



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