

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 Presidential Policy IMT-1300:  
Information Technology Accessibility

Prof. Barish,

The CNAS Faculty Executive Committee has reviewed the proposed revisions to presidential policy IMT-1330 at their November 4th meeting and had comments to provide to the Senate.

The committee has voiced their concern for the impact that the policy changes will make on the experience of the students and on the faculty's ability to create meaningful content.

There is general consensus that consistent faculty support early on and through this transition needs to be in place and include:

1. Transparency of policy expectations and clearly defined compliance standards.
2. Consistent, timely, and equal distribution of information related to these policies, to ensure everyone is progressing together through this process and don't receive conflicting guidance.
3. Training for faculty on the policies and the programs that are available with accessibility features to understand the updates and changes they need to make moving forward to be in compliance.
4. Clearer communication of resources available (E.g., XCITE) that faculty can reach out to for guidance and help during the transition and moving forward.

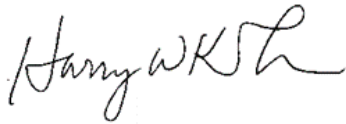
The committee feels that the technology currently in place, such as the Yuja captioning software, is not sufficient for the needs of the faculty to ensure complete compliance with this policy. There are inconsistencies with the software, in the captions produced, for faculty who are using particular jargon that the software doesn't understand and misnotes. With the policy expectation of a 24-hour turnaround for recorded lecture material, faculty will not be able to meet expected deadlines as it can take hours to edit videos to the level of necessary compliance (99% accuracy). The committee feels that there is a need for better software that can help with live commentary and recordings and that the university needs to make the investment in more accurate technology to support the implementation of this policy.

The committee also raised concerns that current staffing on campus in place to support faculty with this compliance, particularly in XCITE, is not sufficient to address the amount of support needed by all faculty on campus. There are already reports that available resources are delayed by at least a week for support services, which, given this policy, is too late to be in compliance. The committee would like to

suggest that, should these policy changes be implemented, that more staff be put in place before and through the transition to help faculty in updating their current content to reach compliance standards, to ensure minimal impact to students.

In order for faculty to be in compliance, most of the content currently available will need to be taken offline to be assessed and updated to meet accessibility standards and there is a concern that many faculty will decide to not republish the information, given the number of requirements to address and the time it will take to complete them. In the interim, the level of access to material that all students have become accustomed to will be diminished along with their learning outcomes and their experience in taking the course. We would be doing a disservice to the students should adequate support not be provided.

Sincerely,

A handwritten signature in black ink, appearing to read "Harry Tom". The signature is fluid and cursive, with the first name "Harry" written in a larger, more prominent script than the last name "Tom".

Harry Tom, Ph.D

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