

The Regents of the University of California

GOVERNANCE COMMITTEE

March 18, 2026

The Governance Committee met on the above date at the UCSF Mission Bay Conference Center, San Francisco campus.

Members present: Regents Anguiano, Cohen, Hernandez, Milliken, Reilly, and Sarris

In attendance: Regents Batchlor, Brooks, Chu, Komoto, Kounalakis, Makarechian, Park, and Wang, Regents-designate Craven, Melton, and Tokita, Faculty Representative Palazoglu, Staff Advisors Frías and Hanson, Secretary and Chief of Staff Lyall, General Counsel Robinson, Provost Newman, Executive Vice President and Chief Financial Officer Brostrom, Executive Vice President and Chief Operating Officer Nava, Executive Vice President Rubin, Senior Vice President Turner, Vice Presidents Henderson and Kao, Chancellors Assanis, Frenk, Gillman, Hawgood, Hu, Khosla, Larive, Lyons, May, and Muñoz, and Recording Secretary Johns

The meeting convened at 12:05 p.m. with Committee Chair Reilly presiding.

1. APPROVAL OF MINUTES OF PREVIOUS MEETING

Upon motion duly made and seconded, the minutes of the meeting of January 20, 2026 were approved, Regents Anguiano, Cohen, Hernandez, Milliken, Reilly, and Sarris voting “aye.”

2. APPROVAL OF MARKET-BASED SALARY ADJUSTMENT FOR MICHAEL BRANDT AS DEPUTY LABORATORY DIRECTOR FOR OPERATIONS AND CHIEF OPERATING OFFICER, LAWRENCE BERKELEY NATIONAL LABORATORY AS DISCUSSED IN CLOSED SESSION

The Committee recommended approval of the following items in connection with the market-based salary adjustment for Michael Brandt as Deputy Laboratory Director for Operations and Chief Operating Officer, Lawrence Berkeley National Laboratory:

- A. Per policy, a market-based salary adjustment of three percent (\$17,055), increasing Michael Brandt’s base salary from \$568,488 to \$585,543 as Deputy Laboratory Director for Operations and Chief Operating Officer, Lawrence Berkeley National Laboratory, at 100 percent time.
- B. 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 executive salary continuation for disability (eligible and vested after five consecutive years of Senior Management Group service).

- C. Per policy, continued eligibility to participate in the UC Employee Housing Assistance Program, subject to all applicable program requirements.
- D. Mr. Brandt will continue to comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.
- E. This action will be effective March 1, 2026.

The compensation described above shall constitute the University's total commitment until modified by the Laboratory Director, Regents, or 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 material was provided to Regents in advance of the meeting, and a copy is on file in the Office of the Secretary and Chief of Staff.]

Vice President Henderson briefly introduced the proposed market-based salary adjustment for Michael Brandt as Deputy Laboratory Director for Operations and Chief Operating Officer at the Lawrence Berkeley National Laboratory. This would be a three percent increase.

In response to question by Regent Cohen, Ms. Henderson confirmed that the funding source for the increase would be funding provided by the U.S. Department of Energy.

Upon motion duly made and seconded, the Committee approved the recommendation and voted to present it to the Board, Regents Anguiano, Cohen, Hernandez, Milliken, Reilly, and Sarris voting "aye."

The meeting adjourned at 12:10 p.m.

Attest:

Secretary and Chief of Staff