



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

DEPARTMENT OF CELL BIOLOGY AND PHYSIOLOGY
MEDICAL BIOMOLECULAR RESEARCH BUILDING
111 MASON FARM ROAD
CHAPEL HILL, NC 27599

June 24th, 2021

To: Mr. Stevens and the UNC Board of Trustees
From: Department of Cell Biology & Physiology, UNC-CH School of Medicine

Dear Mr. Stevens and Trustees:

On behalf of the Department of Cell Biology and Physiology, School of Medicine, we wish to convey our concern that inaction of the Trustees following rigorous appointment and tenure review processes will make it harder for the UNC-CH system to recruit and retain faculty at all levels, for all disciplines, from all backgrounds. Impairments to UNC-CH's ability to recruit and retain faculty will negatively impact our competitiveness, national reputation and long-term success.

Intellectual freedom is at the heart of tenure. Regardless of a faculty member's professional focus, they must feel confident that the tenure process is transparent, fair, and consistently applied, based on clearly delineated Departmental, School and University criteria. Prospective faculty frequently ask what the promotion and tenure process is like at UNC. If they learn through national news headlines that this process is not fair and not consistently applied, UNC will lose intellectually-vibrant faculty to other institutions. No one should be singled out and held to different standards than their colleagues or predecessors in the promotion and tenure process. We support the established rigorous tenure and promotion processes at the Department, School and University levels that value diversity, professionalism, intellectual independence, and excellence. As Mimi Chapman, Chair of the Faculty at UNC-CH said "*faculty voice must govern the tenure process for academic integrity to have meaning.*"

Our Department remains dedicated to recruiting and retaining the most exceptional faculty, postdoctoral scientists, and students representing the Peoples of North Carolina. Decisions that impede these missions will negatively impact our collective success as a University, a State, and a Nation.

Sincerely,

Kathleen M. Caron, PhD
Professor and Chair

Jay E. Brenman, PhD
Professor, Diversity Liaison

Patrick J. Brennwald, PhD
Professor, Chair CBP DEI Advisory Committee

Stephanie Gupton, PhD
Associate Professor

Ellen Weiss, PhD
Professor

CC on next page:

Kevin M. Guskiewicz, PhD

Chancellor, UNC at Chapel Hill Office of the Chancellor

chancellor@unc.edu

Wesley Burks, MD

Dean, UNC School of Medicine, Vice Chancellor for Medical Affairs CEO, UNC Health

wburks@email.unc.edu

Cristy Page, MD, MPH

Executive Dean, UNC School of Medicine

Cristy_page@med.unc.edu

Mimi V. Chapman

Chair of the Faculty

mimi@email.unc.edu

Office of Faculty Governance

facgov@unc.edu