

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 **6/16/25**. 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, and the CIRM President & CEO, 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.

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|--------------------------|-----------------------------|------------------------------|---|
| Incumbent's Name: | Dr. Vito Imbasciani | Incumbent's Position: | Board Chair, California Institute for Regenerative Medicine |
| Performance Year: | May 1, 2024 – June 30, 2025 | Time in Position: | March 28, 2023 – present |

In evaluating the Board Chair's performance on each question on a scale from 1 – 5, 5 is the highest rating and 1 is the lowest.

Assessment Rating Options

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| 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 MANAGEMENT REVIEW

Board Chair, CIRM

| 1. Leadership of Board Functions | | |
|---|--------------|--|
| | Score | Criteria |
| 1.1 | | Runs board meetings effectively. Actively draws board members out appropriately at meetings. |
| 1.2 | | Partners effectively with and holds CIRM President & CEO accountable to frame strategic issues, set organization goals, and measure results. Manages, supports, and develops Executive Assistant and ensures EA's work products meet the needs of the Board. |
| 1.3 | | Keeps the board focused on what matters most. |
| 1.4 | | Keeps a pulse on what's happening in all sub-committees and working groups through periodic attendance at meetings and open dialogue with chairs, co-chair, and working group leads. |

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

| 3. Fiscal Oversight | | |
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| | Score | Criteria |
| 3.1 | | Provides guidance to President & CEO on the creation of the annual report, CIRM's annual financial plan, and oversees the financial accountability of the board. |
| 3.2 | | Provides oversight on CIRM bond financing and cash flow plans; ensuring they are optimized and well managed. |
| 3.3 | | Submits annual budget request for the Office of the Chair and ensures approved budget is not exceeded. |

PERFORMANCE MANAGEMENT REVIEW

Board Chair, CIRM

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| 3.4 | | Ensures President and CEO has CIRM's annual budget supporting specific, required funding initiatives listed in Proposition 14. |
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| 4. Communication | | |
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| | Score | Criteria |
| 4.1 | | Clearly communicates with the ICOC, keeping them updated on important matters in a timely way. |
| 4.2 | | Serves as champion for open communication between board members and with CIRM leadership. |
| 4.3 | | Effectively balances listening (letting board dialogue take its course) with moving the discussion forward to reach logical conclusions. |
| 4.4 | | Invites different opinions, appreciates a diversity of thought, and ensures the board is inclusive. |

| 5. Compliance and Public Accountability | | |
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| | Score | Criteria |
| 5.1 | | Oversees compliance with the public accountability requirements for the Board and its sub-committees; including compliance with public meeting and conflict of interest requirements, and the legal accountability of the Board. |
| 5.2 | | Provides oversight for the annual audit of CIRM. |
| 5.3 | | Advises Board of any compliance issues if they arise, and after conferring with the President & CEO, concur on corrective actions to be taken |

PERFORMANCE MANAGEMENT REVIEW

Board Chair, CIRM

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| 3+ & 3- Exercise |
| Please share up to 3 things you most appreciate about the Chair's performance and up to 3 suggestions for improvement. |
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| Overall Appraisal Rating | |
| Provide overall rating. Please check only one. | |
| 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. Deficiencies should be addressed in the performance appraisal.</i> |
| | Unsatisfactory Performance <i>Failure to achieve the majority of expectations. Deficiencies should be specifically addressed in the performance appraisal.</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> |

Thank you!