

CONFIDENTIAL

California Institute for Regenerative Medicine

PERFORMANCE MANAGEMENT REVIEW

PRESIDENT & CEO, CIRM

Survey Respondent Instructions:

Please complete this confidential survey based on your personal experience with, and observation of, the President's performance, no later than **July 25, 2023**. To protect the confidentiality of this review and to permit a full and frank assessment, your comments will be summarized, along with other responses, without reference to the source of individual comments. Please complete the survey on-line at: **(insert proper survey monkey link)**

For Subcommittee Chairs/Co-chairs and the CIRM Leadership team, in addition to your online submission, we would like to invite you to speak live with our Executive HR Consultant, Susan White, who is managing this review process regarding your thoughts/ratings. Susan will be reaching out to each of you via email to schedule a time to connect - or please feel free to contact her at stwaway@gmail.com or text her at 317.332.8017. If anyone else would like to talk live, please contact Susan directly.

Thank you for your participation and your gift of feedback.

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Incumbent's Name:	Maria Millan	Incumbent's Position:	President & CEO, California Institute for Regenerative Medicine
Performance Year:	July 1, 2022 – June 30, 2023	Time in Position:	July 2017 – present

In evaluating the President's performance during July 1, 2022 – June 30, 2023, on a scale from 1 - 5 with 5 being Exceptional performance and 1 being Unsatisfactory performance, please indicate the rating that best exemplifies the President's level of performance in that particular statement/area.

Assessment Ratings:

5 - Exceptional Performance – is significant overachievement of expectations.

4 - Above Expectations Performance – is often beyond expectations.

3 - Satisfactory Performance – consistently fulfills expectations.

2 - Improvement Needed Performance – is inconsistent performance, with expectations only partially achieved. Deficiencies should be addressed in the performance appraisal.

1 - Unsatisfactory Performance – is the failure to achieve the majority of expectations. Deficiencies should be specifically addressed in the performance appraisal.

NA - Not applicable. This should be used if you are on the Leadership Team and the questions are pertaining to the ICOC, or on the ICOC and questions are pertaining to the Leadership Team **OR** if you haven't been in a position to observe the President & CEO enough to form an opinion about the competency.

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1. Leadership		
	Score	Criteria
1.1		Has high ethical standards and expects the same of others in CIRM
1.2		Is an inspirational leader and can motivate others
1.3		Is able to address adversity both internally and externally
1.4		Is empathetic and humble
1.5		Demonstrates the ability to manage, mentor and develop team members
1.6		Delegates appropriately and trusts the staff to deliver on agreed upon outcomes without intervention.
Comments		

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2. Culture		
	Score	Criteria
2.1		When making decisions and directing functional areas, considers the priorities and implications across the agency and ensure that this is consistent with the strategic plan and organization’s mission
2.2		By example and through action, fosters a culture that minimizes politics, drives toward healthy communication channels, and builds trust across the organization that is sensitive to individual needs and values while still driving a high-performance culture
2.3		When making decisions and directing functional areas, considers the priorities and implications across the agency and ensure that this is consistent with the strategic plan and organization’s mission
2.4		Creates an inclusive culture that allows all levels of the agency to speak their mind, give feedback and share ideas
2.5		Respects and rewards employees for the contributions they make
2.6		Supports and encourages a diverse workforce and workplace .
Comments		

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3. Fiscal Discipline		
	Score	Criteria
3.1		Establishes a responsible annual budget
3.2		Measures performance against budget periodically with those responsible for various departments/cost centers and takes steps to adhere to that budget as necessary
3.3		Develops annual CIRM goals that inform and are consistent with the annual budget
3.4		Aligns annual budget with supporting specific, required funding initiatives listed in Proposition 14
Comments		

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4. Communication		
...with ICOC		
	Score	Criteria
4.1		Clearly communicates with the ICOC, keeping them updated on important matters
4.2		Utilizes ICOC's expertise when bringing in outside advisors for scientific working groups
4.3		Explains important decisions/changes and the rationale for them
4.4		Listens well to others and respects what they have to say
...with Staff		
4.5		Listens well to others and respects what they have to say
4.6		Invites different opinions and appreciates a diversity of thought
4.7		Communicates decisions clearly and transparently so team understands go forward direction.
...with Public		
4.8		Effectively communicate the Agency's strategic vision and strategy to a variety of external stakeholders.
4.9		Is timely and transparent in her communication to the public.
Comments		

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5. Compliance and Public Accountability		
	Score	Criteria
5.1		Has in depth knowledge and understanding of the field of stem cells and regenerative medicine generally
5.2		Assures CIRM's compliance with all aspects of being a California government entity.
5.3		Advises Board of any compliance issues if they arise as well as corrective actions taken or to be taken
5.4		Interfaces with the public on behalf of CIRM
5.5		Recruits the highest scientific and medical talent in the United States to serve CIRM on its working groups.
5.6		Directs ICOC staff and participates in the process of supporting all working group requirements to develop recommendations on grants, loans, facilities, and standards.
Comments		

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6. Goal Orientation		
	Score	Criteria
6.1		Has a clear vision for CIRM's direction
6.2		Establishes meaningful Strategic Plan goals and measures CIRM's performance against those goals.
Comments		

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7. ICOC Interaction		
	Score	Criteria
7.1		Provides useful, topical, and informative President's Reports at ICOC meetings
7.2		Commands respect of the ICOC
7.3		Works to find solutions at ICOC meetings to issues that arise during meetings based on management proposals to the ICOC
7.4		Has proposals brought to the ICOC for consideration that are well thought out and well described with supporting data and information
7.5		Provides her direct reports with the opportunity to present to the ICOC and to answer questions without interruption before she provides her perspectives
7.6		Works well with the entire ICOC and with individual members
Comments		

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Overall Appraisal Rating	
<i>Provide overall rating. Please check only one.</i>	
Mark	Criteria
	Exceptional Performance <i>Significant overachievement of expectations</i>
	Above Expectations Performance <i>Often exceeds expectations.</i>
	Satisfactory Performance <i>Consistently fulfills expectations.</i>
	Improvement Needed Performance <i>Inconsistent performance with expectations only partially achieved. Deficiencies should be addressed in the performance appraisal.</i>
	Unsatisfactory Performance <i>Failure to achieve the majority of expectations. Deficiencies should be specifically addressed in the performance appraisal.</i>
	NA - Not applicable. <i>This should only be used if you are on the Leadership Team and the questions are pertaining to the ICOC, etc.</i>

Reviewer:

Name

Date

Thank you!