

CIRM 2026 Executive Performance Evaluation Process

Individuals To Be Assessed

Board Chair, Vice-Chair, and President & CEO

Review Period

July 1, 2025 through June 30, 2026

Stakeholders invited to complete Assessment forms (Results segmented by group)

- 1) Self-assessment by all three
- 2) All board members and alternates
- 3) Staff reporting into each role
 - a. For Chair & Vice Chair
 - President & CEO
 - Associate Vice-President, Board Governance
 - Associate Director, Board Governance
 - Board Executive Assistant
 - b. For President & CEO
 - All direct reports

Stakeholders invited to Virtual Individual Interviews

- 1) Chair and Vice Chair
- 2) Subcommittee chairs and co-chairs
- 3) Staff reporting into each role

Compilation of Feedback

Assessment results will be reported by stakeholder group and compared to each other. Only survey comments received from the board will be shared verbatim, without identification of respondent, for all three assessed individuals. Staff comments noted in the surveys will be considered with interview commentary, so themes can be noted in each evaluation, to further protect respondent anonymity.

TIMELINE

2025

- 12/1** **Discussion and creation of first draft of 2026 process & timeline**
- 12/19** **Board Governance Co-Chairs Meet with Susan**
Pat and Judy review the list of stakeholders who will be invited to do assessments and virtual interviews for the 3 roles; assessment questions; and timeline. Consider asking incumbents to provide up to 3 Measurable Goals to be added to assessment. Determine if any other changes are needed.

2026

- 3/9** **Governance Sub-committee Meeting**
Discuss Executive Performance Evaluation process, assessment questions, and timeline. Make changes as requested. Request individual goals, if to be added.
- 3/16** **Board meeting materials posted**
Assessment questions, process, & timeline posted in advance of ICOC meeting.

- 3/26 Board meeting**
Board reviews 2026 Executive Performance Evaluation process & timeline.
- 5/18 – 5/22 Scott oversees set up of 3 SurveyMonkey surveys with 9 distinct links**
Individual links to the 3 Chair, the 3 Vice Chair, and the 3 President & CEO stakeholder groups to enable segregation of results for the 3 reviews.
- 5/29 Susan provide self-assessment links and request goals for next year**
Distribute links to Chair, Vice-Chair, and President.
- 6/12 Due date for completed self-assessments and goal generation for next year**
- 6/22 Board Governance Chairs' email to stakeholders launching evaluation processes.**
Susan will start reaching out tomorrow, will remind them of value of the process, will ask for 100% participation and candid feedback.
- 6/23 Susan sends emails to all stakeholders**
*Distribute relevant SurveyMonkey links and Chair, Vice Chair, and/or President & CEO self-evaluation information. **Request responses by July 3, 2026***
- 6/23 Susan sends virtual meeting requests**
To: Board Chair, Vice Chair, Sub-Committee Chairs, President & CEO, Board Governance Staff, and the President & CEO's direct reports
- 6/23 – 7/7 Susan to conduct virtual interviews**
Regarding Board Chair, Vice Chair and President & CEO's performances.
- 7/4 – 7/7 Late survey response window**
Available for input on Chair, Vice Chair, and President & CEO performances, if needed.
- 7/8 – 8/14 Susan compiles / analyzes results,**
Performance review summaries are created.
- 8/17 Susan provides Chair, Vice Chair, and President & CEO written performance review summaries to Board Governance Committee Co-Chairs.**
- August Susan meets with Governance Committee Co-Chairs**
Discuss performance review summaries and edit them as necessary.
- September Susan meets with Governance Committee members, Chairs (and the Chair, and Vice Chair for the two other than their own)**
Discuss: performance review summaries.
- 9/24 Board meeting**
Chair, Vice Chair, and President & CEO performance review summaries will be discussed and whether merit increases are warranted.
- 9/25 – 9/30 Preparation for individual evaluation discussions**
- October Performance review discussions held with the Chair, Vice Chair, and President & CEO.**