

Resolution 18-04 Regarding the Confederate Monument (“Silent Sam”)

RESOLUTION OF THE EMPLOYEE FORUM  
THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

November 7, 2018

WHEREAS, on October 2<sup>nd</sup>, 2018, officers of the Employee Forum met with the Past Chair of the University Board of Trustees W. Lowry Caudill; Dr. Caudill asked the Employee Forum to collect “raw data” from UNC staff employees regarding the disposition of the Confederate Monument (“Silent Sam”) and,

WHEREAS, Dr. Caudill explained that he had asked University administrators to adopt Dr. Robert Reinheimer’s “The Collaborative Process” to frame the difficult process of evaluating obstacles, principles and ideas towards finding a solution for this controversy; he noted that the Board of Governors had set forth the overriding goal for the University’s actions in this area, as follows:

“provide a plan for a lawful and lasting path that protects public safety, preserves the monument and its history, and allows the University to focus on its core mission of education, research, economic stimulation, and creating the next generation of leaders” (UNC Board of Governors Resolution, August 28, 2018.), and

WHEREAS, Dr. Caudill asked that the Employee Forum work to obtain “raw data” from staff employees parallel to efforts by University faculty and students; he emphasized that adherence to Dr. Reinheimer’s framework in this search for data would allow University administrators the best chance to arrive at an effective, acceptable solution that can be smoothly and successfully executed, and

WHEREAS, Dr. Caudill asked that the Forum submit its data by October 23<sup>rd</sup>, 2018, towards allowing University administrators final cut at the data towards proposing a solution that meets the Board of Governors’ November 15<sup>th</sup>, 2018 deadline, and

WHEREAS, given the short timeframe to obtain data and the large number of University staff employees, Forum leaders decided to commission an electronic survey of campus thoughts on the issue. Forum leaders elected to follow Dr. Caudill’s recommendation to seek “raw data” from University employees in Dr. Reinheimer’s framework [https://unc.az1.qualtrics.com/jfe/form/SV\\_1zBDpZ6KdijpvtjL](https://unc.az1.qualtrics.com/jfe/form/SV_1zBDpZ6KdijpvtjL) and,

WHEREAS, the Forum’s Qualtrics survey relied on individualized links sent out to employee e-mail addresses to prevent “ballot stuffing” and dilution of responses by parties outside the campus. (The source of these e-mail addresses is a monthly roster produced by the Office of Human Resources and Information Technology Services.); the survey went out to 8,812 University employees on October 5<sup>th</sup> with a reminder sent to 8,661 employees on October 16<sup>th</sup>; the final deadline was October 22<sup>nd</sup> and,

WHEREAS, in addition, Forum Chair Shayna Hill conducted in-person meetings with campus employees at the School of Medicine; written responses to the survey were submitted by employees at these meetings; finally, the Forum invited employees to submit written responses at the Employee Appreciation Fair on Friday, October 19<sup>th</sup>; a few employees used the written option to alleviate confidentiality concerns, and

WHEREAS, in all, the Forum received 405 partial and complete electronic survey responses and another 13 written responses, and

WHEREAS, the Chair asked that the Forum Executive Committee review survey feedback at the October 23, 2018 meeting towards the possibility of immediate action, and

WHEREAS, the survey revealed an overwhelming support for removal of the Monument as well as an overwhelming desire to heal the Carolina community among respondents,

THEREFORE, the Employee Forum hereby affirms the position of the UNC-Chapel Hill Faculty Council's stance (Resolution 2018-5) in favor of permanent removal of the Confederate Monument ("Silent Sam") and its base from campus, and urges the Chancellor and the Board of Trustees to create a relocation plan with strong input from employees and the broader Carolina community, and to pursue ongoing forums for healing the community that this issue has revealed.

[As amended and passed, November 7, 2018]

Signed on behalf of the Employee Forum,

Shayna Hill

Chair