

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 300.8.5¹.

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

- I. I certify that UNC Pembroke 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:

All actions taken in 2024 report have been maintained or augmented through additional campus messaging, training or other actions detailed in section III below. New job descriptions were clear and aligned such that there was no ambiguity or carry-over from the eliminated office.

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.

As mentioned in the 2024 Report, monies were either redirected to campus-wide student support and success services or returned to the University for budget reductions/savings of \$55,450.

- 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:

Website:

The UNCP website went through two extensive reviews including in February 2025. **A full redesign and migration to a completely new, compliant website** was completed and launched in July 2025. Greater controls over access and content creation have been enacted to ensure compliance regarding items such as mission statements for programs, curriculum, and objectives.

A February 19, 2025 UNCP memo states that “In addition to website adjustments, the university has taken the following actions since July 2024:

- o Rescission of the campus Inclusion and Diversity Policy.
- o Cessation of institutionally sponsored DEI-focused graduation ceremonies.
- o Dissolution of the Inclusion and Diversity Council and the Office of Student Inclusion and Diversity and related positions.
- o Removal of any training and job description language in conflict with the policy.
- o The removal of any conflicting email listservs.
- o Budget reallocations in support of student success initiatives.”

As a result, unit mission statements for programs, curriculum, and objectives have all been brought into compliance and/or eliminated. UNCP’s current strategic plan is sunseting in 2025 and the formulation of the new plan is being conducted with full compliance with Section 300.8.5 and the university’s mission to advance student success for all students.

Training and Campus Messaging

UNCP has taken a multi-level and recurring approach to training and campus messaging. Messaging has cascaded down from the Chancellor to the Cabinet across multiple meetings as well as to all of campus. For example, on July 19, 2025, the Chancellor addressed the Cabinet, faculty and staff with a message that spoke to UNCP’s commitment to the Equality Policy. It included the June 17, 2025 Memo by Governors Murphy and Mitchell, a new training resource on media interactions developed by University Communications and Marketing, and the points of contact

for questions regarding the policy. As is standard practice, the Chancellor then shared this messaging with the Board of Trustees, Foundation Board, Board of Visitors, Alumni Board, and the Thomas Entrepreneurship Board.

Cabinet members in turn have ensured that Division meetings cover the equality policy and corresponding compliance issues. Examples of all-hands meetings include: Academic Affairs hosting a mandatory training session for all members on the Equality policy conducted by General Counsel in the Fall of 2024 with a follow-up August 6, 2025 at the Mandatory Faculty Meeting; Advancement's June 23, 2025 Team Meeting; University Communications and Marketing's Division Meetings (August 6, 2024 and June 25, 2025); and the Athletics All-Staff August 11, 2025 Meeting. In between those types of all-hands meetings, Cabinet members have worked intentionally with their leadership teams, e.g., via standing meetings of the Student Affairs Council, the Enrollment Management Directors, the Finance & Administration Leadership, and the Provost Council, to ensure alignment.

Programmatic Changes

UNCP found no general education requirements "mandating completion of courses related to diversity, equity and inclusion or any other topics identified in Section VII of the Equality Policy." Consequently, it was unnecessary to offer any no-harm class withdrawals to students to remain in compliance with the System's February 5, 2025 Memo. Regarding major-specific requirements, a small set of tailored waivers for 12 courses was submitted to UNC System Senior Vice President of Academic Affairs on April 3, 2025. These courses were found to contain course material "substantially related to the specific major" and in all but one waiver request case, the course content is required as a part of program accreditation and licensure. Moreover, the one course which required a waiver unrelated to accreditation was already slated to be removed as a requirement via an elimination of the major concentration within which it was contained.

- 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:

Membership of UNCP's Subcommittee on Equality Policy Certification:
Ed Brooks, Chair of the Board

Allison (Harrington) Walters, Vice Chair
Kenneth Robinette, Sectary
Ron Gibson
Linda Mickey Gregory

Meetings

At the July 30, 2025 Special-Called Session, the Chair listed the work of Subcommittee on Equality Policy Certification as an explicit agenda item in his report to the Full Board. Emphasis was made on how the subcommittee was serving as a continuation of ongoing equality policy work and that the expectation was that the Full Board would continue to perform its fiduciary duties with respect to Equality Policy compliance and implementation.

On August 27, 2025, the Subcommittee met to receive briefings and to ask questions based on the following framework:

1. Open session briefings and discussion on:
 - a. Review of 2024 Report
 - b. Trainings
 - c. Position and responsibilities for realigned roles
 - d. Report on updated:
 - i. Webpages
 - ii. Mission statements for programs, curriculum, and objectives
 - e. General status of any personnel actions, position changes, and safeguards to ensure compliance.
 - f. Review of 2025 Draft Report
2. Closed session briefing and discussion pursuant to NCGS § 143-318.11(a)(1)(3)(6) on:
 - a. Specific employee competence, performance and character of any personnel moved to another role or whose position was realigned.
 - b. Any possible clarification or instructions from the public body necessary to preserve the attorney-client privilege.

In addition to the Board receiving all Chancellor's Office campus messaging regarding the Equality Policy, it is important to note that the Chair of the Board of Trustees and the Full Board have continuously been apprised of and provided feedback on the actions the BOG, UNC System Office, and UNCP's leadership have taken regarding the revisions of 300.8.5 and 300.8.5[R] starting as early as the April 17, 2024 BOG Meeting of the Committee on University Governance. To ensure full preparation for

the Subcommittee's meeting, the Chair, Chancellor, and Assistant Secretary held meetings on July 14 and, with General Counsel, on August 25, 2025.

The Subcommittee voted to approve the findings in the 2025 report. The Chair indicated that key findings and takeaways would be shared with the Full Board at the September 12, 2025 meeting.

**[INSERT YOUR CONSTITUENT
INSTITUTION'S NAME]**

Title: Chancellor

By: 

Name: Dr. Robin Gary Cummings

Date: August 29, 2025

Title: Assistant Secretary to the Board of
Trustees

By: 

Name: Dr. Jess Boersma

Date: August 29, 2025

