

CONFIDENTIAL

California Institute for Regenerative Medicine
PERFORMANCE MANAGEMENT REVIEW
PRESIDENT, CIRM

DIRECT REPORTS

Instructions: Please complete this confidential review based on your personal experience with, and observation of, the President’s performance, no later than November 30, 2018. In order 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. If you wish to complete the review on-line, please go to: **SURVEY MONKEY LINK**

If you wish to complete a hard copy of the survey, please send it to: James Harrison, Remcho, Johansen & Purcell, LLP, 1901 Harrison Street, Suite 1550, Oakland, CA 94612. Thank you for your participation.

Incumbent’s Name:	Maria Millan	Incumbent’s Position:	President, California Institute for Regenerative Medicine
Performance Year:	2018	Time in Position:	July 2017 -- present

In evaluating the President’s performance during 2018, for each evaluation area listed below please indicate your assessment from the list below that you believe best exemplifies her level of performance in that particular area.

Assessment:

- 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.

1. Leadership

- Is ethical with high standards of conduct and expects same of others in CIRM
- Is inspirational and motivates others
- Provides clear direction to staff and has a clear vision for CIRM's direction
- Demonstrated courage and is able to address adversity
- Is empathetic and humble
- Has in depth knowledge and understanding of the field of stem cells and regenerative medicine generally

Assessment:

- Exceptional Performance**
- Above Expectations Performance**
- Satisfactory Performance**
- Improvement Needed Performance**
- Unsatisfactory Performance**

Comments:

2. Management

- Is employee focused and promotes a great place to work
- Supports employee development and assures that direct reports have development plans
- Supports succession planning

- Meets regularly with direct reports and encourages feedback
- Recognizes employee achievements
- Encourages reporting of misconduct or other complaints, respects confidentiality of source, and assures complaints are investigated and appropriate remedial action taken
- Assure compliance with State regulations and procedures

Assessment:

- Exceptional Performance**
- Above Expectations Performance**
- Satisfactory Performance**
- Improvement Needed Performance**
- Unsatisfactory Performance**

Comments:

3. Fiscal Discipline

- Establishes a responsible annual budget
- Measures performance against budget periodically with reports/employees who are 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

Assessment:

- Exceptional Performance**
- Above Expectations Performance.**
- Satisfactory Performance**
- Improvement Needed Performance**

Unsatisfactory Performance

Comments:

4. Strategic Vision

- Develops a strategic long-range plan
- Establishes budget goals that support and are consistent with that plan
- Seeks potential new opportunities to advance CIRM's mission
- Open to new strategic ideas/possibilities

Assessment:

Exceptional Performance

Above Expectations Performance

Satisfactory Performance

Improvement Needed Performance

Unsatisfactory Performance

Comments:

5. Diversity

- Supports and encourages a diverse workforce and workplace
- Respects and rewards employees for the contributions they make
- Is fair in treating employees with no favoritism

Assessment:

- Exceptional Performance**
- Above Expectations Performance**
- Satisfactory Performance**
- Improvement Needed Performance**
- Unsatisfactory Performance**

Comments:

6. Goal-oriented

- Establishes meaningful direct report annual goals and expectations and reviews direct reports annually against those goals and other performance
- Establishes annual goals for CIRM and measures performance against those goals
- Establishes Strategic Plan goals and measures CIRM's performance against those goals

Assessment:

- Exceptional Performance.**
- Above Expectations Performance**
- Satisfactory Performance**
- Improvement Needed Performance**

Unsatisfactory Performance

Comments:

7. Communication

- Has good clear communication skills
- Explains important decisions and changes and the rationale for them
- Is transparent in communicating
- Is personable and positive
- Listens well to others and respects what they have to say

Assessment:

Exceptional Performance.

Above Expectations Performance

Satisfactory Performance

Improvement Needed Performance

Unsatisfactory Performance

Comments:

8. Decision-making

- Delegates decision-making where reasonable and possible

Overall Appraisal Rating: *Provide overall rating.*

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Reviewer:

Name

Date