

Dear Members of the UNC Board of Trustees:

The Lineberger Equity Council, a 33-member board of dedicated faculty, staff, trainees, and patient advocates, is committed to building systems that enable the UNC Lineberger Comprehensive Cancer Center to deliver the best care, be the best funded, train the best clinicians and scholars, and produce and disseminate the best and most impactful research in the United States. To succeed in these aims we must recruit and retain highly accomplished and diverse investigators, clinicians, and staff.

The meritorious assessment of tenure is a systematic process thoroughly vetted by faculty and has never before been thwarted by the Board of Trustees. Mrs. Nikole Hannah-Jones is a MacArthur Foundation Genius, a Pulitzer Prize winner, and a Carolina master's degree graduate and 2019 recipient of the prestigious UNC Distinguished Alumna Award. A failure to grant tenure to Mrs. Hannah-Jones is contrary to the longstanding process of faculty governance and the faculty's and university's leadership of thorough vetting of this and all tenure applicants.

We have great pride in our exceptional research atmosphere and training, the clinical care we deliver, and our dedication to serving the state of North Carolina. The Board of Trustees' actions have created a high level of disappointment and disillusionment among many faculty, trainees, and staff who are members of the Lineberger Equity Council. This group believes that this action will decrease the esteem and success of our great institution. Lack of action by the Board of Trustees has national repercussions, giving rise to opportunities for institutions with greater financial resources than ours to target our valuable faculty and staff.

We are deeply concerned that this erosion of academic integrity threatens the very essence of what makes Lineberger one of the top cancer research and care institutions in our country.

We join Dr. Chapman and the united voices of UNC faculty researchers, students, clinicians, and staff in urging the Board of Trustees to immediately restore the integrity of the faculty tenure process and the faith that accomplished women of color will be treated with the same fairness as other outstanding scholars who wish to teach, to lead, and to pursue scholarship from within our great institution.

Sincerely,

The executive core of the Lineberger Equity Council:

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