

**California Institute for Regenerative Medicine**

**CONFIDENTIAL BOARD VICE CHAIR PERFORMANCE REVIEW**

**Survey Respondent Instructions:**

Please complete this confidential survey based on your personal experience with, and observation of, the Board Vice Chair no later than **4/19/24**. To protect the confidentiality of this review and to permit a full and frank assessment, your input will be summarized, along with other responses, without reference to the source of individual comments. Please complete the survey on-line at: ***(insert proper SurveyMonkey link)***

For the Chair, Subcommittee Chairs/Co-chairs, and Direct Reports to the Vice Chair: 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 [staway@gmail.com](mailto:staway@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 active participation in this important process.

<b>Incumbent's Name:</b>	Maria Gonzalez Bonneville	<b>Incumbent's Position:</b>	Board Vice Chair, California Institute for Regenerative Medicine
<b>Performance Period:</b>	January 23, 2023 – June 30, 2024	<b>Time in Position:</b>	January 23, 2023 – present

**In evaluating the Board Vice Chair's performance on a scale from 1 – 5, 5 is the highest rating and 1 is the lowest.**

**Assessment Rating Options**

<b>5 - Exceptional Performance</b>	Significant overachievement of expectation.
<b>4 - Above Expectations Performance</b>	Often beyond expectation.
<b>3 - Satisfactory Performance</b>	Consistently fulfills expectation.
<b>2 - Improvement Needed Performance</b>	Inconsistent performance, with expectation only partially achieved.
<b>1 - Unsatisfactory Performance</b>	Failure to achieve the expectation.
<b>NA - Not applicable</b>	Select this option only if you haven't been able to observe the Board Vice Chair enough to form an opinion regarding the question.

## PERFORMANCE MANAGEMENT REVIEW

### Board Vice Chair, CIRM

<b>1. Board Governance</b>		
	<b>Score</b>	<b>Criteria</b>
1.1		Carries out board leadership responsibilities in the Chairperson's absence, such as running board meetings effectively, representing Chair in meetings, making decisions as needed.
1.2		Supervises the Board Governance staff, including recruiting, selecting, developing, managing, and retaining talent.
1.3		Ensures annual board calendar includes organization-wide initiatives; meaningful Board Retreats are held; Board bylaws are followed and updated when needed.

<b>2. External Representation of CIRM</b>		
	<b>Score</b>	<b>Criteria</b>
2.1		Effectively communicates the Agency's strategic vision and strategy to a variety of external stakeholders.
2.2		Maintains relationships with the press, community organizations, California Stem Cell Research and Cures Committee, and the California healthcare system.
2.3		Represents CIRM well at conferences, events, and one-off opportunities that advances CIRM's mission.

<b>3. Accessibility and Affordability Working Group (AAWG) Leadership</b>		
	<b>Score</b>	<b>Criteria</b>
3.1		Ensures the AAWG has a diverse group of active members that reflects strong public outreach and community communication.
3.2		Guides the working group's establishment of priorities, development of goals, implementation plans, budgeting, and measuring of results.
3.3		Drives the working group's agenda and communication to all stakeholder groups to ensure transparency.

**PERFORMANCE MANAGEMENT REVIEW**

**Board Vice Chair, CIRM**

<b>4. Government Relations</b>		
	<b>Score</b>	<b>Criteria</b>
4.1		Effectively interfaces with the California Legislature and Executive Branch and the United States Congress and Executive branch on CIRM related matters.
4.2		Keeps Sacramento informed on CIRM's achievements, opportunities, and challenges.
4.3		Monitors existing and potential changes in legislation, regulatory compliance matters, or judicial decisions that could impact CIRM and communicate to the Board potential impacts.

<b>5. Diversity, Equity, &amp; Inclusion and Communications</b>		
	<b>Score</b>	<b>Criteria</b>
5.1		Invites different opinions, appreciates a diversity of thought, and leads efforts to ensure the board is inclusive
5.2		Advances DEI efforts the Board deems as important.
5.3		Clearly communicates with all stakeholders: actively listening, sharing information timely, and expressing opinions grounded in knowledge and experience

<b>3+ &amp; 3- Exercise</b>
Please share up to 3 things you most appreciate about the Vice Chair's performance and up to 3 suggestions for improvement.

**PERFORMANCE MANAGEMENT REVIEW**  
**Board Vice Chair, CIRM**

<b>Overall Appraisal Rating</b>	
<i>Provide overall rating. Please check only one.</i>	
<b>Mark</b>	<b>Criteria</b>
	<b>Exceptional Performance</b> <i>Significant overachievement of expectations</i>
	<b>Above Expectations Performance</b> <i>Often exceeds expectations.</i>
	<b>Satisfactory Performance</b> <i>Consistently fulfills expectations.</i>
	<b>Improvement Needed Performance</b> <i>Inconsistent performance with expectations only partially achieved.</i>
	<b>Unsatisfactory Performance</b> <i>Failure to achieve the majority of expectations.</i>
	<b>NA - Not applicable.</b> <i>This should only be used if you haven't been able to observe the Board Vice Chair enough to form an opinion about his overall performance</i>

*Thank you!*