

Five-Year Review: Peter Hayashida, Vice Chancellor for University Advancement

September 18, 2019

Dear Campus Community,

I write to inform you that we are conducting a five-year review of Vice Chancellor for [University Advancement](#) Peter Hayashida, who has served in this role since 2009. Per [Regents Policy 7702 — Performance Management Review Process](#), a senior leadership development assessment of all Senior Management Group (SMG) members is required every five years.

I would appreciate your thoughts and comments about Peter Hayashida's leadership. These comments about his performance will form an important part of the assessment. Comments will only be shared with the confidential review committee and will be consistent with the Statement Concerning Confidentiality of Letters of Evaluation (copied below this message).

It would be helpful if you could address the following areas in your comments:

1. What strengths and weaknesses have you observed in Vice Chancellor Hayashida's performance over the last five years? Please comment on his leadership, vision, and skills.
2. How have you observed VC Hayashida's impact on the performance and culture of Advancement during the review period?
3. What specific feedback would you like to make VC Hayashida aware of that could increase his effectiveness?

4. What are your views on new directions University Advancement should take in the next five years? How do you think the Vice Chancellor could most effectively lead the office in these new directions?

Please submit your comments via email to smg_review@ucr.edu or by mail to the Office of the Chancellor.

If you have any questions about this request or would like to provide comments by phone or in person, please contact [Christine Victorino](#), Associate Chancellor. I hope to receive comments by October 9, 2019.

Thank you in advance for your input, and I look forward to hearing from you.

Sincerely,

Kim A. Wilcox
Chancellor

**UNIVERSITY OF CALIFORNIA STATEMENT CONCERNING
CONFIDENTIALITY OF LETTERS OF EVALUATION**

The University of California will keep your name and institutional affiliation confidential. When an administrator requests to see letters in his or her file, pursuant to state law and University policy, the full text of the body of your letter will be provided to the candidate. However, any identifying information on the letterhead and within your signature block will be removed. In order to keep your identity confidential, you may want to avoid putting information in the body of your letter that would identify you. If you wish, you may provide a brief factual statement regarding your relationship to the faculty member as a separate attachment to your letter which we will not disclose to the candidate.

In those rare instances where a court or government agency seeks to compel the disclosure of the source of a confidential evaluation in University of California academic personnel files, it is the University practice to protect the identity of authors of letters of evaluation to the fullest extent allowable under law. The judicially mandated disclosure of the identity of confidential evaluations has been extremely rare at the University of California.