

California Institute for Regenerative Medicine

CONFIDENTIAL BOARD CHAIR PERFORMANCE REVIEW

Survey Respondent Instructions:

Please complete this confidential survey based on your personal experience with, and observation of, the Board Chair no later than **6/16/25**. 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 Vice Chair, Subcommittee Chairs/Co-chairs, and the CIRM President & CEO, 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 active participation in this important process.

Incumbent's Name:	Dr. Vito Imbasciani	Incumbent's Position:	Board Chair, California Institute for Regenerative Medicine
Performance Year:	May 1, 2024 – June 30, 2025	Time in Position:	March 28, 2023 – present

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

Assessment Rating Options

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

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Board Chair, CIRM

1. Leadership of Board Functions		
	Score	Criteria
1.1		Runs board meetings effectively. Actively draws board members out appropriately at meetings.
1.2		Partners effectively with and holds CIRM President & CEO accountable to frame strategic issues, set organization goals, and measure results. Manages, supports, and develops Executive Assistant and ensures EA's work products meet the needs of the Board.
1.3		Keeps the board focused on what matters most.
1.4		Keeps a pulse on what's happening in all sub-committees and working groups through periodic attendance at meetings and open dialogue with chairs, co-chair, and working group leads.

2. External Representation of CIRM		
	Score	Criteria
2.1		Effectively communicates the Agency's strategic vision and strategy to a variety of external stakeholders.
2.2		Maintains strong relationships with the Department of Finance, the State Treasurer's Office, the 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.

3. Fiscal Oversight		
	Score	Criteria
3.1		Provides guidance to President & CEO on the creation of the annual report, CIRM's annual financial plan, and oversees the financial accountability of the board.
3.2		Provides oversight on CIRM bond financing and cash flow plans; ensuring they are optimized and well managed.
3.3		Submits annual budget request for the Office of the Chair and ensures approved budget is not exceeded.

PERFORMANCE MANAGEMENT REVIEW

Board Chair, CIRM

3.4		Ensures President and CEO has CIRM's annual budget supporting specific, required funding initiatives listed in Proposition 14.
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4. Communication

	Score	Criteria
4.1		Clearly communicates with the ICOC, keeping them updated on important matters in a timely way.
4.2		Serves as champion for open communication between board members and with CIRM leadership.
4.3		Effectively balances listening (letting board dialogue take its course) with moving the discussion forward to reach logical conclusions.
4.4		Invites different opinions, appreciates a diversity of thought, and ensures the board is inclusive.

5. Compliance and Public Accountability

	Score	Criteria
5.1		Oversees compliance with the public accountability requirements for the Board and its sub-committees; including compliance with public meeting and conflict of interest requirements, and the legal accountability of the Board.
5.2		Provides oversight for the annual audit of CIRM.
5.3		Advises Board of any compliance issues if they arise, and after conferring with the President & CEO, concur on corrective actions to be taken

PERFORMANCE MANAGEMENT REVIEW

Board Chair, CIRM

3+ & 3- Exercise
Please share up to 3 things you most appreciate about the Chair's performance and up to 3 suggestions for improvement.

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 haven't been able to observe the Board Chair enough to form an opinion about his overall performance.</i>

Thank you!