



## **Do No Harm**

To UNC Board of Trustees,

Division, discrimination, and political litmus tests have no place in medical education. Yet the University of North Carolina School of Medicine's "Required Common Criteria for Appointment, Reappointment, and Promotion for Variable, Fixed-Term, and Tenure-Track" requirements force these dangerous concepts on your faculty. These requirements should be abandoned immediately, not least because they may well be unconstitutional and illegal.

As a former associate dean at University of Pennsylvania's Perelman School of Medicine, I can personally attest that it is inappropriate to require that candidates for promotion and tenure demonstrate their commitment to a political ideology. Yet that is exactly what your requirements do regarding Diversity, Equity, and Inclusion (DEI). You now mandate that current and potential faculty demonstrate they have made a "positive contribution to DEI efforts," which is a "required element" that "will be evaluated as part of promotion and tenure requests."

Far from being a value-neutral concept, DEI is an inherently ideological enterprise. It is rooted in non-scientific and non-medical philosophies, including "Critical Race Theory" and "Anti-Racism." Forcing candidates to declare their support for DEI when many undoubtedly oppose it would compel dishonesty. Moreover, forcing candidates to show a track record of involvement in DEI would compel participation in political activities. All of this is deeply illiberal and violates the basic tenets of academic freedom.

Most disturbingly, DEI demands discrimination. To achieve "equity," DEI requires that populations be treated differently based on their skin color and other factors. In the medical profession, that means providing certain groups with preferential access to care or de-prioritizing some populations in favor of others. This is irreconcilable with medical ethics and law. As the Supreme Court recently held, "Government action that classifies individuals on the basis of race is inherently suspect and carries the danger of perpetuating the very racial divisions the polity seeks to transcend." *Schuetz v. BAMN*, 572 U.S. 291, 308 (2014). Additionally, your requirements will incentivize administrators to engage in discrimination in who they hire, promote, mentor, and to whom they provide scholarships and grants.

So long as these requirements last, the UNC School of Medicine will suffer. You will harm your reputation for apolitical excellence. You will stifle your faculty's ability to teach and research at the highest level. Most disturbingly, you will worsen the education on which your students depend, hurting their careers and the patients they will soon serve.

I am sure the people of North Carolina, whose tax dollars fund the UNC School of Medicine, would not support the ideological corruption of one of the state's leading medical schools, nor would the state's elected leaders. For the sake of your faculty, your students, and the institution you lead, it is imperative that you immediately abandon these divisive, discriminatory, and possibly illegal DEI requirements.

**Stanley Goldfarb, MD**

*Chairman, Do No Harm*