BEFORE THE
GOVERNANCE 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: MARCH 9, 2026
2 P.M.

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

FILE NO.: 2026-8

I N D E X

ITEM DESCRIPTION	PAGE NO.
OPEN SESSION	
1. CALL TO ORDER	3
2. ROLL CALL	3
3. CONSIDERATION OF THE ICOC CHAIR, ICOC VICE CHAIR, AND CIRM PRESIDENT/CEO REVIEW: PROCEDURES, TIMELINES, AND SURVEY QUESTIONS	4
4. PUBLIC COMMENT	NONE
5. ADJOURNMENT	11

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MARCH 9, 2026; 2 P.M.

CHAIRPERSON GASSON: WE'LL CALL THIS MEETING OF THE GOVERNANCE SUBCOMMITTEE TO OPEN. AND THANKS TO ALL MEMBERS OF THE COMMITTEE AND THE COMMITTEE SUPPORT TEAM FOR PARTICIPATING TODAY. AND WE'LL BEGIN BY CALLING THE ROLL.

MR. TOCHER: KIM BARRETT.

DR. BARRETT: PRESENT.

MR. TOCHER: GEORGE BLUMENTHAL.

DR. BLUMENTHAL: HERE.

MR. TOCHER: MARIA BONNEVILLE.

VICE CHAIR BONNEVILLE: PRESENT.

MR. TOCHER: ANNE-MARIE DULIEGE.

DR. DULIEGE: PRESENT.

MR. TOCHER: ELENA FLOWERS.

DR. FLOWERS: PRESENT.

MR. TOCHER: JUDY GASSON.

DR. GASSON: HERE.

MR. TOCHER: VITO IMBASCIANI.

CHAIRMAN IMBASCIANI: PRESENT.

MR. TOCHER: PAT LEVITT. LINDA MALKAS.

DR. MALKAS: HERE.

MR. TOCHER: ADRIANA PADILLA.

DR. PADILLA: HERE.

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MR. TOCHER: JOYCE SACKEY.

DR. SACKEY: HERE.

MR. TOCHER: THANK YOU. BACK TO YOU, JUDY. WE HAVE A QUORUM.

CHAIRPERSON GASSON: THAT'S GREAT. WE HAVE THREE ITEMS TO TALK ABOUT TODAY, AND WE'RE VERY GRATEFUL TO HAVE OUR CONSULTANT, SUSAN WHITE, HERE TO LEAD US THROUGH THE DISCUSSION. SO I WILL TURN IT OVER TO YOU, SUSAN.

MS. WHITE: THANK YOU, JUDY. AND HELLO, EVERYONE. VERY NICE TO SEE YOU AGAIN.

I KNOW YOU'VE HAD A CHANCE THROUGH BOARDABLE TO TAKE A LOOK AT THE EXECUTIVE EVALUATION FORMS THAT WE'RE GOING TO BE USING FOR THIS YEAR AS WELL AS THE TIMELINE. AND I THOUGHT PROBABLY THE BEST USE OF YOUR TIME IS JUST HIGHLIGHT THE FOUR THINGS THAT ARE DIFFERENT THIS YEAR. AND THEN I'LL JUST MENTION THE FOUR THINGS THAT ARE STAYING THE SAME.

SO WHAT'S DIFFERENT FOR EXECUTIVE EVALUATIONS? THIS YEAR THE TIMELINE IS GOING TO BE ADJUSTED. WE'VE SEEN THIS. WE'RE GOING TO TRY AND MAKE SURE THAT YOU'RE BEING ASKED TO PROVIDE SURVEY INPUT AS WELL AS THOSE OF YOU THAT ARE INTERVIEWED WILL HAPPEN CLOSER TO THE END OF THE REVIEW PERIOD.

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1 SO THE THREE EXECUTIVES THAT ARE EVALUATED, J.T.,
2 VITO, AND MARIA, THEIR PERFORMANCE YEAR ENDS JUNE
3 THE 30TH. AND SO THE SURVEY WILL GO OUT JUNE THE
4 23D, AND YOU'LL HAVE UNTIL JULY THE 3D TO COMPLETE
5 IT. AS WELL AS THE INTERVIEWS THAT I'LL BE DOING
6 WILL TAKE PLACE DURING THAT PERIOD. THAT'S BASED ON
7 FEEDBACK THAT YOU GAVE LAST YEAR.
8 THE SECOND CHANGE IS THAT THE BOARD CHAIR
9 SURVEY QUESTIONS ARE DIFFERENT. AND I'M SURE YOU
10 NOTICED THAT. THEY REFLECT ASKING FOR YOUR INPUT
11 ONLY ON THE AREAS THAT THIS NEW SCHEDULE FOCUSES.
12 SO THE OTHER TWO PERFORMANCE REVIEWS HAVE STAYED THE
13 SAME BECAUSE THERE'S BEEN NO CHANGE IN AREAS OF
14 FOCUS.
15 THE THIRD CHANGE FOR THIS YEAR IS THAT
16 THERE'S GOING TO BE A NEW FINAL QUESTION. HOPEFULLY
17 YOU SAW THAT. AT THE END OF YOUR SURVEY, YOU WILL
18 BE ASKED ON ALL THREE INCUMBENTS, BASED ON YOUR
19 ASSESSMENT, DO YOU RECOMMEND THAT THAT INDIVIDUAL
20 RECEIVE A SALARY OR A MERIT INCREASE. AND YOU HAVE
21 A CHANCE TO SAY YES OR NO. NOT HOW MUCH, HOW
22 LITTLE, BUT YES OR NO.
23 AND THEN THE FOURTH CHANGE FOR THIS YEAR
24 IS THAT WHEN I DISTRIBUTE THE SELF-ASSESSMENT LINKS
25 TO MARIA, J.T., AND VITO, THEY'LL HAVE THE

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OPPORTUNITY TO COMPLETE THEIR SELF-ASSESSMENT AGAIN PRIOR TO YOUR BEING ASKED TO PROVIDE INPUT, BUT THEY'RE ALSO GOING TO BE ASKED TO PROVIDE TWO OR THREE MEANINGFUL GOALS FOR THE COMING YEAR. SO THEY'LL HAVE THE OPPORTUNITY. SO THEN WHEN WE EVALUATE NEXT YEAR, IN 2027, IN ADDITION TO THEIR JOB RESPONSIBILITIES, YOU'LL GET A CHANCE TO PROVIDE FEEDBACK ON THE GOALS THEY SET FOR THEMSELVES.

SO THAT'S WHAT'S NEW. I DIDN'T KNOW IF ANYBODY WANTED TO DISCUSS ANY OF THAT BEFORE I JUST MENTION THE THINGS THAT ARE REMAINING CONSISTENT.

OKAY. VERY GOOD.

SO I JUST WANTED TO MAKE SURE YOU KNOW WHAT'S NOT CHANGING, THAT YOU WILL HAVE THE SELF-ASSESSMENTS IN YOUR HANDS AS YOU PROVIDE YOUR SURVEY INPUT. THAT THE REVIEW PERIOD IS CONSISTENT FOR ALL THREE PEOPLE NOW. WE WERE ABLE TO GET THAT ALL ALIGNED. SO JULY 1ST, 2025, THROUGH JUNE 30, 2026, IS THE PERIOD YOU WILL BE EVALUATING THE THREE EXECUTIVES ON. AND, AGAIN, WE'RE GOING TO HAVE THE EVALUATION INPUT COME FROM THE SELF-ASSESSMENTS FROM ALL DIRECT REPORTS, THE RESPECTIVE DIRECT REPORTS, FOR EACH OF THE THREE PEOPLE, AND THEN ALL ICOC MEMBERS AND ALTERNATES WILL BE ASKED TO COMPLETE THE SURVEY. AND THEN I'LL BE DOING INTERVIEWS WITH ALL

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1 DIRECT REPORTS AS WELL AS ALL OF THE COMMITTEE
2 CHAIRS AND CO-CHAIRS JUST AS WE'VE DONE THE LAST
3 SEVERAL YEARS.
4 AND THEN, FINALLY, THE EVALUATION
5 SUMMARIES WILL GO FIRST TO PAT AND JUDY AS THE BOARD
6 GOVERNANCE SUBCOMMITTEE CO-CHAIRS BY AUGUST THE
7 17TH. AND THEN THE BOARD GOVERNANCE SUBCOMMITTEE
8 WILL HAVE A CHANCE TO REVIEW ALL THAT, THE
9 SUMMARIES, HOPEFULLY EARLY, MID-SEPTEMBER. AND THEN
10 ALL OF THE ENTIRE ICOC WILL GET A CHANCE TO REVIEW
11 THE SUMMARIES AT THE SEPTEMBER 24TH FULL ICOC
12 MEETING. SO THAT'S THE PLAN.
13 CHAIRPERSON GASSON: I WAS JUST GOING TO
14 SAY, THOSE OF YOU THAT HAVE BEEN AROUND FOR A WHILE,
15 THIS HAS BEEN A PROCESS OF EVOLUTION OVER A NUMBER
16 OF YEARS. AND I'M REALLY PLEASED WITH THE MOST
17 RECENT CHANGES THAT ALIGN THE TIMING OF THE REVIEW
18 MORE COMPLETELY WITH THE PERIOD THAT'S UNDER REVIEW.
19 I LIKE THE IDEA, AND SOME PEOPLE HAVE DONE THIS IN
20 THE PAST, OF SETTING FORTH GOALS FOR THE COMING
21 YEAR. IT'S ALSO GOING TO BE VERY HELPFUL TO THIS
22 COMMITTEE TO LOOK AT THE RECOMMENDATIONS FOR MERIT
23 INCREASES FOR THESE THREE POSITIONS.
24 SO I WANT TO THANK SUSAN AND SCOTT AND
25 EVERYBODY THAT'S WORKED, AND PAT, THAT'S WORKED ON

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1 THIS PROCESS OVER THE YEARS. AND NOW WE'RE ALL, I
2 THINK, IN A GOOD PLACE WHERE WE CAN JUST REPRODUCE
3 THIS PROCESS EVERY YEAR GOING FORWARD. BUT I'M VERY
4 INTERESTED IN ANY COMMENTS OR QUESTIONS OR FEEDBACK
5 FROM THE MEMBERS OF THE COMMITTEE.
6 WHAT I CAN SAY, SUSAN?
7 MS. WHITE: GOODBYE.
8 CHAIRPERSON GASSON: PAT, EVEN YOU?
9 DR. LEVITT: I ENDORSE EVERYTHING SUSAN
10 SAID AND THE CHANGES WE WERE ALL INVOLVED WITH EARLY
11 ON. I THINK IT'S GREAT. I THINK THE GOAL SETTING
12 IS GREAT. AND I LIKE THE NUMBER TWO TO THREE
13 BECAUSE EACH GOAL SHOULD BE SUBSTANTIVE AS OPPOSED
14 TO A LAUNDRY LIST OF SMALLER THINGS. SO THAT'S THE
15 GOAL, TO MAKE SURE THAT THE GOALS ARE BETTER SET BY
16 EACH OF THE LEADERSHIP THAT HAVE SUBSTANCE TO IT.
17 AND THEN ADDING THE CHECK YES OR NO MERIT, I THINK,
18 IS GOING TO BE REALLY HELPFUL TO THIS COMMITTEE SO
19 THEY DON'T HAVE TO GO BACK AND FORTH A BUNCH OF
20 TIMES. SO IT WILL SAVE TIME AS WELL.
21 SO CONGRATULATIONS, SUSAN AND SCOTT, WHO
22 WORKED ON THIS HARD.
23 TO YOU, JUDY, I HARDLY DID ANYTHING.
24 MS. WHITE: THANK YOU. THANK YOU VERY
25 MUCH. I LOOK FORWARD TO WORKING WITH ALL OF YOU

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THROUGH THE PROCESS.

CHAIRPERSON GASSON: YES, INDEED. LIKEWISE, SUSAN DOES AN ENORMOUS AMOUNT OF WORK COLLATING THIS INFORMATION, CONDUCTING THE INTERVIEWS, SUMMARIZING, MEETING WITH US AND HELPING US TO DRAFT OUR RECOMMENDATIONS. SO WE'RE SO APPRECIATIVE THAT SHE'S STUCK WITH US THROUGH THIS VERY LONG AND COMPLICATED PROCESS.

SO I BELIEVE THAT WE'RE LOOKING FOR A MOTION TO RECOMMEND APPROVAL OF BOTH THE TIMELINE AND THE SURVEY INSTRUMENTS TO THE FULL BOARD. IS THAT CORRECT?

DR. DULIEGE: I MOVE.

CHAIRPERSON GASSON: THANK YOU VERY MUCH.

DR. BARRETT: I SECOND.

CHAIRPERSON GASSON: OKAY. WE HAVE A MOTION AND WE HAVE A SECOND. SO WE SHOULD PROBABLY HAVE A ROLL CALL.

MR. TOCHER: FIRST, JUST BEFORE THAT, JUDY, I'LL SEE, IF THERE'S NO BOARD COMMENT, IS THERE ANY PUBLIC COMMENT?

CHAIRMAN GASSON: THANK YOU, SCOTT, FOR ALWAYS REMEMBERING THAT.

MR. TOCHER: I THINK WE'RE GOOD TO GO. SO I WILL PROCEED WITH THE ROLL CALL.

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KIM BARRETT.
DR. BARRETT: AYE.
MR. TOCHER: GEORGE BLUMENTHAL.
DR. BLUMENTHAL: YES.
MR. TOCHER: MARIA BONNEVILLE.
VICE CHAIR BONNEVILLE: YES.
MR. TOCHER: ANNE-MARIE DULIEGE.
DR. DULIEGE: YES.
MR. TOCHER: ELENA FLOWERS.
DR. FLOWERS: YES.
MR. TOCHER: JUDY GASSON.
DR. GASSON: YES.
MR. TOCHER: VITO IMBASCIANI.
CHAIRMAN IMBASCIANI: YES.
MR. TOCHER: PAT LEVITT.
DR. LEVITT: YES.
MR. TOCHER: LINDA MALKAS.
DR. MALKAS: YES.
MR. TOCHER: ADRIANA PADILLA.
DR. PADILLA: YES.
MR. TOCHER: JOYCE SACKEY.
DR. SACKEY: YES.
MR. TOCHER: GREAT. THANK YOU VERY MUCH. THE MOTION CARRIES.
CHAIRPERSON GASSON: EXCELLENT. OKAY. SO

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THOSE WERE THE AGENDA ITEMS THAT WE NEEDED TO COVER TODAY. AND THANK YOU AGAIN FOR EVERYONE THAT WORKED ON THAT.

ARE THERE OTHER ITEMS THAT PEOPLE WOULD LIKE TO BRING UP, MEMBERS OF THE GOVERNANCE SUBCOMMITTEE, AT THIS POINT?

MR. TOCHER: LOOKS LIKE KIM.

CHAIRPERSON GASSON: YES, KIM, PLEASE.

DR. BARRETT: I JUST WANT TO GO ON THE RECORD OF COMMENDING YOU, JUDY, BECAUSE YOU WERE VERY COMPLEMENTARY TO EVERYBODY ELSE. BUT I WOULD LIKE IT TO BE NOTED HOW HARD YOU HAVE WORKED FOR THIS PROCESS.

CHAIRPERSON GASSON: THANK YOU, KIM. THAT'S VERY KIND OF YOU. I'VE HAD JUST A LOT OF SUPPORT FROM THIS TEAM.

DR. LEVITT: I TRIED, BUT APPARENTLY FAILED IN COMMENTING ABOUT HOW WONDERFUL YOU ARE AS THE REAL CHAIR.

CHAIRPERSON GASSON: OKAY. ANY OTHER COMMENTS OR MATTERS FROM THE PUBLIC, SCOTT?

MR. TOCHER: DOESN'T APPEAR SO.

CHAIRPERSON GASSON: OKAY. WELL, THANK YOU AGAIN TO THE TEAM FOR DOING SUCH A GREAT JOB. THANKS, EVERYBODY, FOR MAKING THE TIME TODAY. AND

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WE WILL SEE YOU AT THE PENDING BOARD MEETING, WHICH IS COMING UP QUITE SOON. I THINK WE CAN -- I DON'T SEE ANY OTHER HANDS. I THINK WE CAN ADJOURN THE MEETING AND HAVE A GREAT AFTERNOON, EVERYONE.

(THE MEETING WAS THEN CONCLUDED AT 2:11 P.M.)

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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 GOVERNANCE SUBCOMMITTEE OF THE INDEPENDENT CITIZEN'S OVERSIGHT COMMITTEE OF THE CALIFORNIA INSTITUTE FOR REGENERATIVE MEDICINE IN THE MATTER OF ITS REGULAR MEETING HELD ON MARCH 9, 2026, 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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