

2025 CERTIFICATION & REPORT
EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA
August 29, 2025

Peter Hans, President
University of North Carolina System
223 S. West St., Ste. 1800
Raleigh, NC 27603

Dear President Hans:

The University of North Carolina Board of Governors adopted Section 300.8.5 of the UNC Policy Manual, *Equality Within the University of North Carolina*, on May 23, 2024, to reaffirm the University's longstanding commitment to equality.

As such, the chancellor and Vice Chancellor for student affairs of each constituent institution must certify and report annually on his or her constituent institution's initial and continued compliance with Section 300.8.5¹.

In 2024, Fayetteville State University (FSU) acted swiftly in order to comply with this policy and formed a working committee to monitor its programs and activities across the campus and provide guidance to the University's employees and students. This working committee is composed of representatives from the Office of the Chancellor, Division of Student Affairs, Division of Legal, Audit, Risk, and Compliance, and the Office of Human Resources. During 2024-2025, it expanded to include the Division of External Affairs and Military Relations.

During 2024-25, the working committee continued its work of monitoring and assessing programs and activities through a cohesive process and by educating and training selected departments and individuals. The working committee reported to

¹ The Equality Policy requires annual certification as to compliance and initially expected reports of savings derived from achieving compliance. It is likely that any savings achieved would have occurred in the first year and that succeeding annual certifications will identify fewer additional savings in succeeding years (because non-compliant programs, employment divisions, and employment positions should be addressed completely in the first year and remain addressed). However, in instances where campuses have determined—following the initial certification—that additional programs need to be brought into compliance with the Equality Policy, reallocated savings should be reported in the subsequent certification.

the Chancellor, via the Chief of Staff, and took action to ensure compliance with the Equality Policy remains an FSU priority.

The following are steps undertaken to assist in ensuring compliance with the Equality policy:

- Expansion of the working committee to gain greater guidance and oversight
- Increased frequency of committee meetings and updates
- Added “regulatory changes” as one of the university’s 5 major risks
- Improved university-wide communications through campus leadership
- Shared external videos to reinforce non-compliance with the Equality Policy
- Increased frequency of website scrubs from quarterly to monthly
- Conducted extensive reviews of federal guidance on federal grants and research activities with faculty researchers
- Conducted training and education for various FSU units
- Worked closely with the Office of Human Resources on employment applications, compliance training, onboarding processes and employee engagement programming
- Developed a list of recommendations to the Chancellor for next steps and considerations
- Provided a report to the newly established Board of Trustees Subcommittee on the Equality Policy on August 25 (open meeting)

Finally, one action that the University took in 2024 was to realign a position in Student Affairs to reflect a more accurate position description in support of student success. The position of Student Engagement and Enrichment, responsible for developing student development and support programs, is currently vacant and is not expected to be filled under the personnel cap guidelines set by the UNC System.

As such, I certify the following on behalf of my constituent institution:

- I. I certify that Fayetteville State University fully complies with the University’s commitment to institutional neutrality and nondiscrimination required by law and Section 300.8.5 of the UNC Policy Manual.
- II. My institution continues to act consistently with the actions described in our 2024 Annual Certification & Report and the certifications contained there

remain true, noting the following additional or modified actions, including additional savings reallocated towards student success, if any:

[Insert detailed description of additional actions or modifications made to the actions expressed in the 2024 Certification & Report, including additional savings reallocated towards student success, if any.]

Revised and Expanded the Goals of the Working Committee

1. Working Committee representatives include Samantha Holmes, Chief of Staff, Wanda Jenkins, General Counsel & VC for Legal, Audit, Risk and Compliance, Juanette Council, VC for Student Affairs, Wesley Fountain, VC for External Affairs and Military Relations, Beth Hunt, AVC for Risk and Compliance, Carl Dean, AVC for Human Resources. Mr. Fountain brings a wealth of knowledge on state and federal government affairs and has helped this committee stay updated on changes from both levels of government.
2. After the videos of employees from other institutions surfaced, this committee has increased its meeting frequency to monthly. During this time, representatives report on additional revisions and make recommendations on next steps. In this format, the committee can address any possible violations immediately.

Current Roles and Savings Reallocation

3. The Student Engagement and Enrichment position in the Division of Student Affairs is currently vacant and will not be filled during the current freeze on employment. This role was designed to support student success through engagement activities and programming. The annual salary of \$59,740 will be reallocated to support existing Student Affairs development programs until the freeze is lifted.

- III. To achieve further compliance, my institution has taken the following additional concrete actions towards compliance with the Equality Policy since the last Annual Certification & Report:

[Insert detailed description of additional concrete actions made towards compliance with the Equality Policy since the last Annual Certification & Report. Actions like

campus messaging, employee training, and programmatic changes would be described here.]

Campus Communication and Website Review

1. Email(s) to Vice Chancellors and select unit heads on information that will assist in adhering to the Equality Policy. The committee instructs the division leaders to inform direct reports and report back on any units that may need additional training.
2. Shared external videos to reinforce non-compliance with Equality Policy.
3. Increased website scrubs from quarterly to monthly. The committee reviews and instructs unit heads to work closely with the website content manager to make necessary changes to copy.

Training & Education

4. Under the Division of Legal, Audit, Risk and Compliance (LARC), the AVC for Risk and Compliance conducted several trainings for departments, including – Student Affairs, Athletics, and Human Resources – on the Equality policy. The priority this year was to educate and train additional units who may be directly impacted by the policy.

Federal Grants and Guidelines

5. This year, the Division of LARC and the Division of External Affairs and Military Relations worked in unison to track federal changes that impacted higher education, research grants, and other FSU units. This team produced reports that were shared at Cabinet meetings that addressed limitations and provided guidance to FSU leaders.
6. FSU added “regulatory changes” as one of its major 5 risks and reported and discussed with the Chancellor, Cabinet and Board of Trustees the reasons for the change (Spring 2025).
7. The General Counsel held meetings with individual faculty researchers to evaluate grants and discuss impacts (if any) on the faculty member’s particular grant. This has been an ongoing process and will continue to keep FSU in compliance with the Equality policy, executive orders and other federal regulations.

Student Success Grant Returned

Prior to the recently released Department of Justice guidance on unlawful discrimination, Division of Student Affairs applied for a grant to support issues pertaining to male mental health. After a review, FSU requested that the grant focus on career pathways pertaining to all students; however, the university was later informed that it would still need to gather and report data related to male students by the grantor. Therefore, FSU leaders decided not to accept the grant funding and notified the grantor of its decision (letter attached).

The working committee is committed to examining all student programs, activities, and grants and providing additional training to the individuals responsible for student development and success. The outcomes from this work will be reported to the subcommittee in future meetings and included in the next certification report.

- IV. To further monitor and assess our compliance, my institution's Board of Trustees established the subcommittee identified below and held meetings on the following dates and locations to discuss our institution's Equality Policy compliance:

[Identify subcommittee members appointed by the BOT Chair and list the dates and locations this subcommittee met since the prior Annual Certification].

The FSU Board of Trustees established a Subcommittee on the Equality Policy at a Special Called meeting on July 30, 2025. At this meeting the board reviewed the June 17, 2025, memo from BOG Chair Wendy Murphy and Governor Alex Mitchell. The board appointed the following as subcommittee members:

Jerry Gregory (chair)

Joyce Adams

Kimberly Jeffries Leonard

John McFadyen

Fred Nelson

This subcommittee held its first meeting on August 25, 2025, and reviewed and discuss the topics **presented by the** Chancellor and university leaders. The subcommittee will set its meeting schedule at the September BOT meeting.

[Summarize topics and presentations received by subcommittee at its meetings and any actions recommended by the subcommittee in review and preparation of this Certification].

The topics reviewed included:

1. Introduction of the expanded Working Committee
2. Campus Communication and Website Review
3. Campus Training and Education
4. Ongoing Monitoring, Assessment and Enforcement

The subcommittee heard the 2025-26 recommendations that include:

1. Establishing mandatory compliance training on Equality Policy for all employees.
2. Increasing frequency of training and education for employees (enrollment management and admissions, Student Affairs, academic department chairs, sponsored research, Veterans Business Opportunity Center (VBOC), Small Business Technical Development Center (SBTDC), Fayetteville-Cumberland Regional Entrepreneur and Business Hub,). We have developed a plan to narrow the focus of the targeted audiences at the Fayetteville-Cumberland Regional Entrepreneur and Business Hub.
3. Monitoring of additional websites affiliated with the University but not housed on its uncfsu.edu domain.
4. Increased oversight and visibility by Vice Chancellors and the Office of Risk and Compliance.

**FAYETTEVILLE STATE
UNIVERSITY**

Title: Chancellor

By: 
Darrell Allison (Aug 29, 2025 16:25:50 EDT)

Name: Darrell T. Allison

Date: August 29, 2025

Title: Vice Chancellor for Student Affairs

By: 
Juanette Council (Aug 29, 2025 12:35:52 EDT)

Name: Juanette Council

Date: August 29, 2025



Division of Student Affairs

Corrected Copy

August 22, 2025

Dr. Shaun Harper, Professor
Clifford and Betty Allen Chair in Urban Leadership
University of Southern California
Verna and Peter Dauterive Hall
635 Downey Way, Suite 214
Los Angeles, CA 90089-3331

Dear Dr. Harper:

Fayetteville State University will not be able to accept the Takeoff Grant awarded on May 7, 2025. It is imperative that the University comply with all applicable federal and state laws, as well as internal compliance standards. After review, it was determined that we cannot proceed with the grant while maintaining full alignment with these requirements.

Sincerely,

Roderick Heath, Ed.D.
Assistant Vice Chancellor and Dean of Students









FSU 2025 Certification Report Equality within the UNC System 8.29.25

Final Audit Report

2025-08-29

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