING AS WELL.

5 BUT I THINK MOST IMPORTANTLY NOW IS AN
6 OPPORTUNITY FOR US TO BEGIN AS A COMMITTEE TO GET
7 ACQUAINTED WITH THE SRI TEAM THAT'S ASSISTING US ON
8 THE SEARCH. SO I'D LIKE THEM TO EACH INTRODUCE
9 THEMSELVES. DAN, CAN WE START WITH YOU?

10 MR. PEREZ: ABSOLUTELY. THANK YOU SO
11 MUCH, GEORGE. AND THANK YOU SO MUCH TO THE SEARCH
12 COMMITTEE FOR JOINING TODAY. MY NAME IS DAN PEREZ.
13 I'M BASED IN WASHINGTON, D.C. I'M SRI'S DIRECTOR
14 FOR NORTH AMERICA, AND I'LL BE YOUR LEAD POINT OF
15 CONTACT FOR THIS WHOLE SEARCH PROCESS.

16 AND I CAN TURN THINGS OVER TO MY COLLEAGUE
17 GRACE.

18 MS. KOHN: I'M PROUD TO BE HERE WITH YOU
19 TODAY. GRACE KOHN. I AM BASED IN DENVER, COLORADO,
20 AND I'M A MANAGER WITH SRI EXECUTIVES CONSULTING
21 PRACTICE. SO I WILL BE AROUND FOR THE NEXT FEW
22 WEEKS AS WE FINALIZE THESE INITIAL DOCUMENTS, AND
23 THEN YOU'LL BE WORKING MOST CLOSELY WITH DAN AND
24 GABRIELA MOVING FORWARD. SO, GABRIELA, OVER TO YOU.

25 MS. BEHREND: THANK YOU. HI, EVERYONE.

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1 I'M GABRIELA BEHREND. I'M A CONSULTANT AT SRI, AND
2 I'VE BEEN WORKING FOR THE PAST 13 YEARS WITH
3 SEARCHES FOR THE PHARMA, BIOTECH, AND MEDICAL
4 RESEARCH SPACE. AND I AM WORKING TOGETHER WITH DAN
5 AND GRACE ON THE SEARCH.

6 AND LAST, I FORGOT TO MENTION I AM BASED
7 IN BUENOS AIRES.

8 CO-CHAIRMAN BLUMENTHAL: THANK YOU.
9 WELCOME.

10 SO WE WORKED WITH THE SRI TEAM, WHICH I
11 WILL INVITE TO PRESENT MATERIAL TO US IN JUST A
12 MOMENT. BUT WE WORKED WITH THEM IN DEVELOPING TWO
13 DOCUMENTS THAT ARE BEFORE US TODAY ON THE EXECUTIVE
14 BRIEF AND CANDIDATE COMPETENCY DOCUMENT. THEY'VE
15 ALSO CONTINUED TO PUT TOGETHER A TIMETABLE. AND AS
16 OUR MEETINGS HERE OF THE COMMITTEE GO FORWARD THIS
17 SPRING, OUR HOPE, KIM AND I HOPE THAT AT EVERY
18 MEETING WE WILL PRESENT THE TIMETABLE AND WHERE WE
19 STAND ON THE TIMETABLE AND WHETHER WE'RE AHEAD OF
20 SCHEDULE OR BEHIND SCHEDULE OR WHATEVER. THAT
21 TIMETABLE MAY BE ADJUSTED FROM MONTH TO MONTH. BUT
22 IN ANY EVENT, WE'LL TRY TO KEEP THE TIMETABLE IN
23 MIND AT ALL TIMES.

24 I'LL ALSO POINT OUT THAT THE SRI TEAM ALSO
25 DID A NUMBER OF INTERVIEWS THEMSELVES ON SOMETHING

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1 ON THE ORDER OF 25 STAKEHOLDERS THAT INCLUDED BOARD
2 MEMBERS, MEMBERS OF THE CIRM TEAM, FORMER MEMBERS OF
3 THE BOARD, RESEARCHERS, AND OTHERS TRYING TO GET A
4 BETTER UNDERSTANDING OF WHAT CIRM IS AND WHAT THE
5 EXPECTATIONS FOR CIRM MIGHT BE.

6 SO WITH THAT, I'M GOING TO TURN IT OVER TO
7 DAN AND LET YOU GO FROM HERE.

8 MR. PEREZ: GREAT. THANK YOU SO MUCH,
9 GEORGE. I THINK YOU'VE SUMMARIZED THINGS VERY WELL.
10 I MEAN WE REALLY APPRECIATE ALL THE FANTASTIC INPUT
11 AND PARTICIPATION FROM ALL OF THE PARTICIPANTS IN
12 OUR STAKEHOLDER INTERVIEWS. THIS WAS AN INCREDIBLY
13 IMPORTANT PART OF THE PROCESS FOR US TO UNDERSTAND
14 CIRM, UNDERSTAND WHERE THE ORGANIZATION HAS BEEN,
15 AND WHERE THE ORGANIZATION IS GOING, BUT ALSO TO
16 REALLY UNDERSTAND THE ROLE, WHAT ARE THE NEEDS FOR
17 THE PRESIDENT AT CIRM, AND WHERE -- WHAT DOES THE
18 IDEAL CANDIDATE LOOK LIKE. AND WE'VE GOTTEN SOME
19 GREAT INPUT.

20 WE HAVE THEN USED THAT TO UPDATE THE
21 EXECUTIVE BRIEF AS WELL AS BUILD THE COMPETENCY
22 PROFILE. AND JUST TO CLARIFY ABOUT WHERE THOSE
23 DOCUMENTS COME INTO THE SEARCH PROCESS, THE
24 EXECUTIVE BRIEF WILL BE SHARED PUBLICLY AS WE GO
25 THROUGH THE APPLICATION, RESEARCH, AND

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1 IDENTIFICATION PROCESS. CANDIDATES WILL BE SEEING
2 THE EXECUTIVE BRIEF AT A VERY EARLY STAGE AS THEY
3 START TO UNDERSTAND THE ROLE AND AS THEY START TO
4 UNDERSTAND THE ORGANIZATION. IT HAS INFORMATION
5 ABOUT CIRM, ABOUT THE ROLE, AS WELL AS THE
6 APPLICATION PROCESS.

7 WE WILL BE USING THAT AS THE BASIS FOR OUR
8 INITIAL CONVERSATIONS WITH THE CANDIDATES WHERE WE
9 GO THROUGH THEIR CV, GET TO UNDERSTAND THEM A LITTLE
10 MORE, GET TO UNDERSTAND THEIR INITIAL
11 QUALIFICATIONS.

12 AND THEN FOR THE CANDIDATES THAT ARE THEN
13 SELECTED TO MOVE FORWARD BASED ON THE INITIAL REVIEW
14 OF THEIR BACKGROUND, THEY'LL THEN BE RECEIVING A
15 COPY OF THE COMPETENCY PROFILE. THIS IS STRUCTURED
16 IN A QUESTION-AND-ANSWER FORMAT, ALMOST SIMILAR TO A
17 COVER LETTER THAT THEY WOULD SUBMIT. AND IT'S
18 REALLY OUR -- FROM THE STAKEHOLDER INTERVIEWS, IT'S
19 WHAT WE'VE GATHERED ARE THE MOST IMPORTANT QUESTIONS
20 THAT INDIVIDUALS ON THE SEARCH COMMITTEE AND ON THE
21 BOARD WOULD LIKE TO HEAR FROM ITS CANDIDATES. AND
22 SO WE ASK THEM TO FILL THAT OUT, TO PROVIDE A BIT
23 MORE DETAIL, BIT MORE COLOR FROM THEIR BACKGROUNDS
24 INTO THAT DOCUMENT.

25 AND THEN THAT BECOMES THE BASIS FOR A MORE

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1 IN-DEPTH SERIES OF INTERVIEWS WHERE WE DIG INTO A
2 CANDIDATE'S LEADERSHIP EXPERIENCE, THEIR STRATEGY
3 EXPERIENCE, AS WELL AS GET A LITTLE MORE INFORMATION
4 ON THEIR ANSWERS. WE THEN USE THE RESULTS FOR THAT
5 ASSESSMENT AND FOR THAT COMPETENCY PROFILE TO THEN
6 BUILD THE LONG LIST, WHICH WILL THEN BE PRESENTED
7 LATER IN THE PROCESS. BUT WHEN WE DO PRESENT THE
8 LONG LIST, IT'S IMPORTANT TO KNOW THAT YOU'LL HAVE A
9 CHANCE, YOU'LL HAVE A CHANCE TO SEE THE CANDIDATES'
10 CV'S AS WELL AS THEIR COMPETENCY PROFILE. SO YOU'LL
11 GET A CHANCE TO SEE THAT ADDITIONAL DETAIL, THAT
12 ADDITIONAL INFORMATION FROM THE CANDIDATES
13 THEMSELVES.

14 SO I CAN PAUSE THERE FOR ANY QUICK
15 QUESTIONS JUST ABOUT THE DOCUMENTS OR ABOUT THE
16 PROCESS BEFORE WE GET INTO THE LANGUAGE IN THE
17 DOCUMENTS THEMSELVES. AND I'M ALSO -- WE'RE ALSO
18 HAPPY TO ANSWER ANY QUESTIONS ABOUT THE STAKEHOLDER
19 INTERVIEWS.

20 CO-CHAIRMAN BLUMENTHAL: ANY QUESTIONS? I
21 WILL JUST REMIND THE GROUP THAT THE PROCESS IS GOING
22 TO BE SUCH THAT WE WILL HOPEFULLY GET A LOT OF
23 INTEREST IN THIS POSITION. AND SO WE WILL HOPEFULLY
24 HAVE A LOT OF THINGS TO GO THROUGH. AND THE IDEA IS
25 THAT SRI PLANS TO ORGANIZE THOSE FILES FOR US BY AT

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1 LEAST IDENTIFYING SOME -- I DIDN'T REMEMBER THEIR
2 CLASSIFICATION, BUT BASICALLY THEY WILL IDENTIFY A
3 GROUP THEY THINK ARE REALLY PRIME CANDIDATES. THEY
4 WILL IDENTIFY A GROUP THAT IS POSSIBLY GOOD
5 CANDIDATES, BUT MAY HAVE SOMETHING THAT MAKES THEM
6 LESS THAN PRIME CANDIDATES. AND THEY WILL PROBABLY
7 HAVE A GROUP OF CANDIDATES THAT THEY FEEL DON'T MEET
8 OUR CRITERIA. AND IT WILL BE OUR GROUP AS A SEARCH
9 COMMITTEE TO GO THROUGH THOSE LISTS. WE HAVE -- WE
10 CAN CERTAINLY PULL PEOPLE OUT OF THE B AND C LIST IF
11 WE WANT TO TO PUT THEM ON THE LONG LIST IF THAT'S
12 WHAT WE WISH TO DO. BUT WE WILL HAVE THE
13 RESPONSIBILITY OF MAKING THOSE FINAL DECISIONS, AND
14 WE'LL HAVE TO TALK ABOUT HOW WE WILL ORGANIZE
15 OURSELVES TO DO THAT, WHICH I THINK IS SOMETHING WE
16 WILL DO ONCE WE HAVE A SENSE OF HOW MANY FILES WE
17 ACTUALLY WILL HAVE TO GO THROUGH. DOING THAT JOB
18 WITH 15 APPLICANTS IS A LOT DIFFERENT THAN DOING IT
19 WITH 1500 APPLICANTS.

20 SO THAT'S A DECISION WE DON'T HAVE TO FACE
21 QUITE YET. WITH THAT, MAYBE YOU'D TO LIKE TO START
22 WITH ONE OF THE DISCUSSION ITEMS AND PRESENT IT TO
23 THE BOARD.

24 MS. MANDAC: KIM HAS HER HAND RAISED.

25 CO-CHAIRMAN BLUMENTHAL: KIM, YES.

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1 CO-CHAIRPERSON BARRETT: I JUST WANTED TO
2 ASK DAN. SINCE WE ARE A SEARCH/RECRUITMENT
3 COMMITTEE IN ADDITION TO ASSESSMENT COMMITTEE, AND
4 SINCE WE DOUBT THE MEMBERS OF THE COMMITTEE ARE ALL
5 WELL-CONNECTED THEMSELVES, IT'S POSSIBLE THAT THEY
6 HAVE PEOPLE IN THEIR NETWORKS WHO MIGHT BE
7 INTERESTED IN THIS POSITION, HOW WOULD THEY REFER
8 THEM TO YOU TO ENTER THEM INTO THE PROCESS?

9 MR. PEREZ: THANK YOU, KIM. THAT'S A
10 FANTASTIC QUESTION. THERE ARE MANY WAYS THAT THEY
11 CAN RECOMMEND OR REFER CANDIDATES DEPENDING ON HOW
12 WELL THEY KNOW THE CANDIDATE AND HOW -- SO ONE
13 WOULD, OF COURSE, BE WE'D LOVE ALL MEMBERS OF THE
14 COMMITTEE TO BE SHARING THE ROLE ON THEIR LINKEDIN
15 AND ALSO, OF COURSE, SHARED BY EMAIL WITH PEOPLE
16 THAT THEY'RE FAMILIAR WITH, WITH GROUPS THAT THEY'RE
17 FAMILIAR WITH IN ORDER TO MAKE SURE THAT IT WILL BE
18 GETTING BROAD DISTRIBUTION. WE WILL ALSO BE DOING
19 THAT WHEN WE LAUNCH, FORMALLY LAUNCH THE SEARCH.

20 THEY CAN REACH OUT TO CANDIDATES TO SHARE
21 THE ROLE AND ENCOURAGE THEM TO DIRECTLY APPLY WITH
22 SRI BY SUBMITTING THEIR CV ON THE PORTAL THAT WE
23 WILL BE SETTING UP. AND, OF COURSE, IF THEY WANT
24 TO -- IF THERE'S SOMEBODY THAT IS CONFIDENTIAL OR
25 SENSITIVE AND THEY DON'T -- A COMMITTEE MEMBER WOULD

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1 NOT LIKE THE PERSON TO KNOW THAT THEY'VE BEEN
2 REFERRED, THEY CAN PROVIDE THAT NAME TO SRI AND SRI
3 CAN JUST REACH OUT TO THEM AND SAY, "HEY, WE'VE
4 IDENTIFIED YOU. WE HAD LIKE TO LET YOU KNOW ABOUT
5 THE ROLE AND SEE IF YOU MIGHT BE INTERESTED."

6 CO-CHAIRMAN BLUMENTHAL: THANK YOU.
7 MOHAMED.

8 DR. ABOUSALEM: THANK YOU. QUICK
9 QUESTION. IS THE SEARCH GOING TO BE CONFIDENTIAL
10 THROUGH THE VERY END IN SELECTING THE ONE PERSON?

11 (NO AUDIBLE RESPONSE.)

12 DR. ABOUSALEM: OKAY. THANK YOU. I'M
13 GOOD.

14 CO-CHAIRMAN BLUMENTHAL: OTHER QUESTIONS
15 OR COMMENTS? OKAY. SEEING NONE, PERHAPS WE SHOULD
16 PROCEED THEN TO THE FIRST DOCUMENT YOU WANT TO SHARE
17 WITH US.

18 MR. PEREZ: YES. AND WOULD IT BE HELPFUL
19 FOR ME TO SHARE MY SCREEN WITH THE DOCUMENT OR IF
20 PEOPLE HAVE IT IN FRONT OF THEM, WE CAN JUST GO
21 THROUGH IT.

22 MS. MANDAC: A SHARE SCREEN WOULD BE
23 HELPFUL, AND WE DO HAVE IT ON HAND FOR BACKUP IN
24 CASE ANYTHING FAILS ON YOUR END.

25 MR. PEREZ: GREAT. GIVE ME ONE SECOND.

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1 ALL RIGHT. JUST LET ME KNOW WHEN YOU CAN SEE THAT.

2 MS. MANDAC: WE CAN SEE. THANK YOU.

3 MR. PEREZ: GREAT. SO WE HAVE HERE THE
4 EXECUTIVE BRIEF. AS I MENTIONED, THIS WILL BE THE
5 PUBLIC-FACING DOCUMENT THAT WE WILL BE POSTING AND
6 SHARING WITH CANDIDATES AS THEY EXPRESS THEIR
7 INTEREST. IT HAS A GOOD AMOUNT OF BACKGROUND
8 INFORMATION ABOUT THE ORGANIZATION, ABOUT CIRM. WE
9 HAVE INCLUDED A MESSAGE FROM THE SEARCH COMMITTEE
10 WHICH WAS CRAFTED BY SCOTT, GEORGE, AND KIM.

11 AND WE -- JUST TO GIVE A LITTLE MORE
12 CONTEXT ABOUT THE ROLE AND ABOUT THE ORGANIZATION,
13 IT GOES THROUGH THEN MORE INFORMATION ABOUT THE
14 MISSION AS WELL AS SOME ADDITIONAL INFORMATION THAT
15 WE'VE GATHERED FROM SEVERAL DOCUMENTS, THE STRATEGIC
16 PLAN, THE ANNUAL REPORT, AND OTHERS. IT ALSO
17 INCLUDES SOME INFORMATION ABOUT THE GOVERNANCE.
18 GIVEN CIRM'S UNIQUE GOVERNANCE STRUCTURE, THIS WILL
19 CERTAINLY BE SOMETHING THAT WILL BE ENSURING THAT
20 CANDIDATES REALLY UNDERSTAND GOING INTO THE PROCESS
21 AND THEN AS WELL AS THE GOVERNANCE AROUND
22 TRANSPARENCY AND THE RECORDING AND SHARING OF ALL
23 THE PUBLIC INFORMATION.

24 AND THEN WE DO GET INTO -- WE DO START
25 WITH A LOT OF INFORMATION ABOUT THE ORGANIZATION;

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1 BUT, OF COURSE, WE WANT TO MAKE SURE THAT CANDIDATES
2 ARE FULLY PREPARED. WE'LL THEN BE TRANSITIONING
3 INTO INFORMATION ABOUT THE ROLE. WE FIRST START
4 WITH AN OVERVIEW OF THE DOCUMENT. WE START WITH
5 A -- THEN WE INCLUDE A PROFILE OF THEIR -- OF WHAT
6 THE CANDIDATE SHOULD BE BRINGING AND WHAT KIND OF
7 PREVIOUS EXPERIENCE THAT THEY SHOULD HAVE.

8 AND THEN WE HAVE SOME -- WE END WITH SOME
9 INFORMATION ABOUT THE ROLE LOCATION AS WELL AS THE
10 TERMS OF APPOINTMENT, INCLUDING THE SALARY WHICH
11 WILL BE VERY IMPORTANT FOR THIS ROLE.

12 WE THEN CONCLUDE WITH THE APPLICATION
13 STEPS, AND THAT INCLUDES THE APPLICATION DEADLINE OF
14 MARCH 29TH, AS WELL AS THE EMAIL ADDRESS THAT PEOPLE
15 CAN EXPRESS THEIR INTEREST IN. WE THEN HAVE THE
16 STEPS OF THE INTERVIEW PROCESS AS I DESCRIBED
17 EARLIER, CONCLUDING WITH THE INFORMATION ABOUT THE
18 INTERVIEW PROCESS WITH CIRM ITSELF. WE HAVE KEPT
19 THAT INFORMATION A LITTLE MORE GENERAL AT THIS
20 STAGE, BUT THAT'S SOMETHING THAT, AS WE GET INTO THE
21 PROCESS WITH CANDIDATES, ESPECIALLY AS WE GET CLOSER
22 TO THE LONG LIST STAGE, WE'LL BE SHARING MORE DIRECT
23 INFORMATION ABOUT WHAT THE INTERVIEW PROCESS WITH
24 CIRM LOOKS LIKE.

25 CO-CHAIRMAN BLUMENTHAL: GREAT. SO OUR

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1 TASK IS TO LOOK AT THIS DOCUMENT. I HOPE YOU HAD A
2 CHANCE TO READ IT BEFORE THE MEETING. IT WAS ON OUR
3 WEBSITE. THE PLAN NOW IS TO TAKE YOUR SUGGESTIONS,
4 IF THERE ARE EDITS YOU'D LIKE TO SEE, IF THERE ARE
5 CHANGES YOU'D LIKE TO SEE MADE, OR THE QUESTIONS YOU
6 HAVE, THIS IS THE TIME TO RAISE IT. THE PLAN IS
7 THAT HOPEFULLY WE WILL EMERGE FROM THIS MEETING WITH
8 A COMMITTEE VERSION OF THAT DOCUMENT AND THEN BRING
9 IT TOMORROW TO THE FULL BOARD FOR DISCUSSION BY THE
10 ENTIRE ICOC BOARD.

11 SO WITH THAT, LET ME TURN TO STEVE
12 JUELSGAARD.

13 MR. JUELSGAARD: YEAH, THANK YOU, GEORGE.
14 THIS IS MORE JUST A THOUGHT AND A QUESTION FOR THE
15 SUBCOMMITTEE MEMBERS HERE. SO UNDER PROFILE, THE
16 SECOND BULLET POINT SAYS, "UNDERSTANDING OF CIRM'S
17 MISSION AND RESPONSIBILITIES AS A STATE AGENCY AS
18 OUTLINED IN PROP 14." AND ONE OF THE THINGS, AT
19 LEAST FOR ME, THAT I THINK IS IMPORTANT IS THAT AN
20 APPLICANT WOULD HAVE PREVIOUSLY ATTENDED A PUBLIC
21 MEETING. OBVIOUSLY YOU CAN DO THAT BY ZOOM. A
22 PUBLIC MEETING OF EITHER AN ICOC MEETING OR AN
23 APPLICATION REVIEW SUBCOMMITTEE MEETING JUST TO SEE
24 HOW THE ORGANIZATION OPERATES.

25 SO I WOULD SUGGEST THAT WE INCLUDE THAT.

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1 MAYBE WE JUST TAG IT ON AT THE END HERE. PROP 14,
2 INCLUDING ATTENDANCE AT AT LEAST ONE ICOC OR
3 ARS -- ARS STANDS FOR APPLICATION REVIEW
4 SUBCOMMITTEE -- MEETING SO THAT THEY UNDERSTAND
5 THAT'S PART OF WHAT THEY NEED TO HAVE DONE IF
6 THEY'RE GOING TO APPLY. JUST A THOUGHT.

7 CO-CHAIRMAN BLUMENTHAL: I THINK IT'S A
8 GOOD SUGGESTION. I'D INVITE GENERAL REACTION TO
9 THIS. THAT'S A REALLY GOOD IDEA FOR THEM TO DO, AND
10 THEY SHOULDN'T EVEN NEED US TO TELL THEM TO DO IT,
11 BUT I'M ABSOLUTELY FINE WITH INCLUDING THAT HERE. I
12 DON'T KNOW HOW OTHERS FEEL.

13 CO-CHAIRPERSON BARRETT: STEVE, DO YOU
14 THINK IT NEEDS TO BE A CONTEMPORARY MEETING, OR
15 WOULD YOU FIND IT ACCEPTABLE THAT THEY GO BACK AND
16 LOOK AT A PREVIOUS MEETING BECAUSE WE DO HAVE A LINK
17 SOMEWHERE TO PREVIOUS BOARD MEETINGS?

18 MR. JUELSGAARD: LET ME ASK, KIM, BECAUSE
19 I'M NOT AS FAMILIAR WITH THIS. I KNOW THAT THERE
20 ARE TRANSCRIPTS OF MEETINGS, AND I KNOW THERE ARE
21 MINUTES OF MEETINGS, BUT I DON'T KNOW THAT THERE ARE
22 EVER ANY VIDEO RECORDED.

23 VICE CHAIR BONNEVILLE: THERE ARE. STEVE,
24 ON OUR YOUTUBE CHANNEL, ALL OF OUR MEETINGS LIVE
25 THERE NOW OVER THE COURSE OF THE LAST FEW YEARS,

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1 PROBABLY SINCE COVID. OUR ZOOM MEETINGS ARE ON OUR
2 YOUTUBE CHANNEL. SO YOU CAN VIEW YOURSELF ANY TIME
3 YOU'D LIKE, RIGHT THERE FOR YOU.

4 MR. JUELSGAARD: THANK YOU. BUT, NO, BUT
5 I THINK HAVING AT LEAST -- I THINK THAT SOUNDS FINE.
6 JUST TO GET A SENSE OF HOW WE OPERATE AND HOW THINGS
7 WORK AT THE LEVEL OF THE BOARD DEALING WITH ISSUES.
8 SO I THINK -- I DIDN'T REALIZE THAT, MARIA, THAT WE
9 HAD TO YOUTUBE POSSIBILITY. IT'S SCARY.

10 CO-CHAIRPERSON BARRETT: I'M JUST WORRIED
11 THAT WE NOT EXCLUDE PEOPLE AND KEEP THINGS MOVING IN
12 A TIMELY FASHION --

13 MR. JUELSGAARD: AGREE.

14 CO-CHAIRPERSON BARRETT: -- IF THEY
15 WEREN'T AVAILABLE FOR SPECIFIC MEETINGS.

16 MR. JUELSGAARD: AGREED.

17 DR. FISHER: I THINK JUST INCLUDING THE
18 LINK TO THE YOUTUBE CHANNEL WHERE PEOPLE CAN FIND
19 IT. I THINK THE EASIER WE CAN MAKE IT FOR PEOPLE TO
20 ACCESS THE RESOURCE THE BETTER. THESE ARE PEOPLE
21 THAT ARE PRESUMABLY FULLY OCCUPIED IN WHATEVER THEIR
22 JOB IS NOW. SO MY SENSE IS THAT THOSE MEETINGS ARE
23 THE TIP OF THE ICEBERG. SO IT MAY BE HELPFUL TO A
24 CERTAIN EXTENT, BUT THERE'S A LOT MORE THAT GOES ON
25 THAT ISN'T REALLY REFLECTED IN THOSE BOARD MEETINGS.

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1 THOSE BOARD MEETINGS ARE OFTEN THE OUTCOME OF
2 PROCESSES THAT ARE GOING ON IN THE BACKGROUND. SO I
3 THINK IT'S A GOOD IDEA. I THINK WE SHOULD PROVIDE
4 THEM THE LINK SO THAT THEY CAN SEE IT, BUT WE OUGHT
5 NOT TO EXPECT THAT THEY COME AWAY WITH A GREAT
6 UNDERSTANDING OF THE ORGANIZATION IN-DEPTH.

7 CO-CHAIRPERSON BARRETT: DAN, COULD YOU
8 SHOW IN THE DOCUMENT WHERE THAT LINK IS? I THINK
9 IT'S IN THE SECTION THAT TALKS ABOUT GOVERNANCE AND
10 THE BOARD.

11 MR. PEREZ: YES. WE DO HAVE --

12 CO-CHAIRPERSON BARRETT: RECORDINGS AND
13 TRANSCRIPTS.

14 MR. PEREZ: AND WE CAN CERTAINLY EXPAND
15 UPON THAT AND RECOMMEND THAT CANDIDATES REVIEW SOME
16 OF THIS AND BE FAMILIAR WITH IT LEADING INTO SOME OF
17 THE CONVERSATIONS.

18 CO-CHAIRPERSON BARRETT: YEAH, JUST A
19 SENTENCE THAT WE ENCOURAGE YOU TO FAMILIARIZE
20 YOURSELF.

21 MR. PEREZ: ABSOLUTELY.

22 CO-CHAIRMAN BLUMENTHAL: THAT'S GOOD.
23 THAT ADDRESSES THE ISSUE. AND I'M GLAD THAT THAT
24 LINK IS ALREADY THERE.

25 DR. FISHER: AND PROVIDE THE LINK OR

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1 PROVIDE SOMETHING THAT TELLS PEOPLE WHERE TO FIND
2 IT.

3 CO-CHAIRPERSON BARRETT: THAT LINK IS
4 RIGHT THERE. IF YOU CLICK -- WELL, OBVIOUSLY WE
5 CAN'T CLICK, BUT IF YOU CLICK ON HERE --

6 DR. FISHER: OH, I SEE. DOWN HERE IS
7 HYPERLINKED. GOT IT. I COULDN'T SEE THAT. THANKS.

8 CO-CHAIRMAN BLUMENTHAL: SO MOVING ON, WE
9 HAVE MOHAMED ABOUSALEM.

10 DR. ABOUSALEM: YES. THREE QUICK ITEMS.
11 THAT BOX, CIRM'S GOVERNANCE, I RECOMMEND IF THIS
12 PERSON IS GOING TO BE CONNECTED WITH THE ICOC BOARD,
13 I'D RECOMMEND YOU PUT THE HYPERLINK WHERE IT SAYS
14 ICOC. THAT TAKES THEM TO THE WEBSITE, AND THEY SEE
15 THE BOARD. SO THAT'S THE FIRST COMMENT.

16 CO-CHAIRPERSON BARRETT: IT SITS THERE,
17 MOHAMED.

18 DR. ABOUSALEM: I'M SORRY.

19 CO-CHAIRPERSON BARRETT: IT SAYS MORE
20 INFORMATION ABOUT THE GOVERNING BOARD CAN BE FOUND
21 HERE.

22 DR. ABOUSALEM: OH, YES. I SEE IT NOW.
23 OKAY. THANK YOU FOR THAT.

24 THE SECOND COMMENT IS I WOULD PREFER IF
25 THE PAGES HAVE PAGE NUMBERS ON THE DOCUMENT.

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1 AND THEN THE LAST COMMENT IS ON PAGE 2,
2 THE PARAGRAPH, FIRST PARAGRAPH ON THE RIGHT -- LET'S
3 GET THERE -- WHERE YOU HAVE PROPOSITION 71, THE
4 HYPERLINK IS MISSING. YOU HAVE THE HYPERLINK FOR
5 PROP 14, BUT PROP 71 IS MISSING THE HYPERLINK.

6 MR. PEREZ: GREAT. THANK YOU. WE WILL
7 DEFINITELY UPDATE ALL OF THOSE. WE CAN ADD IN
8 THE -- YEAH, WE CAN ADD IN THE LINK AND THEN AS WELL
9 AS PAGE NUMBERS VERY EASILY.

10 DR. ABOUSALEM: THANK YOU.

11 CO-CHAIRMAN BLUMENTHAL: I WAS LAUGHING AT
12 YOUR MENTION OF PAGE NUMBERS, MOHAMED, BECAUSE
13 THAT'S SOMETHING WE DISCUSSED ALREADY AND KIND OF
14 WENT BACK AND FORTH ON. BUT I THINK IT'S A GOOD
15 IDEA AND WE'LL DO IT.

16 MR. PEREZ: HAPPY TO DO IT.

17 CO-CHAIRMAN BLUMENTHAL: OKAY. FRED.

18 DR. FISHER: I THINK ON THE LAST PAGE THAT
19 WE WERE LOOKING AT BEFORE WE STARTED SCROLLING AWAY,
20 THERE'S A BULLET POINT THAT WAS TALKING ABOUT THE
21 PROCESS AND HOW CANDIDATES WILL BE NOTIFIED OF WHAT
22 HAPPENS. AND THEN IT SAID, "CIRM WILL LIKELY ISSUE
23 AN OFFER." YEAH, I THINK IT'S THERE. YEAH. SO THE
24 THIRD BULLET, "CIRM WILL LIKELY EXTEND A LETTER OF
25 INTENT TO OFFER," IT SEEMS LIKE THAT WOULD BE

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1 ESSENTIAL, NOT -- LIKELY CREATES THE POSSIBILITY YOU
2 MAY OR MAY NOT. THERE'S NOBODY DOING ANYTHING
3 WITHOUT THAT. SO I'M NOT SURE WHY THE WORD "LIKELY"
4 IS THERE. IF THAT MEANS SOMETHING, I'D LIKE TO KNOW
5 WHAT IT MEANS. OTHERWISE, I THINK I WOULD REMOVE
6 IT.

7 MR. PEREZ: YEAH. WE'RE HAPPY TO MAKE
8 ADJUSTMENTS TO MAKE THAT CLEAR.

9 CO-CHAIRMAN BLUMENTHAL: WAS THERE ANY
10 REASON WHY THAT WORD WAS INCLUDED ORIGINALLY?

11 MR. PEREZ: A LOT OF THIS WAS MORE GENERAL
12 LANGUAGE THAT WE USE IN A LOT OF THESE JOB
13 DESCRIPTIONS. AND I THINK IT JUST ALLOWS FOR SOME
14 VARIATION IN DIFFERENT PROCESSES; BUT IF YOU'VE ALL
15 NOTICED IT, THEN THAT'S SOMETHING THAT WE CAN
16 CERTAINLY EDIT AND ADJUST.

17 CO-CHAIRMAN BLUMENTHAL: OKAY. I THINK
18 THAT'S A GOOD IDEA. I THINK FRED IS RIGHT.

19 OTHER COMMENTS?

20 CO-CHAIRPERSON BARRETT: I GUESS THE ONLY
21 THING ABOUT THE LIKELY IS THAT EVEN THE PREFERRED
22 FINAL CANDIDATE AND YOU'VE INDICATED THAT YOU LIKELY
23 WON'T BE INTERESTED IN THE JOB, I DON'T THINK CIRM
24 WOULD GO THROUGH THE PROCESS OF EXTENDING A LETTER,
25 BUT I AGREE THAT THE WORDING CAN BE FINE-TUNED.

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1 MS. MANDAC: GEORGE, VITO WOULD LIKE TO
2 COMMENT.

3 CO-CHAIRMAN BLUMENTHAL: OKAY. VITO.

4 CHAIRMAN IMBASCIANI: HI, GEORGE. I'M
5 SORRY I CAN'T GET INTO THE ZOOM PART OF THIS, BUT
6 I'D LIKE TO KNOW OTHER PEOPLE'S FEELINGS. THIS IS
7 THE SECOND MAJOR PARAGRAPH OF THE DOCUMENT, THE
8 MESSAGE FROM THE CIRM SEARCH COMMITTEE. THE OPENING
9 PARAGRAPH -- THAT'S IT. THANK YOU. I'M SORRY. THE
10 OPENING PARAGRAPH OF THIS PART, THAT YOU'RE GOING TO
11 COME INTO A WORLD-CLASS INFRASTRUCTURE,
12 BEST-IN-CLASS TEAM, AND NEARLY \$4 BILLION TO DEPLOY
13 AGAINST SOME OF THE MOST VEXING MEDICAL PROBLEMS.
14 I'M STUMBLING ON THE USE OF THE ACTUAL NUMBER, \$4
15 BILLION, BECAUSE WHILE IT'S FACTUAL, THERE'S A LOT
16 OF NUANCE. SOME OF THAT MONEY IS PRECOMMITTED AND
17 WILL BE FOR THE MAINTENANCE OF ONGOING RESEARCH
18 PROJECTS AND CLINICAL PROJECTS. SOME OF IT IS
19 ALREADY SPOKEN FOR IN OUR ADMINISTRATIVE COSTS, AND
20 SOME OF IT HAS ALREADY BEEN SPOKEN FOR, IF YOU WILL,
21 IN OUR COMMITMENT AS PER PROP 14 TO DEVELOPING THE
22 PORTFOLIO IN THE NEUROSCIENCES PART.

23 SO IS THERE -- IS EVERYONE COMFORTABLE IN
24 USING THE NUMBER, OR IS THERE SOME PROCESS
25 ALTERNATIVE?

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1 VICE CHAIR BONNEVILLE: I'M VERY
2 COMFORTABLE USING THAT NUMBER. WE TALKED ABOUT THAT
3 A LOT, VITO, INTERNALLY IN A COUPLE OF MEETINGS
4 RECENTLY AND DECIDED THAT THE 4 BILLION WAS THE
5 NUMBER TO USE BECAUSE, AS WE UNDERGO
6 PRIORITIZATION -- I'M SORRY. I THINK SOMEBODY WAS
7 TALKING. I'M NOT SURE. ANYWAY, I JUST THINK THE
8 NUMBER -- I'M COMFORTABLE WITH THAT NUMBER.

9 AND IN REFERENCE TO THE 1.5 BILLION IN
10 NEURO, WE STILL -- THAT'S AN ONGOING PROCESS WHERE
11 WE WILL BE MAKING DECISIONS. IT'S NOT A FOREGONE
12 CONCLUSION HOW WE WILL SPEND THAT 1.5 BILLION EXCEPT
13 THAT IT WILL BE PLACED FOR NEURO. SO I THINK THAT'S
14 FLEXIBLE.

15 CO-CHAIRMAN BLUMENTHAL: WELL, I THINK
16 IT'S A FAIR QUESTION TO RAISE, BUT THE NUMBER THAT
17 WE WILL HAVE TO SPEND IS GOING TO BE ON THE RECORD
18 OF 4 BILLION IN ANY CASE. AND IT DOES -- PUTTING A
19 NUMBER THERE DOES MAKE IT MUCH MORE APPEALING.

20 CHAIRMAN IMBASCIANI: MUCH MORE WHAT,
21 GEORGE?

22 CO-CHAIRMAN BLUMENTHAL: APPEALING AS A
23 JOB. THE WHOLE POINT OF THIS MESSAGE WAS TO SHOW
24 WHAT AN EXCITING OPPORTUNITY THIS POSITION WAS AND
25 TO REALLY EXCITE THE INTEREST OF POTENTIAL

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1 CANDIDATES.

2 CO-CHAIRPERSON BARRETT: AND I WOULD ADD
3 THAT EVEN IF SOME OF IT IS EARMARKED FOR NEURO, THAT
4 IS STILL SOME OF TODAY'S MOST VEXING MEDICAL
5 PROBLEMS. AND EVEN THE PART OF THE BUDGET THAT IS
6 DIRECTED TOWARDS ADMINISTRATION OF THE AGENCY, THAT
7 IS IN SERVICE OF FIGHTING AGAINST SOME OF TODAY'S
8 MOST VEXING PROBLEMS. SO I DON'T FEEL THAT THIS IS
9 DISHONEST. I THINK IT DOES SHOW THE SCALE OF THE
10 AGENCY, AND I THINK I AGREE WITH GEORGE THAT THAT'S
11 VERY IMPORTANT.

12 CO-CHAIRMAN BLUMENTHAL: OTHER COMMENTS OR
13 QUESTIONS? SO, RAFAEL, DO WE NEED TO HAVE A FORMAL
14 APPROVAL BY THE COMMITTEE?

15 MR. AGUIRRE-SACASA: YES, YOU DO, GEORGE.
16 SO SOMEONE COULD MAKE A MOTION AND SECOND IT.

17 CO-CHAIRMAN BLUMENTHAL: OKAY.

18 VICE CHAIR BONNEVILLE: SO MOVED.

19 CO-CHAIRMAN BLUMENTHAL: THANK YOU. IS
20 THERE A SECOND?

21 DR. FISHER: SECOND.

22 MR. AGUIRRE-SACASA: AND JUST TO
23 SUMMARIZE, THIS IS TO APPROVE THE EXECUTIVE BRIEF
24 PRESENTED BY SRI HERE WITH ANY CHANGES.

25 DR. FISHER: FRED FISHER SECONDS.

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1 CO-CHAIRMAN BLUMENTHAL: THANK YOU, FRED.
2 OKAY. IS THERE ANY FURTHER DISCUSSION? IS THERE
3 ANY PUBLIC COMMENT?

4 MS. MANDAC: THERE ARE NO HANDS RAISED.

5 CO-CHAIRMAN BLUMENTHAL: OKAY. SO I THINK
6 WE CAN PROCEED TO A VOTE.

7 MS. MANDAC: MOHAMED ABOUSALEM.

8 DR. ABOUSALEM: YES.

9 MS. MANDAC: KIM BARRETT.

10 CO-CHAIRPERSON BARRETT: AYE.

11 MS. MANDAC: GEORGE BLUMENTHAL.

12 CO-CHAIRMAN BLUMENTHAL: YES.

13 MS. MANDAC: MARIA BONNEVILLE.

14 VICE CHAIR BONNEVILLE: YES.

15 MS. MANDAC: ANNE-MARIE DULIEGE.

16 DR. DULIEGE: YES.

17 MS. MANDAC: FRED FISHER.

18 DR. FISHER: YES.

19 MS. MANDAC: JUDY GASSON.

20 DR. GASSON: YES.

21 MS. MANDAC: VITO IMBASCIANI.

22 CHAIRMAN IMBASCIANI: YES.

23 MS. MANDAC: STEVE JUELSGAARD.

24 MR. JUELSGAARD: YES.

25 MS. MANDAC: JOE PANETTA. OKAY. THE

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1 MOTION DOES CARRY.

2 CO-CHAIRMAN BLUMENTHAL: GREAT. THANK
3 YOU. OKAY. SO WE WILL MAKE THESE CHANGES OR
4 SOMEONE WILL MAKE THE CHANGES TO THIS DOCUMENT AND
5 POST IT THIS EVENING. SO IT WILL BE POSTED PRIOR TO
6 TOMORROW'S ICOC MEETING, AND THE DOCUMENT THAT WE
7 SHARE AT THE ICOC MEETING WILL BE AN UPDATED
8 DOCUMENT AS APPROVED BY THIS COMMITTEE.

9 MR. PEREZ: YES, GEORGE. WE SHOULD BE
10 ABLE TO TURN IT AROUND VERY QUICKLY AFTER THE CLOSE
11 OF THIS MEETING AND SEND AROUND THE UPDATED VERSION.

12 CO-CHAIRMAN BLUMENTHAL: SUPER. OKAY.
13 SHOULD WE MOVE ON TO THE NEXT DOCUMENT?

14 MS. MANDAC: FRED HAS HIS HAND RAISED.

15 CO-CHAIRMAN BLUMENTHAL: I'M SORRY.

16 DR. FISHER: WELL, IF SOMEONE -- SO I'M
17 NOT A MASTER OF LINKEDIN. IS THERE SOMEONE THAT CAN
18 PREPARE THE POST THAT WE SHOULD BE POSTING TO MAKE
19 IT EASY TO COPY AND PASTE INTO A PLACE ON LINKEDIN
20 WHERE WE CAN MAKE MESSAGES LIKE THIS AND MAYBE
21 PROVIDE A LITTLE INSTRUCTION?

22 MR. PEREZ: YES. YEAH, FRED. WE'RE HAPPY
23 TO PUT SOMETHING TOGETHER FOR WHEN WE'RE READY TO
24 LAUNCH ABOUT SUMMARIZING WHAT I DISCUSSED EARLIER
25 AROUND REFERRALS AND HOW YOU CAN REACH OUT TO

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1 PEOPLE, HOW YOU CAN PUT THEM IN TOUCH WITH SRI. IN
2 THAT WE CAN DEFINITELY INCLUDE SOME SUGGESTED
3 LANGUAGE FOR POSTING ON LINKEDIN AND VIA EMAIL.

4 DR. FISHER: PERFECT. THANKS SO MUCH.

5 CO-CHAIRMAN BLUMENTHAL: AND, DAN, WILL
6 YOU SHARE THAT WITH THE FULL COMMITTEE OR ACTUALLY
7 MAYBE WE WANT TO SHARE IT WITH THE ENTIRE BOARD.

8 MR. PEREZ: YEAH, ABSOLUTELY.

9 CO-CHAIRMAN BLUMENTHAL: GREAT. OKAY.
10 SEEING NO OTHER HANDS, WHY DON'T YOU MOVE FORWARD.

11 MR. PEREZ: ALL RIGHT. ONE SECOND. I
12 WILL NOW SHARE THE COMPETENCY PROFILE. PLEASE LET
13 ME KNOW WHEN YOU CAN SEE THAT. AND PLEASE KNOW THAT
14 THIS IS THE VERSION. I CAN CHANGE IT. THIS IS WHAT
15 I PERSONALLY USE.

16 DR. FISHER: CAN YOU BLOW IT UP A LITTLE
17 BIT?

18 MR. PEREZ: YES, OF COURSE. SO THIS IS
19 THE COMPETENCY PROFILE. AS WE MENTIONED, THIS WILL
20 BE SHARED WITH CANDIDATES WHO WILL BE ADVANCING IN
21 THE PROCESS AFTER MEETING THE INITIAL REQUIREMENTS
22 FOR THE ROLE. THIS IS TO GATHER ADDITIONAL
23 INFORMATION, TO GATHER MORE CONTEXT FROM THEM. WE
24 START WITH JUST SOME BASIC BIOGRAPHICAL QUESTIONS.
25 THEN WE GET INTO A SERIES OF EIGHT QUESTIONS THAT WE

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1 ASK THEM TO COMPLETE. WE ASK THEM TO KEEP THE
2 ANSWERS SHORT AND TO THE POINT. AND IT'S REALLY A
3 CHANCE FOR CANDIDATES TO GIVE A LOT MORE DETAIL
4 ABOUT THEIR EXPERIENCE. WE TEND TO SEE IN OUR
5 SEARCH PROCESSES THAT RESUMES AND CV'S CAN BE VERY
6 LEVEL, THEY CAN HAVE JUST VERY SHORT BULLET POINTS
7 TO ENCOMPASS A GOOD AMOUNT OF EXPERIENCE. AND SO
8 THIS IS A CHANCE FOR A CANDIDATE TO REALLY GO INTO
9 MORE DETAIL, PROVIDE SOME MORE COLOR TO EXPERIENCE
10 THAT THEY FEEL IS MOST RELEVANT, BUT ALSO ALLOWING A
11 CHANCE TO SHOWCASE TO THE SEARCH COMMITTEE ABOUT
12 THEIR MOTIVATION, ABOUT THEIR EXPERTISE IN THIS
13 SPACE, AND ABOUT WHAT THEY COULD REALLY BRING TO THE
14 ROLE.

15 AND SO THEY HAVE A CHANCE TO COMPLETE
16 THESE QUESTIONS, AND THEN WE HAVE AT THE VERY END
17 JUST SOME SHORT ADDITIONAL BIOGRAPHICAL INFORMATION,
18 AND THEN AS WELL AS LOGISTICAL QUESTIONS JUST TO
19 VERIFY ABOUT THE LOCATION, ABOUT THEIR NOTICE
20 PERIOD, AND ABOUT THEIR ALIGNMENT WITH THE SALARY.
21 WE ALWAYS LIKE TO BE AS UPFRONT AND TRANSPARENT AS
22 POSSIBLE WHEN IT COMES TO THINGS AROUND SALARY AND
23 RELOCATION. AND SO WE WILL BE COVERING THAT WITH
24 CANDIDATES DURING THE SCREENING PHASE, BUT, OF
25 COURSE, IT'S JUST A GOOD REMINDER.

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1 CO-CHAIRMAN BLUMENTHAL: GREAT. THANK
2 YOU. SO WE'RE UP FOR DISCUSSION, AND KIM HAS HER
3 HAND RAISED.

4 CO-CHAIRPERSON BARRETT: I JUST SAW A
5 LITTLE TYPO IN QUESTION THREE. THE LAST LINE, IT
6 SHOULD BE ALIGNS WITH CIRM'S MISSION.

7 MR. PEREZ: THANK YOU.

8 CO-CHAIRMAN BLUMENTHAL: THANKS, KIM.
9 MOHAMED.

10 DR. ABOUSALEM: THANK YOU. I HAVE THREE
11 POINTS TO MAKE. ONE, THERE'S AN EXTRA BLANK PAGE.
12 I DON'T KNOW IF THAT'S INTENTIONAL. I'M SURE YOU
13 NOTICED IT.

14 MR. PEREZ: AT THE VERY END HERE.

15 DR. ABOUSALEM: BEFORE THE LAST -- SECOND
16 TO LAST, AT LEAST IN THE VERSION THAT I HAVE HERE.
17 SO ANYWAYS, YOU CAN --

18 MR. PEREZ: WE'LL ADJUST THAT.

19 DR. ABOUSALEM: SECOND ONE IS -- SO NOT
20 EVERYONE WILL AGREE WITH THESE TWO COMMENTS. OKAY.
21 ONE OF THEM IS, WHEN I READ THE SALUTATION AND WE
22 ONLY PUT THE EXAMPLE AS DOCTOR AND PROFESSOR, AND
23 THE DESCRIPTION OF THE JOB SAYS THAT A DOCTORATE IS
24 PREFERRED, NOT REQUIRED. IT KIND OF MAKES THE
25 PERSON THINK TWICE WHEN THEY SEE THIS. IT'S ALMOST

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1 LIKE WE'RE SAYING THESE ARE THE ONLY OPTIONS. I
2 KNOW IT'S AN EXAMPLE. IT SAYS EXAMPLE. THIS IS AT
3 THE VERY TOP SALUTATION.

4 SO I WOULD RECOMMEND ADDING OTHER THINGS,
5 MR., MS., OR SOMETHING, JUST TO SHOW THERE'S A
6 VARIETY AND NOT TO DISCOURAGE PEOPLE.

7 AND THE LAST COMMENT, AND I DON'T MEAN ANY
8 DISRESPECT TO EUROPEAN ENGLISH, BUT THIS IS AN
9 AMERICAN ORGANIZATION. AND WE WANT TO GIVE THE
10 MESSAGE THAT THIS IS FOR AN ORGANIZATION IN AMERICA.
11 I THINK THE ENGLISH SHOULD BE AMERICANIZED, NOT JUST
12 SPELLING THE S AND THE Z, BUT ALSO FOR NAME,
13 TYPICALLY IT'S FIRST NAME, THOSE KINDS OF THINGS.
14 AGAIN, YOU WANT TO MAKE SURE THAT THIS IS
15 ESTABLISHED IN AMERICA, JUST THE CHARACTER OF THE
16 ORGANIZATION IS IMPORTANT. THANK YOU.

17 MR. PEREZ: OF COURSE. WE'RE HAPPY TO
18 MAKE THOSE CHANGES.

19 DR. FISHER: I THINK THOSE ARE GREAT
20 COMMENTS. AND FROM A DEI PERSPECTIVE, THE
21 SALUTATIONS BECOME MUCH MORE COMPLICATED BECAUSE A
22 PERSON MIGHT NOT IDENTIFY IN A TRADITIONAL
23 GENDER-SPECIFIC ROLE. WE OUGHT TO BE SENSITIVE TO
24 THAT AND HAVE THAT FRAMED IN A WAY THAT IS
25 COMPLETELY INCLUSIVE.

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1 CO-CHAIRMAN BLUMENTHAL: I THINK I'VE SEEN
2 BROAD NODDING OF HEADS. SO, MOHAMAD, YOUR
3 SUGGESTION ISN'T AS CONTROVERSIAL AS YOU WANTED TO
4 SUGGEST. SO I THINK WE CAN ADOPT ALL THREE OF THEM.
5 KIM.

6 CO-CHAIRPERSON BARRETT: DAN, I'D LIKE
7 YOUR GUIDANCE ON THIS. THIS IS DESIGNED AS A GLOBAL
8 SEARCH. THERE IS A BOX, I THINK, ON THE FIRST PAGE
9 WHERE IT INDICATES WHETHER YOU HAVE -- WHETHER
10 YOU'RE ELIGIBLE TO WORK IN THE UNITED STATES. I
11 WONDER IF THAT WOULD DISSUADE PEOPLE FROM APPLYING
12 AND WHETHER THERE SHOULD BE SOME CONTEXT THERE THAT
13 SAYS CIRM WILL WORK WITH CANDIDATE TO MAKE
14 IMMIGRATION ARRANGEMENTS IF NECESSARY OR WHATEVER.
15 BECAUSE I WOULD WORRY, IF THAT WAS ONE OF THE FIRST
16 QUESTIONS THAT I WAS ASKED AND I SAID NO, THAT I
17 WOULD IMMEDIATELY BE DISQUALIFIED. SO MAYBE WE JUST
18 NEED A LITTLE NUANCE THERE BECAUSE THERE ARE SOME
19 VERY GOOD PEOPLE WORKING IN THIS AREA WORLDWIDE, AND
20 THAT'S WHY WE SAID FROM THE GET-GO THAT IT WAS GOING
21 TO BE GLOBAL.

22 MR. PEREZ: ABSOLUTELY. NO. IT'S A GOOD
23 POINT. WE CAN ADD IN A LITTLE NOTATION ABOUT THAT.
24 WE WILL BE -- DURING THE INITIAL PHASES IN THE
25 EXECUTIVE BRIEF, WE DO MENTION THAT RELOCATION AND

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1 VISA SUPPORT IS PROVIDED. AND THEN THAT'S ALSO
2 SOMETHING WE'LL ALSO BE DISCUSSING WITH CANDIDATES
3 DURING THE SCREENING PROCESS, BUT WE CAN CERTAINLY
4 CONTINUE THAT HERE AS WELL. SO HAPPY TO MAKE THAT
5 ADJUSTMENT.

6 CO-CHAIRMAN BLUMENTHAL: OTHER COMMENTS?

7 CO-CHAIRPERSON BARRETT: I'LL JUST SAY FOR
8 THE PURPOSE OF THE COMMITTEE THAT I REALLY LIKE THIS
9 PROCESS BECAUSE IT WILL GIVE US A MUCH MORE
10 ORGANIZED WAY TO REVIEW WHAT WOULD OTHERWISE BE
11 COVER LETTERS, BUT MIGHT SORT OF RANGE RANDOMLY OVER
12 A VARIETY OF TOPICS AND MIGHT LEAVE SOME IMPORTANT
13 THINGS LEFT UNSAID. SO THIS, I THINK, WILL BE A
14 GREAT TOOL NOT ONLY FOR SRI, BUT FOR THE SEARCH
15 COMMITTEE AS WELL.

16 MR. PEREZ: THANK YOU. JUST TO PROVIDE
17 SOME ADDITIONAL CONTEXT AS WELL, IT'S OUR GOAL THAT
18 DURING THE -- WHEN WE GET TO THE LONG LIST PHASE,
19 THAT WE WILL ACTUALLY BE EVALUATING CANDIDATES ALONG
20 THESE COMPETENCIES AND REALLY TRY TO RANK THEM IN
21 KIND OF A HIGH, MEDIUM, AND LOW ASSESSMENT. AND SO
22 THEN WHEN YOU SEE OUR FULL LONG LIST, YOU'LL HAVE A
23 CHANCE TO SEE WHICH CANDIDATES ARE ISA IN STRATEGIC
24 PLANNING WHICH GAVE THE BEST EXAMPLES, WHICH THROUGH
25 OUR ASSESSMENT WERE REALLY THE STRONGEST. AND THEN

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1 ALSO WHICH HAD THE MOST EXPERIENCE IN COMPLEX
2 GOVERNANCE STRUCTURES BECAUSE WHAT WE TYPICALLY SEE
3 IN THESE SEARCH PROCESSES IS THAT CANDIDATES WILL
4 BRING A MIX OF SKILLS AND EXPERIENCES. AND SO YOU
5 MAY NOT SEE SOMEBODY WHO IS HIGH ACROSS THE BOARD,
6 BUT WILL HAVE TRADE-OFFS BASED ON THEIR BACKGROUND.

7 CO-CHAIRMAN BLUMENTHAL: THANK YOU.
8 STEVE.

9 MR. JUELSGAARD: YES. DAN, YOU MENTIONED
10 RELOCATION SUPPORT. I THINK IT'S A GOOD IDEA THAT
11 YOU HAVE A GOOD UNDERSTANDING OF WHAT RELOCATION
12 SUPPORT WE CAN PROVIDE SINCE WE'RE GOVERNED BY SOME
13 CALIFORNIA RULES AND REGULATIONS IN THAT REGARD
14 BEING A STATE AGENCY. SO MAKE SURE YOU VETTED THAT
15 WITH SCOTT TOCHER OR RAFAEL OR WHOEVER FROM OUR
16 SIDE.

17 AND I THINK I MENTIONED THIS TO YOU
18 BEFORE, BUT ONE OF THE BIG ISSUES FOR ANYBODY
19 OUTSIDE OF THE STATE OF CALIFORNIA, BECAUSE WE'RE
20 GOING TO WANT THEM HERE IN THE STATE, IS THE
21 EXTREMELY HIGH COST OF HOUSING IN THE BAY AREA, TRUE
22 IN SOUTHERN CALIFORNIA AS WELL. SO IT COULD BE A
23 BIT OF AN IMPEDIMENT FOR PEOPLE COMING FROM OTHER
24 AREAS WHO WANT A SIMILAR HOUSING SITUATION TO THE
25 ONE THEY'RE LEAVING AND FIND IT DIFFICULT TO FIND

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1 ONE THAT'S AFFORDABLE HERE IN CALIFORNIA.

2 SO WHEN WE HAVE THESE DISCUSSIONS WITH
3 THEM, I JUST THINK IT'S JUST TO HAVE THAT ON THE
4 TABLE WHAT OUR EXPECTATIONS ARE AND WHAT SOME OF THE
5 PEARLS MIGHT BE IN GETTING THERE.

6 MR. PEREZ: NO. ABSOLUTELY. IT'S
7 SOMETHING THAT WE'RE GOING TO BE RAISING WITH
8 CANDIDATES VERY EARLY ON. AND AS WE GET FEEDBACK
9 FROM CANDIDATES DURING OUR OUTREACH, WE'LL BE ABLE
10 TO DETERMINE IF WE'RE GETTING A LOT OF DECLINES OF
11 INTEREST BECAUSE OF THE SALARY OR THE RELOCATION
12 ISSUE. AND THEN WE'LL BE ABLE TO CERTAINLY ADJUST
13 DURING THE PROCESS. BUT I'M FAIRLY CONFIDENT THAT,
14 GIVEN MY EXPERIENCE IN RECRUITING WITHIN CALIFORNIA,
15 THAT WHILE IT IS CERTAINLY A VERY HIGH COST OF
16 LIVING, THAT FOR THE RIGHT CANDIDATE WHO'S VERY
17 INTERESTED IN THIS ROLE, THAT THEY WILL CERTAINLY
18 MAKE ALLOWANCES AND HAVE AN UNDERSTANDING THAT
19 THEY'LL NEED TO KIND OF MOVE AND RELOCATE. AND I DO
20 THINK THE SALARY IS VERY FAIR IN THE MARKETPLACE AS
21 WELL.

22 CO-CHAIRMAN BLUMENTHAL: GREAT. OTHER
23 COMMENTS, QUESTIONS? I HAVE A COUPLE OF QUICK
24 QUESTIONS.

25 FIRST, I JUST WANT TO BE ASSURED THAT THE

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1 SPACE THAT'S LEFT FOR ANSWERS ON THESE FORMS IS
2 EXPANDABLE. IS THAT THE CASE? I JUST WANT TO MAKE
3 ABSOLUTELY CERTAIN OF THAT.

4 MR. PEREZ: YES. IT'S A WORD DOCUMENT, SO
5 IT WILL EXPAND OUT AS THEY WRITE.

6 CO-CHAIRMAN BLUMENTHAL: OKAY. SO IT WILL
7 BE A WORD DOCUMENT.

8 MR. PEREZ: YES.

9 CO-CHAIRMAN BLUMENTHAL: IT'S TOO BAD YOU
10 CAN'T IMPOSE AN UPPER LIMIT. THAT'S ANOTHER STORY.

11 THE OTHER THING IS WE HAD TALKED ABOUT
12 INCLUDING ON THE FIRST PAGE A QUESTION ABOUT LISTING
13 YOUR AWARDS. I DON'T THINK IT MADE IT INTO THIS
14 VERSION. WERE WE GOING TO DO THAT?

15 MR. PEREZ: IT IS THERE. WE DID INCLUDE
16 IT DOWN AT THE BOTTOM WITH SOME OF THE OTHER AREAS
17 HERE. HAPPY TO MOVE IT UPWARDS.

18 CO-CHAIRMAN BLUMENTHAL: I HAD THOUGHT ON
19 THE FIRST PAGE; BUT AS LONG AS IT'S THERE, THAT'S
20 FINE. THANK YOU.

21 ANY OTHER QUESTIONS?

22 CO-CHAIRPERSON BARRETT: GET BACK TO
23 MOHAMED'S PREVIOUS POINT. I THINK IN THE U.S. IT
24 WOULD BE MORE LIKELY TO SAY ARE YOU WILLING TO
25 LOCATE RATHER THAN ARE YOU OKAY TO RELOCATE. BUT,

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1 OF COURSE, I'M NOT THE BEST JUDGE OF THIS SINCE I
2 DIDN'T GROW UP IN AMERICA.

3 CO-CHAIRMAN BLUMENTHAL: OKAY. SO MY
4 UNDERSTANDING IS THE CHANGES WE TALKED ABOUT TODAY
5 WILL BE INCORPORATED AGAIN IN THIS DOCUMENT THIS
6 EVENING?

7 MR. PEREZ: CORRECT.

8 CO-CHAIRMAN BLUMENTHAL: SO THAT IT CAN BE
9 POSTED IN ADVANCE OF TOMORROW MORNING'S ICOC
10 MEETING.

11 SO COULD I HAVE A MOTION TO APPROVE?

12 MR. JUELSGAARD: I'LL MOVE.

13 DR. DULIEGE: I SECOND.

14 CO-CHAIRMAN BLUMENTHAL: OKAY. WE HAVE A
15 MOTION AND A SECOND TO APPROVE THIS DOCUMENT. IS
16 THERE ANY DISCUSSION? IS THERE ANY PUBLIC COMMENT?

17 MS. MANDAC: THERE ARE NO HANDS RAISED.

18 CO-CHAIRMAN BLUMENTHAL: OKAY. I THINK WE
19 CAN PROCEED TO A VOTE.

20 MS. MANDAC: MOHAMED ABOUSALEM.

21 DR. ABOUSALEM: YES.

22 MS. MANDAC: KIM BARRETT.

23 CO-CHAIRPERSON BARRETT: AYE.

24 MS. MANDAC: GEORGE BLUMENTHAL.

25 CO-CHAIRMAN BLUMENTHAL: YES.

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MS. MANDAC: MARIA BONNEVILLE.
VICE CHAIR BONNEVILLE: YES.
MS. MANDAC: ANNE-MARIE DULIEGE.
DR. DULIEGE: YES.
MS. MANDAC: FRED FISHER.
DR. FISHER: YES.
MS. MANDAC: JUDY GASSON.
DR. GASSON: YES.
MS. MANDAC: VITO IMBASCIANI.
CHAIRMAN IMBASCIANI: YES.
MS. MANDAC: STEVE JUELSGAARD.
MR. JUELSGAARD: YES.
MS. MANDAC: JOE PANETTA.
MR. PANETTA: YES.
MS. MANDAC: THE MOTION CARRIES.
CO-CHAIRMAN BLUMENTHAL: GREAT. SUPER.
OKAY. SO, DAN, PROCEED.
MR. PEREZ: GREAT. WELL, I THINK OUR LAST
STEP IS TO JUST QUICKLY REVIEW THE TIMELINE JUST SO
YOU'RE ALL AWARE OF KIND OF OUR GENERAL TIMELINE
RIGHT NOW. WE ARE CURRENTLY PLANNING TO LAUNCH THE
SEARCH ON MARCH 1ST. AND AS I MENTIONED, THAT WILL
BE WHEN WE POST THE ROLE OPENLY, THAT WE WILL START
TO ACCEPT APPLICATIONS. AND GIVEN THE QUESTION
EARLIER, THE DAY OR TWO PRIOR I'LL SHARE A SUMMARY

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1 FOR THE BOARD MEMBERS FOR HOW TO DISTRIBUTE THAT
2 MESSAGE, POSTED ON LINKEDIN OR SHARE BY EMAIL WITHIN
3 THEIR NETWORKS.

4 WE WILL THEN -- OUR APPLICATION PERIOD
5 WILL BE FOR FOUR WEEKS DURING WHICH WE WILL BE
6 ACCEPTING APPLICATIONS AS WELL AS SCREENING AND
7 CONTACTING CANDIDATES. AFTER THE APPLICATION CLOSE,
8 WE WILL HAVE TWO ADDITIONAL WEEKS FOR THE ASSESSMENT
9 PROCESS AND THE VETTING. THAT PROCESS WILL BE
10 ONGOING DURING THE APPLICATION PERIOD, BUT THAT JUST
11 GIVES US A LITTLE EXTRA TIME BECAUSE WE TEND TO SEE
12 A SURGE OF APPLICANTS AT THE CLOSING DATE. AND THEN
13 WE WILL BE SUBMITTING THE LONG LIST CURRENTLY ON
14 APRIL 12TH. IF THERE NEEDS TO BE A SLIGHT EXTENSION
15 DUE TO SCHEDULING WITH A NUMBER OF CANDIDATES, WE
16 WILL CERTAINLY LET YOU KNOW. FROM OUR SIDE WE
17 TYPICALLY DON'T SEE ANY CONCERNS ABOUT MEETING THIS
18 TIMELINE. WHAT WE DO FIND, THOUGH, IS THAT
19 CANDIDATES, ESPECIALLY CANDIDATES AT THIS LEVEL FOR
20 THIS TYPE OF ROLE, WILL BE QUITE ENGAGED IN THEIR
21 CURRENT ROLES, WILL BE QUITE BUSY, MIGHT BE
22 DIFFICULT TO SCHEDULE WITH AND TAKE THE TIME TO
23 COMPLETE THE COMPETENCY PROFILE. SO IF WE DO SEE A
24 RESPONSE FROM PEOPLE SAYING, HEY, I'M INTERESTED,
25 BUT I NEED MORE TIME TO COMPLETE THE MATERIALS AND

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1 SCHEDULE TIME FOR OUR INTERVIEWS, WE WILL LET YOU
2 KNOW.

3 AND THEN DURING THIS PROCESS, WE WILL BE
4 CHECKING IN ON A WEEKLY BASIS VIA EMAIL WITH KIM,
5 SCOTT, AND GEORGE, JUST TO LET THEM KNOW ABOUT ANY
6 FEEDBACK THAT WE'RE GETTING, ANY QUESTIONS THAT ARE
7 COMING UP THAT YOU HAVEN'T GOTTEN ANSWERS TO, AS
8 WELL AS JUST OVERALL PROGRESS. AND THEN AT THE
9 THREE-WEEK MARK, WE WILL BE HAVING A TELEPHONE
10 CHECK-IN WITH THEM JUST TO GIVE THEM A SENSE OF HOW
11 THE CANDIDATE POOL IS DEVELOPING AND THE OVERALL
12 FEEDBACK THAT WE'RE GETTING.

13 CO-CHAIRMAN BLUMENTHAL: DAN, LET ME ASK
14 YOU. WILL WE -- IN THE CURRENT PLAN, WILL WE STILL
15 BE ACCEPTING APPLICATIONS AFTER THE 30-DAY OPEN
16 PERIOD ENDS?

17 MR. PEREZ: WE TYPICALLY TRY NOT TO. WE
18 TRY TO BE VERY CLEAR TO PEOPLE ABOUT THE APPLICATION
19 DEADLINE. AND THE BIG REASON FOR THAT IS TO GIVE
20 PEOPLE A QUOTE, UNQUOTE, BURNING PLATFORM TO SAY
21 THAT THIS PROCESS IS -- DOES HAVE A DEADLINE, AND WE
22 DO NEED TO COMPLETE THE APPLICATION PROCESS BY THAT
23 TIME SO THAT PEOPLE KNOW WHETHER TO BRING UP THEIR
24 INTEREST OR TO NOT.

25 CO-CHAIRMAN BLUMENTHAL: OKAY. STEVE HAS

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1 A QUESTION.

2 MR. JUELSGAARD: GEORGE, I'M GOING TO ECHO
3 WHAT YOU JUST ASKED ABOUT AND SUGGEST THAT WE
4 PERHAPS HAVE A LITTLE MORE FLEXIBILITY ON THE END
5 DATE IN CERTAIN SITUATIONS. WHAT WE WANT TO DO IS
6 RECRUIT THE BEST POSSIBLE PERSON, RIGHT? AND THERE
7 MAY BE CIRCUMSTANCES IN WHICH THEY SIMPLY CAN'T MEET
8 THAT -- I MEAN WE'RE TALKING ABOUT PEOPLE THAT CAN
9 BE VERY, VERY BUSY, BUT VERY, VERY INTERESTED. AND
10 TO JUST SIMPLY SAY I'M SORRY. IT'S NOW MARCH 30TH,
11 ONE DAY LATER, AND WE'RE JUST NOT GOING TO ACCEPT IT
12 STRIKES ME AS JUST A LITTLE BIT TOO AUTHORITARIAN.

13 SO I WOULD JUST ASK US TO BE A LITTLE BIT
14 FLEXIBLE ABOUT THE END DATE.

15 MR. PEREZ: SURE, ABSOLUTELY. I MEAN WE
16 CAN CERTAINLY, IF NECESSARY, EXTEND THE APPLICATION
17 DEADLINE A BIT. AND I THINK WHAT WE'D PROBABLY ASK
18 CANDIDATES TO DO IS JUST IF YOU'RE INTERESTED, JUST
19 TO SEND US A NOTE SAYING THAT THEY ARE FORMALLY
20 INTERESTED. WE'RE NOT EXPECTING THEM TO HAVE
21 COMPLETED THE APPLICATION PROCESS, THE WHOLE
22 INTERVIEW AND ASSESSMENT PROCESS BY THAT DATE, BUT
23 TO EXPRESS INITIAL INTEREST. AND WE TYPICALLY
24 RARELY SEE AN ISSUE WITH JUST THE SIMPLE EXPRESSION
25 OF INTEREST. BUT, YEAH, IF THERE'S SOMEBODY WHO

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1 NEEDS TO GET US THEIR MATERIALS AND IS A DAY OR TWO
2 LATE, WE'LL, OF COURSE, BE FLEXIBLE IN THAT SENSE.

3 MR. JUELSGAARD: THANK YOU.

4 CO-CHAIRMAN BLUMENTHAL: JUDY.

5 DR. GASSON: THANKS. SIMILAR TO WHAT
6 STEVE WAS SAYING, THIS IS AN INCREDIBLY IMPORTANT
7 POSITION. AND IT'S ABSOLUTELY IMPERATIVE THAT WE
8 GET THE BEST POSSIBLE PERSON FOR THE POSITION. SO
9 PERSONALLY I'M LESS CONCERNED ABOUT THE TIMELINE AND
10 MORE CONCERNED ABOUT MAKING SURE THAT WE GET THE
11 BEST APPLICANT POOL THAT WE POSSIBLY CAN. AND THEN
12 FROM THAT GET THE BEST LONG LIST, SHORT LIST, AND
13 THE BEST CANDIDATE. I THINK IN MY OWN EXPERIENCE, I
14 THINK JUNE IS PRETTY UNREALISTIC, BUT, ANYWAY, THAT
15 WAS MY THOUGHT.

16 MR. PEREZ: THANK YOU, JUDY. AND WE'RE
17 GOING TO BE DOING EVERYTHING WE CAN TO MAKE SURE
18 THAT THE PROCESS PROCEEDS ON A VERY TIMELY BASIS.
19 WE'RE GOING TO BE TRYING TO SCHEDULE THINGS AS FAR
20 AS POSSIBLE OUT AHEAD OF TIME TO MAKE SURE
21 THAT -- AND TO TRY TO ALIGN CALENDARS AS MUCH AS
22 POSSIBLE BECAUSE WE FIND THAT THE SCHEDULING,
23 ESPECIALLY WHEN YOU GET TO THE INTERVIEWS WITH THE
24 SEARCH COMMITTEE AND THE BOARD, IN MOST OF OUR
25 SEARCH PROCESSES IS THE BIGGEST DELAY. BUT WE CAN

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1 CERTAINLY WORK ON PEOPLE'S SCHEDULES ON THAT AHEAD
2 OF TIME.

3 NO, I MEAN WE ARE DOING EVERYTHING
4 POSSIBLE ALREADY TO GATHER AND REALLY BUILD A STRONG
5 CANDIDATE POOL. WE HAVE TEAM MEMBERS THAT ARE PART
6 OF THE SEARCH PROCESS. THIS INCLUDES GABRIELA AND
7 ALSO OTHER TEAM MEMBERS THAT COULDN'T JOIN TODAY
8 THAT HAVE BEEN WORKING IN THE BACKGROUND WHILE WE'VE
9 BEEN DOING THE STAKEHOLDER INTERVIEWS TO ALREADY
10 BUILD A TALENT POOL PARTLY GUIDED BY THE GREAT
11 REFERRALS AND SUGGESTIONS THAT WE GATHERED DURING
12 THE STAKEHOLDER INTERVIEW PROCESS. AND WE CURRENTLY
13 HAVE AROUND 200 CANDIDATES THAT WE WOULD BE REACHING
14 OUT TO ON DAY ONE BOTH AS CANDIDATES, BUT ALSO JUST
15 AS IMPORTANTLY THE SOURCES OF REFERRALS FOR PEOPLE
16 TO HELP SPREAD THE WORD. AND SO WE ARE GOING TO BE
17 DOING EVERYTHING WE CAN TO SPREAD THE WORD ABOUT THE
18 ROLE TO ATTRACT A GREAT CANDIDATE AND THEN, OF
19 COURSE, TO GET YOU -- TO NARROW THAT DOWN INTO THE
20 BEST POSSIBLE CANDIDATES.

21 UNIDENTIFIED SPEAKER: THAT WOULD BE
22 USEFUL.

23 CO-CHAIRMAN BLUMENTHAL: GREAT. SUPER.
24 FRED.

25 DR. FISHER: YEAH, I THINK I'M HAVING A

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1 SIMILAR REACTION. AND I'M ASSUMING THAT, WHICH YOU
2 JUST VALIDATED MY ASSUMPTION, THAT THIS PERSON IS
3 GOING TO NOT IDENTIFY THEMSELVES THROUGH SEEING THE
4 AD ON LINKEDIN. THIS IS SOMEBODY YOU'RE GOING TO
5 IDENTIFY THROUGH YOUR OUTREACH BECAUSE YOU SEE
6 SOMEONE IN THE FIELD THAT WOULD BE A GOOD FIT FOR
7 THIS POSITION, AT LEAST INITIALLY. SO YOU DO THIS
8 FOR A LIVING. SO I'M ASSUMING THE FOUR-WEEK TIME
9 FRAME IS SOMETHING THAT IN YOUR EXPERIENCE GIVES YOU
10 SUFFICIENT TIME TO BE BEATING THE BUSHES TO FIND THE
11 PERSON, WHICH I THINK IS HOW IT'S GOING TO GO,
12 VERSUS THE PERSON SORT OF SEEING AN ONLINE AD
13 SOMEWHERE BECAUSE THEY'RE PROBABLY NOT NECESSARILY
14 IN AN ACTIVE SEARCH THEMSELVES.

15 SO IF YOU THINK FOUR WEEKS IS ENOUGH FOR
16 YOU TO UNCOVER EVERY ROCK AND TREE STUMP THERE IS,
17 GREAT. THAT'S SORT OF MY REACTION TO IT, AND I'LL
18 TAKE YOUR WORD FOR IT, BUT THAT'S SUFFICIENT TIME
19 FOR YOU AND YOUR TEAM TO BE DOING WHAT YOU DO TO
20 FIND PEOPLE VERSUS THEM SORT OF FINDING US. I
21 UNDERSTAND THE NEED FOR A DEADLINE AND I ALSO
22 SUPPORT THE NEED FOR SOME FLEXIBILITY IN TERMS OF
23 ONCE YOU GET THROUGH THE CANDIDATE POOL AND YOU
24 DON'T FIND SOMEONE, YOU MAY WANT MORE TIME TO ENRICH
25 THE POOL WHEN YOU'RE NOT GETTING THE EXACT RIGHT

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1 PERSON.

2 ANYWAY, BECAUSE WE'RE NOT GOING TO BE
3 SLOGGING THROUGH 200 RESUMES, I'M ASSUMING. SO I
4 THINK WHAT YOU'RE PROBABLY HEARING IS THAT SOME
5 FLEXIBILITY AROUND THAT DEADLINE TO ENSURE THAT YOU
6 ARE ABLE TO DO WHAT YOU DO TO FIND THE RIGHT PERSON,
7 THAT YOU HAVE SUFFICIENT TIME TO DO THAT.

8 MR. PEREZ: NO, ABSOLUTELY. THANK YOU,
9 FRED. JUST A COUPLE OF POINTS IN RESPONSE. ONE IS
10 THAT WE WILL CERTAINLY BE IN VERY CLOSE TOUCH AROUND
11 WHAT WE'RE SEEING IN TERMS OF A RESPONSE FROM THE
12 MARKET. AND IF WE FEEL LIKE THAT WE NEED MORE TIME
13 TO BUILD THAT TALENT POOL, WE CAN CERTAINLY EXTEND
14 THE PROCESS A LITTLE BIT AND TO ENSURE -- BECAUSE TO
15 BE HONEST, UNTIL WE FEEL LIKE WE'RE SATISFIED IN THE
16 CANDIDATE POOL FOR THE LONG LIST, WE WILL KEEP GOING
17 AND WE WILL KEEP LOOKING FOR GREAT CANDIDATES AND WE
18 WILL KEEP REACHING OUT TO PEOPLE.

19 WE DO FEEL VERY CONFIDENT AT THIS STAGE
20 GIVEN THAT WE HAVE HAD SOME TIME THESE LAST FEW
21 WEEKS WHILE WE'VE BEEN DOING THE STAKEHOLDER
22 INTERVIEWS TO DO SOME RESEARCH INTO THE SPACE AND
23 GATHER A GOOD INITIAL LIST OF CANDIDATES. AND SO WE
24 DO FEEL LIKE WE'LL BE IN A GOOD PLACE WHEN WE LAUNCH
25 ON THE 1ST TO REALLY ADVERTISE THE ROLE AND TO GET

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1 THE WORD OUT THERE.

2 AND TO YOUR POINT, I'VE BEEN DOING
3 EXECUTIVE SEARCH FOR NEARLY TEN YEARS NOW. AND I
4 THINK, IF I HAD TO SAY AN AMOUNT, IT WOULD PROBABLY
5 BE ONE OUT OF TEN ROLES I'VE DONE HAS BEEN COMPLETED
6 BY AN APPLICANT THAT SAW THE ROLE ON LINKEDIN AND
7 APPLIED. MOST OF THE TIME THE SUCCESSFUL CANDIDATE
8 IS VERY HEADS DOWN, THEY'RE VERY BUSY IN THEIR
9 CURRENT ROLE, AND THEY NEED THAT TAP ON THE SHOULDER
10 TO LET THEM KNOW THIS OPPORTUNITY IS AVAILABLE
11 EITHER BY US OR THROUGH SOMEBODY THAT REFERS THEM TO
12 THE ROLE. AND SO WE TYPICALLY FIND THAT THOSE ARE
13 THE BEST CANDIDATES THAT COME THROUGH OUR PROCESS.
14 AND SO WE'LL BE LOOKING THROUGH ALL THOSE DIFFERENT
15 AVENUES TO FIND THAT BEST CANDIDATE.

16 AND THEN TO YOUR POINT, WE, OF COURSE, DO
17 NOT INTEND FOR YOU ALL TO BE GOING THROUGH 200 CV'S.
18 OUR GOAL IS TO GET THAT DOWN TO A MANAGEABLE NUMBER
19 FOR YOU TO REVIEW. AND TO REALLY SHOW -- WE'LL BE
20 SHOWING OUR WORK AT THAT STAGE AND SHOW YOU WHY WE
21 DIFFERENTIATED CANDIDATES IN A SEPARATE WAY AND WHAT
22 SEPARATED THOSE CANDIDATES WHO MADE THE LONG LIST
23 AND THOSE WHO DIDN'T. AND SO -- AND THAT'S WHY
24 WE'RE GOING THROUGH THIS VERY THOROUGH PROCESS WITH
25 ALL THESE DIFFERENT STEPS TO MAKE SURE THAT WE ARE

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1 MAKING THAT OVERALL DECISION PROCESS AT THE LONG
2 LIST PHASE AS EASY FOR YOU AS POSSIBLE.

3 CO-CHAIRMAN BLUMENTHAL: GREAT. VITO, I
4 BELIEVE YOU HAVE YOUR HAND UP.

5 CHAIRMAN IMBASCIANI: THANKS. ANOTHER
6 ITEM THAT RELATES TO THE TIMELINE THAT HASN'T ARISEN
7 YET, I'M NOT AN EXPERT IN WORLD RELIGIONS, BUT THE
8 MONTH OF MARCH, SINCE WE'RE ANNOUNCING AT THE
9 BEGINNING OF MARCH AND CLOSING AT THE END, BUT FOR
10 BOTH CATHOLICS AND ORTHODOX, EASTER IS LOOMING,
11 RAMADAN FALLS IN THE MIDDLE OF THAT. AND NOT THAT
12 THE RELIGIOUS HOLIDAYS GUIDE US, BUT FAMILIES MIGHT
13 HAVE BAKED IN LONG VACATIONS WITH OUR CHILDREN. AND
14 IF WE HAVE AN APPLICANT IN NEW ZEALAND RELATIVELY
15 INCOMMUNICADO, I STILL THINK JUDY'S WARNING, AND I
16 AGREE WITH IT, THAT WE SHOULD BE LOOKING AT THE
17 QUALITY. WILL IT BE SUFFICIENT FOR YOU JUST TO HAVE
18 THEM PUT A PLACE MARKER IN AND THEY SAY AS SOON AS
19 WE GET BACK, YOU'LL GET EVERYTHING ELSE?

20 MR. PEREZ: ABSOLUTELY. AND WE CERTAINLY
21 SEE THAT WHEN WE DO SEARCHES AROUND THE CHRISTMAS
22 HOLIDAY AND AROUND THE SUMMER HOLIDAY PERIOD AS
23 WELL, THAT CANDIDATES WILL GET BACK TO US AND SAY,
24 "HEY, I'M INTERESTED, BUT I NEED -- I'M ON VACATION
25 THE NEXT WEEK OR TWO AND I WILL GET BACK TO YOU WITH

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1 MY MATERIALS." AND AS I SAID, IF THEY'RE ON
2 VACATION OR THEY'RE OUT OF TOUCH, THEN WE CAN
3 CERTAINLY BE FLEXIBLE ON THE OVERALL DEADLINE TO
4 GIVE THEM A CHANCE.

5 CHAIRMAN IMBASCIANI: GREAT. THANK YOU.

6 CO-CHAIRMAN BLUMENTHAL: THANK YOU. KIM.

7 CO-CHAIRPERSON BARRETT: YEAH. JUST TO
8 BUILD ON WHAT FRED SAID, IT'S NOT EVEN JUST THAT THE
9 PEOPLE HAVE THEIR HEADS DOWN AND ARE NOT LOOKING AT
10 LISTINGS ON LINKEDIN. I THINK EVEN IF THEY SEE THE
11 LISTING, THE SORT OF PEOPLE THAT WE WANT TO ATTRACT
12 PROBABLY NEED TO BE ENCOURAGED TO APPLY. THEY WON'T
13 APPLY UNLESS THEY'RE INVITED TO DO SO, BUT I'M
14 SURE -- YOU DON'T NEED ME TO TELL YOU THAT, DAN.

15 AND THEN THE OTHER THING THAT I THINK WE
16 DEFINITELY MUST KEEP IN MIND, AND, OF COURSE, WE'LL
17 BE DOING THIS BY MONITORING THE POOL AS IT
18 ACCUMULATES, BUT WE NEED MORE THAN ONE STRONGLY
19 VIABLE CANDIDATE BECAUSE WE'VE ALL BEEN IN THIS
20 POSITION OF SEARCHES WHERE WE THINK WE HAVE THE BEST
21 PERSON FOR THE ROLE AND FOR WHATEVER REASON AT THE
22 END OF THE DAY IT DOESN'T WORK OUT. THEY FINALLY GO
23 ONLINE AND LOOK AT THE PRICE OF HOUSES IN THE BAY
24 AREA OR THEIR SPOUSE SAYS, "NO, I'M NOT MOVING UNDER
25 ANY CIRCUMSTANCES," OR SOMETHING COMES UP. SO I

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1 THINK WE NEED TO HAVE AT LEAST A FEW TRULY VIABLE
2 CANDIDATES TO MAKE SURE THAT WE CAN CLOSE THE DEAL.

3 MR. PEREZ: NO. ABSOLUTELY. AS I SAID
4 EARLIER, WE WON'T BE GOING FORWARD TO THE LONG LIST
5 PHASE UNLESS WE FEEL LIKE WE HAVE A VERY STRONG POOL
6 OF APPOINTABLE CANDIDATES THAT ARE READY FOR YOU.
7 AND IF WE DO NEED MORE TIME TO GATHER THAT LIST, WE
8 WILL LET YOU KNOW AND KEEP GOING. BUT WE -- WE
9 CERTAINLY WON'T GO FORWARD UNLESS WE FEEL LIKE WE'RE
10 READY AND THAT THERE'S A GREAT NUMBER OF APPOINTABLE
11 CANDIDATES THERE. AND WE HOPE TO LEAVE YOU WITH A
12 GOOD PROBLEM, WHICH IS JUST CHOOSING BETWEEN WHO'S
13 THE BEST.

14 CO-CHAIRMAN BLUMENTHAL: STEVE.

15 MR. JUELSGAARD: SOMETHING THAT KIM JUST
16 SAID SORT OF TRIGGERED A MEMORY OF MINE, WHICH HAS
17 TO DO WITH MY PAST LIFE WITH BRINGING CANDIDATES IN
18 FROM OTHER PARTS OF THE COUNTRY TO TRY AND HIRE THEM
19 IN CALIFORNIA. AND OFTENTIMES IT REQUIRED A VISIT
20 TO THE AREA, PARTICULARLY LET'S SAY THEY'RE COMING
21 FROM NORTH CAROLINA OR SOME OTHER PART OF THE WORLD
22 AND IT'S A TRIP USUALLY OF BOTH OF THE PARTNERS THAT
23 ARE INVOLVED IN ORDER TO SEE IF THIS IS REALLY WHERE
24 THEY WANT TO LIVE. AND I CAN IMAGINE THAT THAT SAME
25 THING COULD POP UP HERE. SO WE JUST NEED TO THINK

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1 ABOUT HOW WE MIGHT HAVE TO INTEGRATE THIS INTO THE
2 PROCESS AS WE GO ALONG OF BASICALLY ALLOWING PEOPLE
3 TO MAKE A TRIP TO THE BAY AREA TO SAY, YEAH, THIS IS
4 A PLACE WE'D BE HAPPY TO SETTLE OR NOT AND
5 POTENTIALLY PAYING FOR THEM TO BE ABLE TO MAKE THAT
6 ASSESSMENT.

7 CO-CHAIRMAN BLUMENTHAL: THANK YOU. GOOD
8 POINT.

9 MR. PEREZ: THANK YOU. I'LL DEFINITELY
10 NOTE THAT.

11 CO-CHAIRMAN BLUMENTHAL: OTHER COMMENTS?
12 I'D ALSO NOTE THAT ONE OF THE THINGS THAT WE'RE
13 GOING TO HAVE TO DO AT SOME POINT IS SCHEDULE A
14 SERIES OF INTERVIEWS FOR ESSENTIALLY THE LONG LIST.
15 AND THAT'S GOING TO TAKE A FAIR AMOUNT OF TIME.
16 THIS WILL -- DOING THOSE INTERVIEWS WILL TAKE
17 PERHAPS, I'M JUST GUESSING, AT LEAST THREE FULL DAYS
18 OF TIME SET ASIDE TO DO THOSE INTERVIEWS. AND ALL
19 OF US ARE BUSY. SO WHAT WE WILL DO IS, ONCE WE GET
20 TO THE POINT WHERE WE ARE AFTER THAT, WE HAVE THE
21 CANDIDATE POOL THAT WE'RE COMFORTABLE WITH, WE WILL
22 START TO FIND DATES TO SCHEDULE THOSE INTERVIEWS.
23 AND I KNOW IT'S GOING TO BE A PAIN TO FIND THREE
24 FULL DAYS IN YOUR SCHEDULE TO DO THOSE, BUT I REALLY
25 AM GOING TO ENCOURAGE AT THAT POINT ALL OF YOU TO BE

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1 AS FLEXIBLE AS YOU POSSIBLY CAN BE. WE AREN'T
2 SCHEDULING THEM YET BECAUSE WE'RE NOT YET CERTAIN
3 WHEN THIS IS GOING TO BE; BUT AS SOON AS WE HAVE
4 THAT LEVEL OF CERTAINTY, WE WILL PROCEED TO DO THAT
5 AS QUICKLY AS WE CAN. I KNOW FOR THE STAFF, THAT'S
6 GOING TO BE A MAJOR ITEM.

7 CO-CHAIRPERSON BARRETT: GEORGE, I'M
8 RATHER INCLINED THAT WE MIGHT AT LEAST TRY AND GET
9 SOME HOLDS ON PEOPLE'S CALENDARS EVEN IF WE DON'T
10 KNOW EXACTLY THE PARAMETERS OF WHAT WE NEED AT THIS
11 POINT BECAUSE THE CLOSER WE GET, THE HARDER IT GETS
12 TO SCHEDULE. AND IF WE WAIT TILL WE START SEEING
13 WHAT THE POOL LOOKS LIKE, WE'VE GOT A TARGET OF WHEN
14 WE THINK THESE WILL BE.

15 CO-CHAIRMAN BLUMENTHAL: THAT ACTUALLY
16 MAKES SENSE. WE CAN CERTAINLY TRY TO PUT SOME HOLDS
17 ON THE ASSUMPTION THAT WE'RE SUCCESSFUL AND STICK TO
18 THE TIMELINE. I THINK THAT THAT'S PROBABLY A VERY
19 GOOD IDEA. SO WE WILL BE CONTACTING YOU IN THE
20 RELATIVELY NEAR FUTURE TO DO THAT. BUT I JUST WANT
21 TO SAY THAT'S GOING TO BE THE MAJOR TIME SYNC IN
22 TERMS OF SERVICE ON THIS COMMITTEE. I JUST WANT YOU
23 TO BE AWARE OF THAT.

24 MR. PEREZ: ABSOLUTELY. THANK YOU,
25 GEORGE. AND I WAS ACTUALLY TALKING WITH MARIA

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1 EARLIER TODAY, AND I WAS MESSAGING WITH SCOTT LAST
2 WEEK JUST ABOUT THIS EXACT QUESTION AND ABOUT WHAT
3 DOES THE PROCESS LOOK LIKE POST THE LONG LIST ABOUT
4 HOW CIRM HAS DONE THESE INTERVIEWS IN THE PAST AND
5 OUR RECOMMENDATIONS FOR THESE KINDS OF INTERVIEW
6 PROCESSES. AND SO WE'LL BE CERTAINLY SHARING
7 MORE -- WE'RE STILL KIND OF GATHERING SOME
8 INFORMATION, BUT WE'LL CERTAINLY BE SHARING SOME
9 INFORMATION WITH FOLKS ABOUT THAT.

10 CO-CHAIRMAN BLUMENTHAL: GREAT.
11 EXCELLENT. WELL, I THINK THAT MAY TAKE US TO THE
12 END OF OUR AGENDA UNLESS SOMEBODY HAS ANYTHING ELSE
13 THEY WOULD LIKE TO RAISE AT THIS POINT. GRACE.

14 MS. KOHN: JUST IN TERMS OF GETTING
15 DOCUMENTS BACK, RECOGNIZING THAT SCOTT HAS BEEN OUR
16 POINT PERSON AND HE'S OUT, RAFAEL, ARE YOU THE RIGHT
17 PERSON TO GET IN TOUCH WITH THIS EVENING TO MAKE
18 SURE THAT DOCUMENTS GET POSTED AHEAD OF THE MEETING
19 TOMORROW?

20 MR. AGUIRRE-SACASA: ME AND CLAUDETTE
21 WOULD BE GREAT.

22 MS. KOHN: OKAY. PERFECT. THANK YOU.

23 CO-CHAIRMAN BLUMENTHAL: ANY OTHER
24 COMMENTS OR QUESTIONS? I BELIEVE I NEED TO ASK FOR
25 ANY ADDITIONAL PUBLIC COMMENTS.

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1 MS. MANDAC: THERE ARE NO HANDS RAISED.

2 CO-CHAIRMAN BLUMENTHAL: OKAY. SO IF
3 THERE'S NO FURTHER BUSINESS, I BELIEVE IT'S
4 APPROPRIATE TO ADJOURN AND GIVE EVERYONE BACK ALMOST
5 A FULL HOUR OF THEIR LIVES.

6 VICE CHAIR BONNEVILLE: THANK YOU SO MUCH,
7 EVERYONE.

8 CO-CHAIRPERSON BARRETT: THANKS,
9 EVERYBODY.

10 MR. PEREZ: THANK YOU, EVERYBODY, FOR ALL
11 YOUR GREAT COMMENTS AND QUESTIONS. WE REALLY
12 APPRECIATE IT.

13 (THE MEETING WAS THEN CONCLUDED.)

14
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REPORTER'S CERTIFICATE

I, BETH C. DRAIN, A CERTIFIED SHORTHAND REPORTER IN AND FOR THE STATE OF CALIFORNIA, HEREBY CERTIFY THAT THE FOREGOING TRANSCRIPT OF THE VIRTUAL PROCEEDINGS BEFORE THE PRESIDENTIAL SEARCH SUBCOMMITTEE OF THE INDEPENDENT CITIZEN'S OVERSIGHT COMMITTEE OF THE CALIFORNIA INSTITUTE FOR REGENERATIVE MEDICINE IN THE MATTER OF ITS REGULAR MEETING HELD ON FEBRUARY 21, 2024, WAS HELD AS HEREIN APPEARS AND THAT THIS IS THE ORIGINAL TRANSCRIPT THEREOF AND THAT THE STATEMENTS THAT APPEAR IN THIS TRANSCRIPT WERE REPORTED STENOGRAPHICALLY BY ME AND TRANSCRIBED BY ME. I ALSO CERTIFY THAT THIS TRANSCRIPT IS A TRUE AND ACCURATE RECORD OF THE PROCEEDING.

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