CalPERS 2021 Board Self-Assessment

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2021 Board-Self Assessment

The CalPERS Board Governance Policy, Section XI states:

"A. The Board has adopted a self-assessment process which assesses the whole Board, the President and Vice President, individual members, committees, and committee chairs and vice chairs, and includes multiple bases for evaluation:

> 1. Principles

> 2. Responsibility and authority

> 3. Process

> 4. Outcomes

CalPERS Board Governance Policy - Continued

B. One or more techniques may be utilized for obtaining self assessment feedback, including:

1. Expert third party facilitator to lead or co-lead (with the Board President) the self-assessment process.

2. Feedback from external key stakeholders on Board performance.

3. Third party evaluation of the Board's performance.

4. Peer-to-peer and upward evaluations (360°) from staff.

CalPERS Board Governance Policy - Continued

C. Each Board member will sign a statement acknowledging fiduciary responsibilities in conjunction with self-assessment processes.

D. An independent third party will assess Board performance every two years."

Background

In 2018, the CalPERS Board partnered with the National Association of Corporate Directors (NACD), to survey and assess the board's effectiveness and performance as a governing body.

The self-evaluation was led by the Honorable Cari Dominquez, Director of NACD.

Background – Continued

The 2018 Board Self-Assessment process required board members to individually and confidentially complete the following:

- Board Self-Evaluation Survey

- Committee Evaluation Survey

- Board Attributes Evaluation Survey

- The surveys invited Board members to identify areas of importance and assess current practice

Background – Continued

The 2018 survey results provided the opportunity for board members, assigned by the Board President to peer-working groups, to focus on 5 main areas which were identified:

1. Board Curriculum

- Establish a richer and ongoing board orientation/education program

2. Roles and Responsibilities

- Revisit committee structures and composition

- Review role of board consultants

Background – Continued

3. Meeting Materials

- Review calendar and format for board meetings

- Streamline the format and content of agenda item materials

4. Code of Conduct

- Create a code of conduct for CalPERS' Board Members

5. Insight Prototype

- Enable board members to rapidly gain on-line access to materials in order to support policy decisions required of the board

- Provide information to support prudent oversight of the execution of those decisions

Background – Continued

5. Insight Prototype

- Enable board members to rapidly gain insights into key direction and policy decisions required of the board

- Prudent oversight of the execution of those decisions

2018 Board Self-Evaluation Outcomes

The following opportunities identified in the 2018 Board Self-Evaluation were executed:

- Committee delegations revised into "Plain English"

- Adoption of Rosenberg's Rules of Order

- Reviewed committee structures and revised meeting calendar

- Identified and obtained subject matter experts to provide board training

2018 Board Self-Evaluation Outcomes - Update

The following opportunities identified in the 2018 Board Self-Evaluation were executed:

- Developed and adopted a Board Code of Conduct for annual attestation

- Established an Annual Stakeholder Engagement Forum

- Launched Insight Program

2021 Board Self-Assessment

Timeline

- Planning and Development – March 2021

  - Surveys uploaded to secure survey platform for access by Board members

- Survey Analysis – April 2021

  - Board members complete and submit confidential surveys for NACD's analysis

2021 Board Self-Assessment
Timeline

- Data Analysis – June 2021

  ⁻ NACD begins to analyze written survey data

- Delivery– July 2021

  ⁻ Survey results and outcomes presented to the Board by NACD facilitator

Questions?