



CHAIR, ACADEMIC SENATE  
RIVERSIDE DIVISION  
UNIVERSITY OFFICE BUILDING, RM 225

Kenneth Barish  
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EMAIL: kenneth.barish@ucr.edu

December 9, 2025

Ahmet Palazoglu, Chair, Academic Council  
1111 Franklin Street, 12th Floor  
Oakland, CA 94607-5200

**RE: Proposed Revisions to Senate Bylaw 140 (UCAADE)**

Dear Ahmet,

On December 8, 2025, the Riverside Academic Senate Executive Council discussed the subject proposed revisions to systemwide Senate bylaw 140 and had no comments to add to those from local committees (attached).

I call your attention to the following comments from local committees:

The faculty executive committee of the College of Humanities, Arts, and Social Sciences: (CHASS): *The CHASS Executive Committee reviewed the proposed revisions and noted that the revisions fundamentally change the nature of the work done on the committee, so perhaps a renaming would be appropriate. The committee also noted it would be valuable to clearly articulate what forms of response or corrective actions are expected to be enacted once inequities are identified/documented, in order to avoid reporting fatigue often encountered across the system. A clear guidance on best practices or recommended actions to take would be helpful. The committee also discussed and asked questions regarding timeliness, how often would the committee be providing feedback to the University and how often would it be conferring/reporting, as well as to whom?*

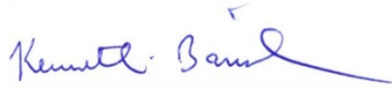
The faculty executive committee of the College of Natural and Agricultural Sciences (CNAS): *The committee has expressed concerns with pre-emptively removing diversity language from the bylaws and do not agree with these actions that seem to characterize diversity as a negative component of university proceedings. The consensus is that diversity is in the best interest of the university and should remain an integral part of our policies and practices.*

The Graduate Council: *While the Council is philosophically opposed to these revisions, the Council approved of them.*

The Committee on Diversity, Equity, and Inclusion (CODEI): *...reviewed the above proposal and notes a few key points of concern. Generally, the proposed revisions seek to modernize the naming*

*of the University Committee on Affirmative Action, Diversity, and Equity (UCAADE) to reflect the current duties and role of the committee. With these changes, however, the committee urges systemwide to retain 'Diversity' in its name as an identifier of an integral part of the role of the committee and the mission of the University of California. In addition to potentially limiting the scope of the committee, and as a legally permissive description of the committee, removing this language may give an impression of noncompliance and invite further scrutiny from malicious external entities. Separately, in renaming the current UCAADE committee, the concept of 'accountability' needs to be well defined with clear maintenance of and links to measurable indicators for assessment 'accountability' at the committee level.*

Sincerely yours,



Kenneth Barish

Professor of Physics and Astronomy and Chair of the Riverside Division

Encl.

CC: Monica Lin, Executive Director of the Academic Senate  
Cherysa Cortez, Executive Director of UCR Academic Senate Office



School of Business  
Anderson Hall  
900 University Avenue  
Riverside, CA 92521

October 10, 2025

To: Ken Barish, Chair  
Riverside Division of the Academic Senate

From: Jerayr Haleblan  
Chair, School of Business Executive Committee

Re: (Consultation): *Proposed Revisions to Bylaw 140*

Please let this memo serve as an official notification that the School of Business Executive Committee has no comments or concerns on the proposals noted above.

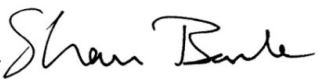


## *Academic Senate*

### **COMMITTEE ON ACADEMIC PERSONNEL**

October 29, 2025

To: Kenneth Barish, Chair  
Riverside Division Academic Senate

From: Shaun Bowler, Chair   
Committee on Academic Personnel

Re: **[Systemwide Review] Proposal: *Proposed Revisions to Senate Bylaw 140 (UCAADE)***

At our meeting on October 29, 2025, the Committee on Academic Personnel (CAP) discussed the *Proposed Revisions to Senate Bylaw 140 (UCAADE)*. CAP acknowledges that the proposed revisions update UCAADE's name and charge to better reflect its current focus and responsibilities. But the issues pertaining to the proposed revisions do not fall within the purview of CAP; and thus, CAP has no comments.



## *Academic Senate*

### **COMMITTEE ON EDUCATIONAL POLICY**

November 17, 2025

To: Ken Barish, Chair  
Riverside Division

From: Annie Ditta, Chair  
Committee on Educational Policy

**Re: Proposed Revisions to Senate Bylaw 140**

The Committee on Educational Policy (CEP) reviewed the proposed revisions to Senate Bylaw 140 at their November 7, 2025 meeting and had no concerns related to their charge of undergraduate education.



College of Humanities, Arts, and  
Social Sciences  
EXECUTIVE COMMITTEE

November 19, 2025

TO: Ken Barish, Chair  
Riverside Division of the Academic Senate

FROM: Iván Aguirre, Interim Chair  
CHASS Executive Committee

RE: Proposal: Proposed Revisions to Senate Bylaw 140 (UCAADE)

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The CHASS Executive Committee reviewed the proposed revisions and noted that the revisions fundamentally change the nature of the work done on the committee, so perhaps a renaming would be appropriate. The committee also noted it would be valuable to clearly articulate what forms of response or corrective actions are expected to be enacted once inequities are identified/documented, in order to avoid reporting fatigue often encountered across the system. A clear guidance on best practices or recommended actions to take would be helpful. The committee also discussed and asked questions regarding timeliness, how often would the committee be providing feedback to the University and how often would it be conferring/reporting, as well as to whom?



November 21st, 2025

TO: Kenneth N. Barish, Chair, Academic Senate, UCR Division

FROM: Harry Tom, Chair, Faculty Executive Committee, College of Natural and Agricultural Sciences

SUBJECT: [Systemwide Review] Proposal: Proposed Revisions to Senate Bylaw 140 (UCAADE)

Prof. Barish,

The CNAS Faculty Executive Committee has reviewed the proposed revisions to senate bylaw 140 (UCAADE) at their November 4th meeting and had comments to provide to the Senate.

The committee has expressed concerns with pre-emptively removing diversity language from the bylaws and do not agree with these actions that seem to characterize diversity as a negative component of university proceedings. The consensus is that diversity is in the best interest of the university and should remain an integral part of our policies and practices.

Sincerely,

A handwritten signature in black ink that reads "Harry Tom".

Harry Tom, Ph.D

Chair, Faculty Executive Committee, College of Natural and Agricultural Sciences



**COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION**

November 5, 2025

To: Kenneth Barish, Chair  
Riverside Division Academic Senate

From: Esra Kurum, Chair   
Committee on Diversity, Equity, & Inclusion

Re: **[Systemwide Review] (Proposal) Proposed Revisions to Senate Bylaw 140 (UCAADE)**

The Committee on Diversity, Equity, and Inclusion (CODEI) has reviewed the above proposal and notes a few key points of concern. Generally, the proposed revisions seek to modernize the naming of the University Committee on Affirmative Action, Diversity, and Equity (UCAADE) to reflect the current duties and role of the committee. With these changes, however, the committee urges systemwide to retain ‘Diversity’ in its name as an identifier of an integral part of the role of the committee and the mission of the University of California. In addition to potentially limiting the scope of the committee, and as a legally permissive description of the committee, removing this language may give an impression of noncompliance and invite further scrutiny from malicious external entities. Separately, in renaming the current UCAADE committee, the concept of ‘accountability’ needs to be well defined with clear maintenance of and links to measurable indicators for assessment ‘accountability’ at the committee level.





## *Academic Senate*

### **GRADUATE COUNCIL**

November 20, 2025

To: Kenneth Barish, Chair  
Riverside Division

From: Viji Santhakumar, Chair  
Graduate Council

**RE: [Systemwide Review] (Proposal) Proposed Revisions to Senate Bylaw 140 (UCAADE)**

Graduate Council reviewed the proposed revisions to Senate Bylaw 140 (UCAADE) at their November 20, 2025 meeting. The Council noted a typo on the first page – “B. Duties. Consistent with Bylaw 40, the Committee shall: (Am 28 03)”, Bylaw 40 should be Bylaw 140.

While the Council is philosophically opposed to these revisions, the Council approved of them.

11/5/2025

**To:** Kenneth Barish, Chair of the Assembly of the Academic Senate  
and Cherysa Cortez, Executive Director of the UCR Academic Senate

**From:** Kinnari Atit, Ph.D., Faculty Chair of the School of Education Executive Committee

**Subject:** Proposed Revisions to Senate Bylaw 140 (UCAADE)

The SOE Executive Committee reviewed the Proposed Revisions to Senate Bylaw 140 (UCAADE).  
Comments/feedback were solicited at our executive committee meeting and via email.

The SOE Executive Committee had no comments or feedback on this document.

Thank you for the opportunity to provide feedback.

Sincerely,

A handwritten signature in black ink, appearing to read "Kinnari Atit", followed by a stylized flourish or checkmark.

Kinnari Atit  
Chair, Faculty Executive Committee  
School of Education  
University of California, Riverside  
Email: [kinnari.atit@ucr.edu](mailto:kinnari.atit@ucr.edu)



November 12, 2025

TO: Ken Barish, PhD, Chair, Academic Senate, UCR Division

FROM: Adam Godzik, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine

SUBJECT: **[Systemwide Review] (Proposal) Proposed Revisions to Senate Bylaw 140 (UCAADE)**

Dear Ken,

The SOM Faculty Executive Committee has reviewed the Proposed Revisions to Senate Bylaw 140 (UCAADE)

The FEC supports the general direction of the by-law changes while awaiting the full draft for review.

Yours sincerely,

DocuSigned by:  
  
F3F7FC0ECB4E4AD...  
Adam Godzik, Ph.D.  
Chair, Faculty Executive Committee School of Medicine

TO: Ken Barish, Chair  
Riverside Division

FR: Kurt Schwabe, Chair   
Executive Committee, School of Public Policy

RE: **[Comments] Re: Systemwide Senate Review of Proposed Revisions to Senate  
Bylaw 140**

Date: November 21, 2025

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The Executive Committee of the School of Public Policy has reviewed the **Systemwide Senate Review of Proposed Revisions to Senate Bylaw 140**. We appreciate the effort and recommendations provided by the University Committee on Affirmative Action, Diversity, and Equity (UCAADE) and are in full support of its recommended revisions to Bylaw 140.



## *Academic Senate*

### **COMMITTEE ON UNDERGRADUATE ADMISSIONS**

November 18, 2025

To: Kenneth Barish, Chair  
Riverside Division

From: Manu Sridharan, Chair  
Committee on Undergraduate Admissions

Re: **[Systemwide Review] (Proposal) Proposed Revisions to Senate Bylaw 140 (UCAADE)**

The Committee on Undergraduate Admissions reviewed the proposed revisions to Senate Bylaw 140 (UCAADE) at their meeting on November 14, 2025, and had no comments.