

**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 director of student affairs (or equivalent officer) of each constituent institution must certify and report annually on his or her constituent institution's initial and continued compliance with Section 300.8.5<sup>1</sup>.

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

- I. I certify that [NCSSM], 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:

The major additional changes have focused on additional changes to the job description ([current position description](#)) of the position that was previously the CDO position. These changes have better focused this position on both student and employee success, particularly a focus on supporting mediation between employees

<sup>1</sup> 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.

to help avoid potential grievances and mediation between students to help resolve issues short of the Student Code of Conduct process. The updated job description can be found [here](#).

We have no additional savings from those implemented last year.

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:

With the help of our legal counsel we have developed a comprehensive training on the Equality Policy and related laws and guidance. The training can be found [here](#). The training has been provided to institutional leaders, including the BOT Subcommittee reviewing Equality Policy compliance and is being provided to employees in all Academic and Student Life departments early in the 2025 fall semester.

NCSSM will be updating our Strategic Plan when our Strategic Planning Team reconvenes on October 28-29 as we said we would be doing last year. Necessary revisions have been identified and will be made by the planning team at this meeting.

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].

Dr. Adam Falk, Chair

Mr. Craig Horn

Ms. Jennifer Levy

Ms. Erin Locklear

Dr. Candis Watts Smith

Committee Meetings:

Wednesday, August 20, 2025: Chancellor and Legal Counsel meeting with Subcommittee Chair (via Zoom)

Friday, August 29, 2025: Subcommittee meeting (via Zoom)

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

**August 20, 2025**

Reviewed the Subcommittee meeting agenda and materials (see below) to be presented to the Subcommittee including:

**August 29, 2025**

Subcommittee Meeting [Agenda](#)

- Equality Policy employee training

- 2024 Equality Policy Certification

- Review changes to website and other communications

- Review projected Strategic Plan changes

- Review program, curriculum, training changes and/or elimination

- Review changes to job description of person previously in CDO position

- Review draft 2025 Equality Policy Certification

The subcommittee affirmed at the conclusion of the meeting that NCSSM is in compliance with the *Equality Within the University of North Carolina Policy*.

**North Carolina School of Science and Mathematics**


Title: Chancellor

By: 

Name: Dr. Todd Roberts

Date: August 29, 2025

Title: Vice Chancellor for Student Affairs

By: 

Name: Dr. Terry Lynch

Date: August 29, 2025