

CONFIDENTIAL

**California Institute for Regenerative Medicine**

**PERFORMANCE MANAGEMENT REVIEW  
PRESIDENT, CIRM**

**ICOC MEMBERS**

**Instructions:** Please complete this confidential survey based on your personal experience with, and observation of, the President’s performance, no later than **May 31, 2021**. In order to protect the confidentiality of this review and to permit a full and frank assessment, your comments will be summarized, along with other responses, without reference to the source of the comments. If you wish to complete the survey on-line, please go to <http://www.----.com>.

**If you wish to complete a hard copy of the survey, please send it to James Harrison, Olson Remcho, LLP, 1901 Harrison Street, Suite 1550, Oakland, CA 94612. Thank you for your participation.**

<b>Incumbent’s Name:</b>	Maria Millan	<b>Incumbent’s Position:</b>	President, California Institute for Regenerative Medicine
<b>Performance Year:</b>	2020 and Q1 of 2021	<b>Time in Position:</b>	July 2017 – present

In evaluating the President’s performance during 2020 and Q1 2021, for each evaluation area listed below please indicate the assessment that you believe best exemplifies the President’s level of performance in that particular area.

**Assessment:**

- Exceptional Performance** – is significant overachievement of expectations.
- Above Expectations Performance** – is often beyond expectations.
- Satisfactory Performance** – consistently fulfills expectations.
- Improvement Needed Performance** – is inconsistent performance, with expectations only partially achieved. Deficiencies should be addressed in the performance appraisal.
- Unsatisfactory Performance** – is the failure to achieve the majority of expectations. Deficiencies should be specifically addressed in the performance appraisal.

## 1. Leadership

- Is ethical with high standards of conduct and expects same of others in CIRM?
- Is inspirational and motivates others?
- Has a clear vision for CIRM's direction?
- Demonstrated courage and is able to address adversity?
- Is empathetic and humble?
- Has in depth knowledge and understanding of the field of stem cells and regenerative medicine generally?
- Directs and manages the CIRM staff generally?
- Recruits the highest scientific and medical talent in the United States to serve CIRM on its working groups?
- Directs ICOC staff and participates in the process of supporting all working group requirements to develop recommendations on grants, loans, facilities, and standards?

### **Assessment:**

- Exceptional Performance** – is significant overachievement of expectations.
- Above Expectations Performance** – is often beyond expectations.
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- Improvement Needed Performance** – is inconsistent performance, with expectations only partially achieved. Deficiencies should be addressed in the performance appraisal.
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**Comments:**

2. **Fiscal Discipline**

- Establishes a responsible annual budget?
- Measures performance against budget periodically with reports/employees who are responsible for various departments/cost centers and takes steps to adhere to that budget as necessary?
- Develops annual CIRM goals that inform and are consistent with the annual budget?
- Oversees the performance of all grant recipients?

**Assessment:**

**Exceptional Performance** – is significant overachievement of expectations.

**Above Expectations Performance** – is often beyond expectations.

**Satisfactory Performance** – consistently fulfills expectations.

**Improvement Needed Performance** – is inconsistent performance, with expectations only partially achieved. Deficiencies should be addressed in the performance appraisal.

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<b>Comments:</b>
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### 3. Communication

- Has good clear communication skills?
- Explains important decisions and changes and the rationale for them?
- Is transparent in communicating?
- Is personable and positive?
- Listens well to others and respects what they have to say?
- Keeps the ICOC updated on important CIRM matters?
- Provides direct reports the opportunity to present to the ICOC and answer questions?

#### **Assessment:**

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**Comments:**

#### 4. Diversity

- Supports and encourages a diverse workforce and workplace?
- Respects and rewards employees for the contributions they make?
- Is fair in treating employees with no favoritism?

#### **Assessment:**

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**Comments:**

5. **Compliance and Public Accountability**

- Assures CIRM's compliance with all aspects of being a California government entity?
- Advises Board of any compliance issues if they arise as well as corrective actions taken or to be taken?
- Interfaces with the public on behalf of CIRM?
- Recruits the highest scientific and medical talent in the United States to serve CIRM on its working groups?
- Directs ICOC staff and participates in the process of supporting all working group requirements to develop recommendations on grants, loans, facilities, and standards?

**Assessment:**

**Exceptional Performance** – is significant overachievement of expectations.

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<b>Comments:</b>
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6. **Goal-oriented**

- Establishes meaningful annual goals for CIRM and measures performance against those goals?
- Establishes meaningful Strategic Plan goals and measures CIRM's performance against those goals?

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<b>Comments:</b>
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## 7. ICOC Interactions

- Provides useful, topical, and informative President's Reports at ICOC meetings?
- Commands respect of the ICOC?
- Works to find solutions at ICOC meetings to issues that arise during meetings based on management proposals to the ICOC?
- Has proposals brought to the ICOC for consideration that are well thought out and well described with supporting data and information?
- Provides her direct reports with the opportunity to present to the ICOC and to answer questions without interruption before she provides her perspectives?
- Works well with the entire ICOC and with individual members?

### **Assessment:**

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**Comments:**



Overall performance summary: *Summarize assessments contained in body of President's performance assessment.*

Overall Appraisal Rating: *Provide overall rating.*

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**Reviewer:**

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Name

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Date

(00436587)