

**California Institute for Regenerative Medicine**

**CONFIDENTIAL President & CEO PERFORMANCE REVIEW**

**Survey Respondent Instructions:**

Please complete this confidential survey based on your personal experience with, and observation of, the President & CEO 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 Subcommittee Chairs/Co-chairs, the Board Chair and Vice Chair, 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.

<b>Incumbent's Name:</b>	Jonathan Thomas	<b>Incumbent's Position:</b>	President & CEO, California Institute for Regenerative Medicine
<b>Performance Year:</b>	July 1, 2025 – June 30, 2026	<b>Time in Position:</b>	July 9, 2024 – present

**In evaluating the President & CEO's performance on each question 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 expectation.
<b>NA - Not applicable</b>	Select this option only if you haven't been able to observe the President & CEO enough to form an opinion regarding the question.

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**President & CEO, CIRM**

<b>1. Strategic Vision</b>		
	<b>Score</b>	<b>Criteria</b>
1.1		Understands the scientific landscape, anticipates and articulates critical issues, opportunities, and threats to evaluate and propose adjustments to the strategic plan.
1.2		Regularly communicates new proposals, the state of ongoing projects, and progress on realizing the strategic plan.
1.3		Identifies bottlenecks, and organizational structure issues, that delay implementation of CIRM's strategic goals and propose actions to mitigate against them.
1.4		Focuses on strategic thinking; delegates tasks to the Leadership Team.

<b>2. Leadership and Communication</b>		
	<b>Score</b>	<b>Criteria</b>
2.1		Effectively communicates CIRM's strategic vision internally and to external stakeholders.
2.2		Recruits and retains top talent and mentors the leadership team to enable professional and personal development. Builds succession plans for most critical roles.
2.3		Manages and fosters a diverse and culturally sensitive workforce focused on seamless working relationships between divisions.
2.4		Communicates expectations, measures success with well-defined metrics, holds self and others accountable, and recognizes performance.

<b>3. Fiscal Oversight</b>		
	<b>Score</b>	<b>Criteria</b>
3.1		Recommends CIRM's annual budget, including research budget, resource allocation strategy, and cost controls, with assistance from CIRM's Finance staff to the Board. Implements approved budget and reports variances to the Board in a timely manner.
3.2		Develops connections and partnerships with the biomedical sector to cosponsor and support CIRM programs for the delivery of research and clinical opportunities.

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<b>4. Board Relationship</b>		
	<b>Score</b>	<b>Criteria</b>
4.1		Cultivates a strong working relationship with the Board, its Chair and Vice Chair.
4.2		Reports back to the Board, the highlights of the President's participation in significant events in the regenerative medicine area (as panelist; keynote speaker, etc.) and on events sponsored by CIRM.
4.3		Recruits and directs the highest scientific and medical talent to serve on CIRM working groups who develop recommendations for grants, loans, facilities and standards to the Board.
4.4		Works with the AAWG, IP & Industry Subcommittee, and Science Subcommittee chairs to develop direction and programs related to Access and Affordability, as per Proposition 14.

<b>5. Compliance and Public Accountability</b>		
	<b>Score</b>	<b>Criteria</b>
5.1		Leads by example and ensures a commitment by all staff to quality and compliance with institutional and external regulations.
5.2		Ensures compliance with all policies and regulations for CIRM adopted by the Board, including the performance of all grant recipients.

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

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<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 President &amp; CEO enough to form an opinion about his overall performance.</i>

<b>Yes</b>	<b>No</b>	Based on your evaluation, do you recommend the President & CEO receive a merit increase in salary?
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*Thank you!*