October 17, 2018

Dear Chancellor Folt,

Knowing that you were seeking input from throughout the Carolina community regarding the Confederate Monument as the University and Board of Trustees prepare a plan of action to submit to the Board of Governors by Nov. 15, I sent out a survey on Sept. 14 to all 2,060 faculty and staff who are affiliated in some way with the College of Arts & Sciences.

My goal was to provide University leadership with a representative sample of how the College’s diverse faculty and staff felt about Silent Sam as well as some ideas about how they might move forward.

In designing the survey, my senior leadership team and I wanted to: (1) keep the number of questions to a minimum, to make it easy for respondents to complete; (2) allow respondents anonymity to express their opinions freely; and (3) demonstrate to staff that their opinions were as important as faculty’s, so we did not require respondents to designate their position on campus.

We also felt it was important not to limit respondents to multiple-choice options, but rather let them propose options and the rationale behind their choices. Thus the survey was open-ended, with the only cap being a 2,500-character limit to each response.

We recognize that this was not a scientific survey, but we believe the results are illuminating and can help inform you and the Board of Trustees in developing a plan and next steps to present to the Board of Governors. As we promised the respondents, we are passing along to you the entirety of their responses. When printed out, the survey results span more than 125 pages. These responses represent a range of emotions and intellectual arguments that this complex and difficult topic has brought to the forefront.

We have prepared the following executive summary to highlight key takeaways and to provide some quantitative analysis to a qualitative survey. This summary is not intended to replace the comprehensive survey document, but to serve as a guide and framework for the heartfelt responses.

At the end you will find the recommendations of our College leadership team. We believe the executive summary, coupled with the nearly 400 survey responses, makes a compelling argument for why Silent Sam should not be returned to our campus. Tolerating the continued presence of Silent Sam here serves to elevate honoring the past over respecting the faculty, staff and students of today and their efforts to shape a more humane and inclusive future.
Of the many suggestions offered up by our faculty, we believe that relocating it to Bennett Place, a state historic site and significant landmark in Civil War history, would be an appropriate destination for a Confederate monument. While we recognize that this issue is complicated, the monument has become a distraction that stands to jeopardize our continued status as one of the nation’s premier public research universities.

I welcome the opportunity to continue working with your leadership team, the Board of Trustees and the Faculty Executive Committee on this issue.

Sincerely,

[Signature]

Kevin M. Guskiewicz, PhD
Dean, College of Arts & Sciences
Kenan Distinguished Professor, Exercise and Sport Science
University of North Carolina at Chapel Hill

CC: Haywood Cochrane, Chair of the Board of Trustees
Robert Blouin, Executive Vice Chancellor and Provost
Leslie Parise, Chair of the Faculty, UNC-Chapel Hill