

DRAFT INTERIM GUIDELINES FOR THE CONSIDERATION OF THE REMOVAL OF NAMES ON UNIVERSITY BUILDINGS AND PROPERTY

I.

INTRODUCTION

The University of North Carolina at Chapel Hill (“University”) is committed to creating and maintaining an inclusive campus that welcomes all members of our community and appropriately reflects our mission, our values, and our history.

Our history and traditions are complex, particularly as it relates to the University’s role in both promoting and inhibiting social justice. That history is embedded and reflected in certain buildings and property named for individuals who, in more recent years, have been the subject of appropriate scrutiny and reflection.

Removing a naming designation is a serious step that cannot be taken lightly or hastily. Rather, it should require a careful and holistic consideration of relevant facts and circumstances, including a rigorous historical analysis, assessing the positive and negative impacts that designation has on the University’s mission and values, considering the prominence and relevance of the designation to University life as a whole, and weighing the nature, severity, and scope of the behavior and conduct in question.

The University also has a duty to consider the possible benefits of leveraging a naming designation as an opportunity to engage in a more robust discussion of our past – to educate our campus community of the complex and controversial nature of our institution’s own history and its impact on public life.

We also must be mindful that future generations and leaders may judge or revise our removal and renaming decisions by their own standards and values – a fact that underscores the need to strive for a consistent and disciplined approach for removal decisions that clearly reflects rooted in historical facts and a clear articulation of the University’s mission and values.

At this time, we are focusing on a process to remove a designation, not necessarily to rename it. The process for making a decision to remove and rename may be distinctly different, although the need for a consistent and comprehensive process will be critical to both decisions.

II.

PROCESS

Our process for deciding whether to remove a designation should reflect a consistent set of standards, a careful and deliberate balancing process, and an acknowledgement of the complex intersection between the lessons of our past and the mission of our future.

A request to remove or rename should include:

- At the initiative of the Board of Trustees
- At the initiative of the Chancellor
- By application to the Chancellor’s Advisory Committee on Naming University Facilities and Units

The Chancellor will refer a request to remove a name to two groups: (i) the Committee on History, Race and a Way Forward and (ii) a second task force —to investigate the facts supporting the request and report back to the Chancellor.

The Chancellor will develop a list of factors to be considered in support of a request to remove a designation in order to assure a careful and holistic analysis of the impact of the removal, which should include some or all of the following:

- Whether retaining the name undermines or compromises the University's mission and values, including its commitment to diversity, inclusion, and institutional integrity.
- Whether removal of the name may stifle viewpoint diversity or fail to acknowledge the historical complexity or holistic contributions of the individual to the University or the public.
- The nature, severity, and scope of the conduct or behavior at issue, and the impact that the named person's conduct or behavior had on the University community.
- The positive value that the designation has for certain students, faculty, staff, or alumni.
- The potential for continued disruption or interference with the University's academic and research mission and the overall health of the campus community.
- The role and relevance of the individual in the University's history.
- The type of building or property at issue and the profile that such building or property has in the University community and in the public at large.
- The strength and clarity of the scholarly historical evidence.
- Consideration of opportunities for contextualization, education, and preservation of historical knowledge in a manner that may advance the University's mission and values.

The Chancellor is encouraged to share the reports and recommendations of the two committees with other interested stakeholders and solicit their feedback before presenting any recommendation to the Board of Trustees.

The University must assure that any recommendations to rename are the result of a consistent approach to weighing and balancing the relevant factors.