

CONFIDENTIAL

California Institute for Regenerative Medicine

PERFORMANCE MANAGEMENT REVIEW

PRESIDENT, CIRM

ICOC MEMBERS/ALTERNATES

Instructions: Please complete this confidential survey based on your personal experience with, and observation of, the President's performance, no later than **July 29th**. 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 the 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, Tammi Buettner, who is managing this review process regarding your thoughts/ratings. Tammi will be reaching out to each of you to schedule a time to connect - or please feel free to contact her at tammi.buettner@gmail.com or text her at 520-304-4535. If anyone else would like to talk live, please contact Tammi directly.

Thank you for your participation.

Incumbent's Name:	Maria Millan	Incumbent's Position:	President, California Institute for Regenerative Medicine
Performance Year:	2021 and Q1 of 2022	Time in Position:	July 2017 – present

In evaluating the President's performance during 2021 and Q1 2022, 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 only 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 LT.

Leadership

___ Has high ethical standards and expects the same of others in CIRM

___ Is an inspirational leader and has the ability to motivate others

___ Is able to address adversity both internally and externally

___ Is empathetic and humble

___ Demonstrates the ability to manage, mentor and develop team members

___ Delegates appropriately and trusts her staff to deliver on agreed upon outcomes without intervention

Comments:

Culture

_____ 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

_____ 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.

_____ 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

_____ Creates an inclusive culture that allows all levels of the agency to speak their mind, give feedback and share ideas

_____ Respects and rewards employees for the contributions they make

_____ Supports and encourages a diverse workforce and workplace

Comments:

Fiscal Discipline

- _____ Establishes a responsible annual budget
- _____ Measures performance against budget periodically with those responsible for various departments/cost centers and takes steps to adhere to that budget as necessary
- _____ Develops annual CIRM goals that inform and are consistent with the annual budget

Comments:

Communication

ICOC:

- _____ Clearly communicates with the ICOC, keeping them updated on important matters
- _____ Utilizes ICOC’s expertise when bringing in outside advisors for scientific working groups
- _____ Explains important decisions/changes and the rationale for them
- _____ Listens well to others and respects what they have to say

Staff:

- _____ Listens well to others and respects what they have to say
- _____ Invites different opinions and appreciates a diversity of thought

Public:

- _____ Effectively communicate the Agency’s strategic vision and strategy to a variety of external stakeholders
- _____ Is timely and transparent in her communication to the public

Comments:

Compliance and Public Accountability

_____ Has in depth knowledge and understanding of the field of stem cells and regenerative medicine generally

_____ Assures CIRM's compliance with all aspects of being a California government entity

_____ Advises Board of any compliance issues if they arise as well as corrective actions taken or to be taken

_____ Interfaces with the public on behalf of CIRM

_____ Recruits the highest scientific and medical talent in the United States to serve CIRM on its working groups

_____ Directs ICOC staff and participates in the process of supporting all working group requirements to develop recommendations on grants, loans, facilities, and standards

Comments:

Goal-oriented

_____ Has a clear vision for CIRM's direction

_____ Establishes meaningful Strategic Plan goals and measures CIRM's performance against those goals

Comments:

ICOC Interactions

_____ Provides useful, topical, and informative President's Reports at ICOC meetings

_____ Commands respect of the ICOC

_____ Works to find solutions at ICOC meetings to issues that arise during meetings based on management proposals to the ICOC

_____ Has proposals brought to the ICOC for consideration that are well thought out and well described with supporting data and information

_____ Provides her direct reports with the opportunity to present to the ICOC and to answer questions without interruption before she provides her perspectives

_____ Works well with the entire ICOC and with individual members

Comments:

Overall performance summary: *Summarize assessments contained in body of the President's performance assessment.*

Overall Appraisal Rating: *Provide overall rating. Please check only one. Fix format*

___ **Exceptional Performance** – is significant overachievement of expectations

___ **Above Expectations Performance** – is often beyond expectations.

___ **Satisfactory Performance** – consistently fulfills expectations.

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

___ **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 only be used if you are on the Leadership Team and the questions are pertaining to the ICOC, etc.

Reviewer:

Name

Date