Approved

GOVERNANCE COMMITTEE
May 6, 2026

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

APPROVAL OF APPOINTMENT OF AND COMPENSATION FOR KATHERINE YELICK AS LABORATORY DIRECTOR, LAWRENCE BERKELEY NATIONAL LABORATORY AS DISCUSSED IN CLOSED SESSION

Recommendation

The Committee recommends approval of the following items in connection with the appointment of and compensation for Katherine Yelick as Laboratory Director, Lawrence Berkeley National Laboratory:

A. Per policy, appointment of Katherine Yelick as Laboratory Director, Lawrence Berkeley National Laboratory, at 100 percent time.

B. Per policy, an annual base salary of $825,000. As provided under the University's contract with the U.S. Department of Energy (DOE), any compensation amount approved by the Regents that is over the compensation amount approved by the DOE on an annual basis as an allowable cost under the contract will be paid from the fee earned by the University under the contract. Compensation paid to the Laboratory Director is paid with non-State funds.

C. Per policy, continuation of standard pension and health and welfare benefits and standard senior management benefits, including continued eligibility for senior management life insurance and, after five consecutive years of Senior Management Group service, eligibility for executive salary continuation for disability.

D. Per policy, continued eligibility to participate in the UC Employee Housing Assistance Program, subject to all applicable program requirements.

E. Per policy, an administrative fund will be established for official entertainment and other purposes permitted by University and Lawrence Berkeley National Laboratory policy. Adjustments may occur annually as allowed by policy. Notwithstanding the provisions of University and Lawrence Berkeley National Laboratory policy, Ms. Yelick shall be authorized to utilize business or first class for air travel of at least six hours subject to Department of Energy requirements on foreign travel approval, provided that such expenses are managed within Ms. Yelick's administrative fund allocation and the travel is otherwise authorized by policy.

F. If Ms. Yelick maintains an active research program in connection with her tenured faculty appointment during her appointment as Laboratory Director, Lawrence Berkeley National Laboratory, the University may provide an annual allocation of UCOP funding from non-State sources for this research for the duration of Ms. Yelick's appointment as

Laboratory Director, Lawrence Berkeley National Laboratory. This allowance is not compensation, and Ms. Yelick may only use it for allowable research-related expenses in accordance with applicable policies.

G. Per policy, continued eligibility to accrue sabbatical credits as a member of the tenured faculty at UC Berkeley, consistent with academic personnel policy.

H. For any outside professional activities, Ms. Yelick will continue to comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements and will also comply with related Lawrence Berkeley National Laboratory policies.

I. This action will be effective as of Ms. Yelick's start date, estimated to be on or about July 1, 2026.

COMPARATIVE ANALYSIS

Recommended Compensation
Effective Date: Start date, estimated to be on or about July 1, 2026
Annual Base Salary: $825,000
Incentive Compensation: N/A
Target Cash Compensation: * $825,000
Funding: Non-State Funds; Department of Energy (DOE) Funds

Current Career Incumbent Data
Title: Laboratory Director, Lawrence Berkeley National Laboratory
Annual Base Salary: $605,412
Incentive Compensation: N/A
Target Cash Compensation: * $605,412
Funding: Non-State Funds; Department of Energy (DOE) Funds

*Target Cash Compensation consists of base salary and, if applicable, stipends, HSCP components, and/or short term and long term CEMRP incentives.

COMPETITIVE ANALYSIS FOR LABORATORY DIRECTOR, LAWRENCE BERKELEY NATIONAL LABORATORY (MRZ TITLE: DIRECTOR, LAWRENCE BERKELEY NATIONAL LABORATORY (LBNL))

Percentiles	MARKET REFERENCE ZONE FOR BASE SALARY					Percentiles	MARKET COMPOSITE FOR TARGET CASH COMPENSATION				
	25th	50th	60th	75th	90th		25th	50th	60th	75th	90th
Market Data	$546.2k	$637.6k	$689.1k	$766.5k	$896.7k	Market Data	$583.3k	$868.6k	$1030.2k	$1272.5k	$1828.1k
% Difference	51.0%	29.4%	19.7%	7.6%	-8.0%	% Difference	41.4%	-5.0%	-19.9%	-35.2%	-54.9%

Survey Sources: Pearl Meyer and Radford Life Sciences

The compensation described above shall constitute the University's total commitment until modified by the Regents or the President, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

Background to Recommendation

The President of the University recommends the appointment of and compensation for Katherine Yelick as Laboratory Director, Lawrence Berkeley National Laboratory, at 100 percent time, with a proposed base salary of $825,000, effective on her start date which is estimated to be on or about July 1, 2026.

The current career incumbent, Michael Witherell, announced in 2025 that he would step down from this position in 2026. In compliance with Regents Policy 7104: *Policy on Selection of Laboratory Directors*, the Search Advisory Committee for the Selection of a Director for Lawrence Berkeley National Laboratory completed an open, competitive nationwide recruitment for a new career appointee, and Ms. Yelick was identified as the top candidate. This action is within hiring freeze guidelines.

This is a Level One Senior Management Group (SMG) position. The proposed base salary of $825,000 is 7.6 percent above the 75th percentile ($766,500) and 8.0 percent below the 90th percentile ($896,700), which is at the 82nd percentile of the Market Reference Zone (MRZ) for the position. The proposed base salary is 36.3 percent above the base salary ($605,412) of the current career incumbent.

As a Level One position in the Senior Management Group, approval by the Regents is required.

Committee vote: Regents Anguiano, Cohen, Hernandez, Matosantos, Milliken, Reilly, Robinson, Sarris, and Sures voting "aye."

Board vote: Regents Anguiano, Chu, Cohen, Dominguez, Hernandez, Komoto, Makarechian, Matosantos, Milliken, Reilly, Robertson, Robinson, Sarris, and Sures voting "aye" and Areias and Hueston abstaining.