

**2025 CERTIFICATION & REPORT**  
**EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA**  
University of North Carolina School of the Arts

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 University of North Carolina School of the Arts 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:

---

<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.



[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.]

Since our 2024 Certification and Report the following actions have been taken:

The Associate Vice Chancellor and Vice Provost for Institutional Engagement moved from reporting to the Chancellor to reporting to the Provost as the role is focused on student success. The role as revised has oversight of the Assistant Director for Gender Violence Prevention and the Assistant Director for International Student Engagement and Administrative Services. The role serves as the Primary Designated School Official (PDSO) supporting enrollment of international students. In addition, the role coordinates the Posse Arts Scholarship Program and facilitates aspects of our Artist Abroad program.

The Director of Student Leadership and Engagement position was abolished, and the funding was transferred to support positions in our student housing facilities maintenance operations.

The Assistant Director for International Students Engagement and Administrative Services is unfilled. It is currently being used to support 2 temporary, part-time positions. The Immigration Specialist supports student immigration and VISA compliance and the Administrative Support Specialist handles budget management and international student programming.

The Student Activities Program Coordinator focuses solely on activities for high school students and high school student leadership skills development.

- 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 Messaging

Chancellor's Updates from the UNC Board of Governors May and July 2024  
Staff Enrichment: Equality Within the University of North Carolina September 2024

Website Updates:

Since August 2024, removed or edited 3 old chancellor's letters from the website with reference to DEI. All 3 were dated prior to March 2022. Removed references to DEI on Advancement website.

Training and Programmatic Changes

Two of the four employees from the 2024 certification are no longer employed at UNCSA. One position was abolished with the funding redirected to housing facilities maintenance. The second position has been redirected to support international students' engagement and compliance. The 2 remaining employees are fully aware of the Equality Policy and are operating in full compliance. (See section II above.)

- 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].

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



Subcommittee on Equality Policy Certification (Approved by President Hans  
July 30, 2025)

Members:

Jonah Bokaer

Eric Flow

Peter Juran

John McConnell

John Wigodsky

Meeting Dates:

Monday, August 25, 2025


Ongoing at UNCSCA BOT meetings as an item on the agenda of the Joint Audit  
and Special Committee.

Meeting Agendas, Presentations, and Actions Taken:

See agenda attached. No additional actions were taken. The subcommittee  
will meet again in September 2025.

University of North Carolina  
School of the Arts

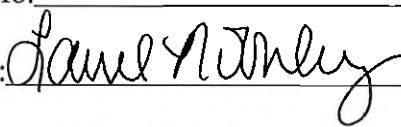
Title: Chancellor

By: 

Name: Brian Cole

Date: August 29, 2025

Title: Director of Student Affairs

By: 

Name: Laurel Donley

Date: August 29, 2025