

**University of California**  
**Hastings College of the Law**

**BOARD POLICIES**

**Adopted March 5, 2004**

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**I. Board Policy Implementing Bylaw 13.1 and Related Standing Order 100.2(a)  
Decanal Appointments**

A. Initial and Continuing Appointments of the Chancellor and Dean

The Board of Directors sets the term of the contract with the Chancellor and Dean at the point of initial hire and upon a decision to continue the appointment. It is expected that a performance review will be conducted at approximately five-year intervals.

B. Initial and Continuing Appointments of the Academic Dean

The Chancellor and Dean sets the duration of the initial appointment and of continuing appointments of the Academic Dean, subject to Board approval. It is expected that a performance review will be conducted at approximately five-year intervals.

**II. Board Policy Implementing Confidentiality Provisions under Standing Order  
100.2(b) Continuation of Appointment**

Recognizing that it is critically important that the Board receive input that is specific and appropriately focused, and that reliably addresses those areas where the person providing the input has first-hand knowledge, oral comments, particularly delivered to multiple listeners, are an inappropriate means of data collection for purposes of decanal performance reviews. Oral reporting is inherently unreliable as it increases the risk of different understanding of both the questions asked and the answers received. Thus, written communications shall be solicited for purposes of performance reviews related to the continuation of decanal appointments.

Written communications regarding the Chancellor and Dean's or the Academic Dean's performance shall be directed to the Secretary to the Board and must be signed solely for the purpose of confirming that the source of the letter is commenting on matters likely to be within his/her direct knowledge. The Secretary to the Board shall redact the name and identifying information for the Review Committee to keep the identity of the writer of the letter confidential but shall indicate the general category of respondent of which the signer is a member. The redacted versions of the letters shall be shared only within the Review Committee and with the Board. At the conclusion of the review process, both the letters and the redacted versions of the letters will be destroyed by the Secretary to the Board.