

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 **7/03/26**. 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, CIRM President & CEO, and direct reports, 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:	July 1, 2025 – June 30, 2026	Time in Position:	March 28, 2023 – present

In evaluating the Board Chair's performance on each question **in the "Duties Focused On" section only**, 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.

PERFORMANCE REVIEW
Board Chair, CIRM

<i>Duties Focused On:</i>		
	<i>Score</i>	<i>Area of Responsibility</i>
1		Manage all ICOC meeting agendas and workflow.
2		Participate as an <i>ex officio</i> member of the Grants Working Group (as available), and as a member of the Facilities, Standards and Accessibility and Affordability working groups.
3		Oversee the Annual Audit.
4		Oversee the Annual Office of the Chair Budget.
5		Appoint Advisory Task Forces as needed.
6		Participate as a member of all board subcommittees.
7		Expand outreach to the VA system to further awareness of the Institute and its mission.

<i>Duties Ultimately Responsible for but Delegated Day to Day Execution of:</i>		
	<i>Delegated To:</i>	<i>Area of Responsibility</i>
1	CIRM Finance team	Optimize bond financing plans.
2	CIRM Finance team, ICOC Vice-Chair	Coordinate with the Department of Finance, State Treasurer, and State Controller.
3	CIRM Communications Team	Oversee the production of the Annual Report.

PERFORMANCE REVIEW
Board Chair, CIRM

4	Co-Chairs of the Intellectual Property and Industry Subcommittee and CIRM General Counsel	Lead the development of Intellectual Property policies and agreements.
5	Led by the Vice-Chair	Oversight of Legislation.
6	President and Executive Team, Members of the ICOC	Interface with the healthcare system and California public institutions.
7	President and Executive Team	Generate matching or supplemental monies through collaboration with other States, Nations or Institutions.
8	AVP of Board Governance and CIRM General Counsel	Public Accountability Requirements of the Board and Subcommittees.

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

PERFORMANCE REVIEW
Board Chair, CIRM

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.</i>
	Unsatisfactory Performance <i>Failure to achieve the majority of expectations.</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>

Yes	No	Based on your evaluation, do you recommend the Board Chair receive a merit increase in salary?
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Thank you!