

**CONFIDENTIAL**

**California Institute for Regenerative Medicine**  
**PERFORMANCE MANAGEMENT REVIEW**  
**PRESIDENT, CIRM**

**ICOC MEMBERS**

**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.

<b>Incumbent’s Name:</b>	Maria Millan	<b>Incumbent’s Position:</b>	President, California Institute for Regenerative Medicine
<b>Performance Year:</b>	2018	<b>Time in Position:</b>	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
- 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
- Directs and manages the CIRM staff generally
- 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

**Assessment:**

**Exceptional Performance**

**Above Expectations Performance**

**Satisfactory Performance**

**Improvement Needed Performance**

**Unsatisfactory Performance**

**Comments:**

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**2. 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
- Oversees the performance of all grant recipients

**Assessment:**

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

**Comments:**

### 3. 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
- Keeps the ICOC updated on important CIRM matters
- Provides direct reports the opportunity to present to the ICOC and answer questions

**Assessment:**

- |                          |                                       |
|--------------------------|---------------------------------------|
| <input type="checkbox"/> | <b>Exceptional</b>                    |
| <input type="checkbox"/> | <b>Above Expectations Performance</b> |
| <input type="checkbox"/> | <b>Satisfactory Performance.</b>      |
| <input type="checkbox"/> | <b>Improvement Needed Performance</b> |
| <input type="checkbox"/> | <b>Unsatisfactory Performance</b>     |

**Comments:**

### 4. 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:**

- |                          |                                       |
|--------------------------|---------------------------------------|
| <input type="checkbox"/> | <b>Exceptional Performance</b>        |
| <input type="checkbox"/> | <b>Above Expectations Performance</b> |
| <input type="checkbox"/> | <b>Satisfactory Performance</b>       |

**Improvement Needed Performance**

**Unsatisfactory Performance**

**Comments:**

**5. . Compliance and Public Accountability**

- 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

**Assessment:**

**Exceptional Performance**

**Above Expectations Performance.**

**Satisfactory Performance**

**Improvement Needed Performance**

**Unsatisfactory Performance**

**Comments:**

## 6. Goal-oriented

- Establishes meaningful annual goals for CIRM and measures performance against those goals
- Establishes meaningful Strategic Plan goals and measures CIRM's performance against those goals

### *Assessment:*

- |                          |  |
|--------------------------|--|
| <input type="checkbox"/> | <b>Exceptional Performance</b>         |
| <input type="checkbox"/> | <b>Above Expectations Performance.</b> |
| <input type="checkbox"/> | <b>Satisfactory Performance</b>        |
| <input type="checkbox"/> | <b>Improvement Needed Performance</b>  |
| <input type="checkbox"/> | <b>Unsatisfactory Performance</b>      |

### *Comments:*

## 7. Decision-making

- Delegates decision-making where reasonable and possible
- Makes good decisions
- Is not afraid to take a risk in making a decision
- Is able to make difficult decisions
- Seeks stakeholder input before making a decision
- Clearly communicates decisions

### *Assessment:*

- |                          |  |
|--------------------------|--|
| <input type="checkbox"/> | <b>Exceptional Performance</b>                                       |
| <input type="checkbox"/> | <b>Above Expectations Performance.</b>                               |
| <input type="checkbox"/> | <b>Satisfactory Performance-</b> consistently fulfills expectations. |
| <input type="checkbox"/> | <b>Improvement Needed Performance</b>                                |

**Unsatisfactory**

*Comments:*

**8. Progress against 2016-2020 Strategic Plan**

- 50 New candidates into Development ?
- Increase Progression Events by 50% ?
- Enact New Regulatory Paradigm ?
- Reduce Translation Time by 50% ?
- 50 New Clinical Trials ?
- Partner 50 % of Clinical Programs with Commercial Partners?

**Exceptional Performance**

**Above Expectations Performance.**

**Satisfactory Performance**

**Improvement Needed Performance**

**Unsatisfactory Performance**

*Comments:*

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

**Overall Appraisal Rating:** *Provide overall rating.*

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**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.

**Reviewer:**

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date