

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 **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 Chair, Subcommittee Chairs/Co-chairs, President & CEO, 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 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:	Maria Gonzalez Bonneville	Incumbent's Position:	Board Vice Chair, California Institute for Regenerative Medicine
Performance Period:	July 1, 2025 – June 30, 2026	Time in Position:	January 26, 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

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 the expectation.
NA - Not applicable	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 REVIEW
Board Vice Chair, CIRM

1. Board Governance		
	Score	Criteria
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.

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 relationships with the California Department of Finance, the State Treasurer’s Office, and the California Stem Cell Research and Cures Committee.
2.3		Represents CIRM well at conferences, events, and one-off opportunities that advances CIRM’s mission.

3. Accessibility and Affordability Working Group (AAWG) Leadership		
	Score	Criteria
3.1		Ensures the AAWG has a diverse group of active members who have strong knowledge and expertise in 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.

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Board Vice Chair, CIRM

4. Government Relations		
	Score	Criteria
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 other state officials informed as needed 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.

5. Diversity, Equity, & Inclusion and Communications		
	Score	Criteria
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

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

PERFORMANCE REVIEW
Board Vice 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 Vice Chair enough to form an opinion about her overall performance.</i>

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