

To: Human Resources and Governance Committee  
From: Peggy Heeg, Human Resources and Governance (HR&G) Committee Chair  
Date: Jun 16, 2025  
Re: Item 5 - Review of Draft Committee Self-Evaluation Surveys

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The HR&G Committee Charter provides that the Committee shall “[o]versee the annual self-assessments of Board committees.” Attached is a draft proposed 2025 Annual Committee Self-Evaluation Survey, applying a similar format the Board developed in 2023.

Changes from the 2024 version of the survey include the following: (1) star rating has been changed to a numerical rating scale; (2) comment section has been expanded to allow for more text and the ability to view a full comment entry at once; (3) the survey results will remain anonymous, the question asking for respondents’ names has been removed; and (4) language has been included to explain that a summary of all responses will be posted publicly in a “key takeaways” format. Additionally, several executives with insight into each committee will also be sent the survey to incorporate management viewpoints.

Following HR&G Committee review and any feedback during the June 23, 2025, meeting, it is expected that all of the Board Committees will review the survey at their September 2025 meetings. After incorporating any feedback, Committee self-evaluations will be conducted in October-November 2025 with results presented at the December 2025 Committee meetings.

We look forward to discussing the draft self-evaluation survey at the June 23, 2025 HR&G Committee meeting.



## [DRAFT] \_\_\_\_\_ Committee Annual Self-Evaluations (2025)

Please respond to the following questions, on a scale of:

- 1 (room for improvement); to
- 5 (area of considerable strength).

Following each question is a space to provide explanatory comments and/or suggestions for improving Committee structure and process. Drag the lower-right corner of the comment box to display your full comments. Your individual responses will be reported anonymously back to the Committee only in a composite. A summary of the key takeaways for all responses will be published on the ERCOT website with the public materials for the [\[enter name of this specific Committee here\]](#) Committee meeting scheduled for December 8, 2025.

### 1. Are the responsibilities of the Committee well defined?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

### 2. Is the Committee effective in fulfilling its general responsibilities?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

**3. Is the Committee fulfilling the specific duties set forth in its charter?**

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

**4. Do Committee members receive adequate background information prior to meetings?**

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

**5. Are meetings conducted in a manner and on a schedule that ensures open communication and meaningful participation?**

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

**6. Are Committee agendas set and prioritized to assist the Committee to function effectively?**

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

**7. Is meeting time appropriately allocated between management presentation and Committee discussion, to allow adequate opportunity for deliberation?**

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

**8. Does the Committee reach timely resolution of issues?**

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

### 9. Are Committee meetings efficient and productive?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

### 10. Is the length of Committee meetings appropriate?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

### 11. Does the Committee hold an adequate number of meetings during the year?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

### 12. Does the Committee have the appropriate number of members?

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

**13. Is the Committee’s leadership effective?**

1 (room for improvement)	2	3	4	5 (area of considerable strength)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

**14. Please add additional comments, questions, and suggestions here:**