



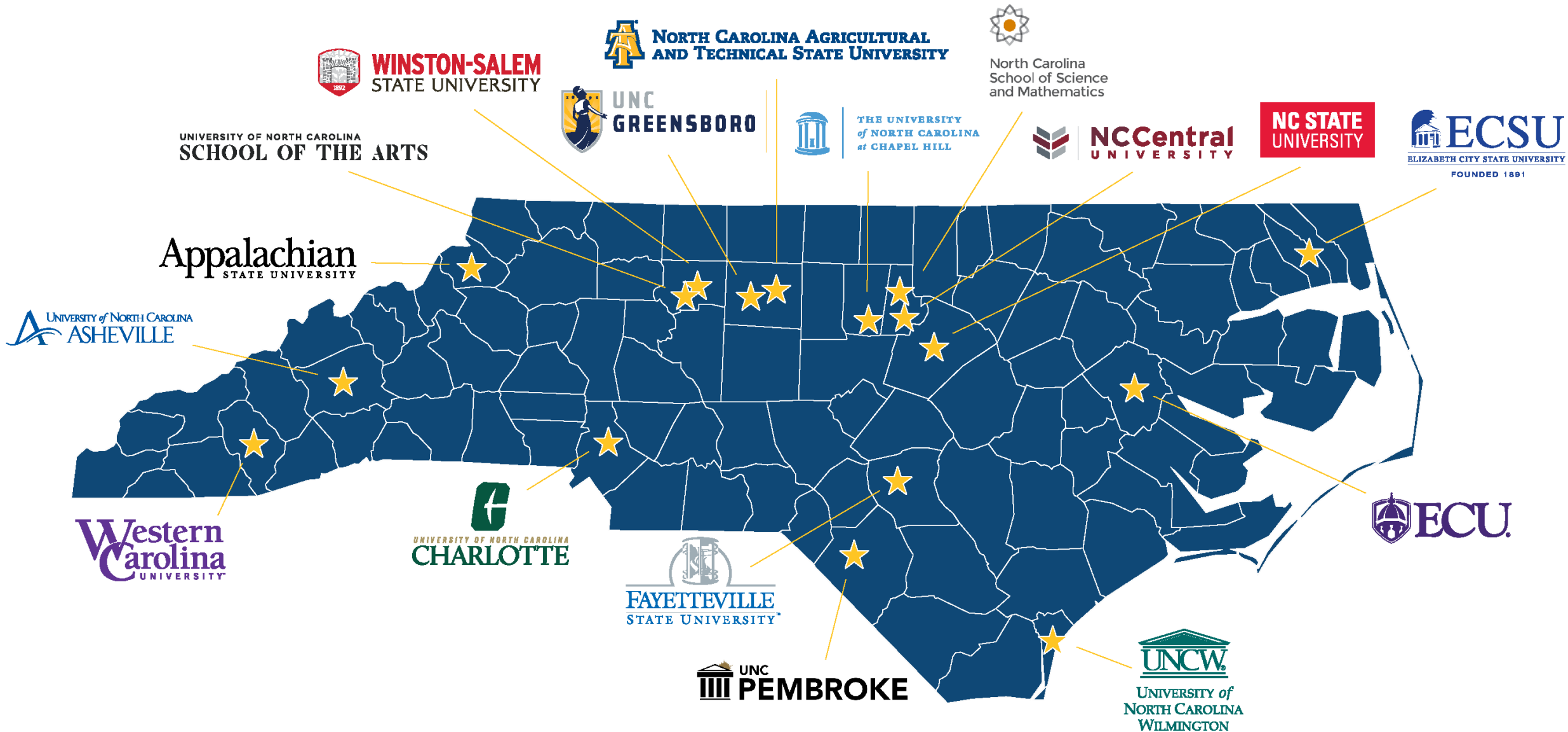
**THE UNIVERSITY OF
NORTH CAROLINA SYSTEM**

UPDATE FOR HOUSE SELECT COMMITTEE ON GOVERNMENT EFFICIENCY

Bart Goodson, Senior Vice President for Government Affairs



THE UNIVERSITY OF NORTH CAROLINA SYSTEM





THE UNIVERSITY OF
NORTH CAROLINA SYSTEM

OUR STUDENTS

256,530

students enrolled in UNC System institutions in Fall 2025

91%

full-time equivalent

83.1%

from North Carolina

28.1%

from rural North Carolina



TIMELINE: EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA

UNC Policy 300.5.1
**Prohibiting Compelled
Speech**

February 2023



June 7, 2023

S 364/S.L. 2023-62

"Nondiscrimination and Dignity in
State Work" Prohibiting
Compelled Speech

June 29, 2023

*Students for Fair
Admissions v. Harvard*
Decision

UNC Directives
**Implementing Fair
Admissions Decision**

August 2023



TIMELINE: EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA

UNC Policy 300.5.1
**Prohibiting Compelled
Speech**
February 2023

University administrators shall not solicit or require an applicant, candidate, or faculty member to make statements that require attesting to or affirming beliefs about matters of contemporary political debate or social action as part of these processes.

Compelled Speech

UNC Directives
Implementing Fair
Admissions Decision
August 2023

June 29, 2023
*Students for Fair
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UNC Policy 300.5.1
Prohibiting Compelled
Speech
February 2023



June 7, 2023
S 364/S.L. 2023-62
“Nondiscrimination and Dignity in
State Work” Prohibiting
Compelled Speech

UNC Directives
Fair
on

Each State agency, department, and institution shall refrain from soliciting or requiring an applicant for employment to endorse beliefs, affiliations, ideals, or principles regarding matters of contemporary political debate or social action.

*Students for Fair
Admissions v. Harvard
Decision*



TIMELINE: EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA

UNC Policy 300.5.1
Prohibiting Compelled
Speech

February 2023

Race-conscious admissions practices violate the Equal Protection Clause of the 14th Amendment and therefore must end.

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Speech
February 2023

UNC Directives
Implementing Fair
Admissions Decision
August 2023

Nine directives emphasizing areas on which UNC System institutions should continue to focus to implement the Court's wide-reaching decision that race can be neither a means nor an end in college admissions. This applies to admissions practices both written and unwritten, and there is no wiggle room—no institution may try to achieve indirectly what the Court prohibited directly.



UNC Policy 300.8.5
“Equality Within the
University of North Carolina”

May 23, 2024

UNC Guidance on
Implementation of Equality
Policy

June 28, 2024

UNC Memo on Federal
Contracting Compliance

February 5, 2025

UNC Board of Governors
Directives to Boards of
Trustees on Equality Policy
Certification

June 17, 2025

January 2025
Executive Orders on
Discrimination and DEI



UNC Policy 300.8.5
“Equality Within the
University of North Carolina”

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2025

UNC repeals Policy on Diversity and Inclusion Within the University of North Carolina and Regulation of the same and supersedes them with the policy on Equality Within the University of North Carolina. The new policy affirms that The University shall continue to ensure that diverse persons of any background, from North Carolina and beyond, are invited, included, and treated equally. This includes nondiscrimination in employment practices and educational programs and activities, ensuring equality of all persons and viewpoints, commitment to the freedom of speech and expression, maintaining academic freedom, commitment to student success and employee wellbeing, and maintaining institutional neutrality.



UNC Policy 300.8.5
“Equality Within the
University of North Carolina”
May 23, 2024

**UNC Guidance on
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Policy**
June 28, 2024

UNC Memo on Federal
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UNC Board of Governors
Directives to Boards of
Trustees on Equality Policy
Certification
2025

Guidance emphasizing the focus on student success and clarifying the fair-minded vigilance campuses must use to consider whether an action or practice in various operations equates to the institution endorsing a position or opining on a matter of contemporary political debate or social action.

Ex
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UNC Policy 300.8.5
"Equality Within the
University of
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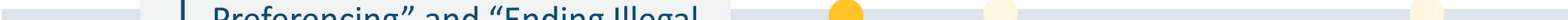
UNC Guidance on
Implementation of Equality

UNC Memo on Federal
Contracting Compliance
February 5, 2025

UNC Board of Governors
Directives to Boards of
Trustees on Equality Policy
Certification
June 17, 2025

POTUS signs executive orders
"Ending Radical and Wasteful
Government DEI Programs and
Preferencing" and "Ending Illegal
Discrimination and Restoring
Merit-Based Opportunity."

January 2025
Executive Orders on
Discrimination and DEI





UNC Policy 300.8.5
"Equality Within the University of North Carolina"

UNC Guidance on Implementation of Equality Policy

UNC Memo on Federal Contracting Compliance
February 5, 2025

UNC Board of Governors Directives to Boards of Trustees on Equality Policy Certification
June 17, 2025

Established effective immediately that all general education requirements and major-specific requirements mandating completion of course credits related to diversity, equity, and inclusion, or any other topic identified in Section VII of the Equality Policy are suspended. Established annual campus reporting requirement with chancellor's signature verifying compliance.

**Limited exceptions approved and signed by the campus chancellor for program-specific requirements substantially related to the specific major.*

See May 2025 Board of Governors Meeting Materials (beginning p. 56)



UNC Policy 300.8.5
“Equality Within the
University of North Carolina”
May 23, 2024

UNC Guidance on
Implementation of Equality
Policy
June 28, 2024

UNC Memo on Federal

**UNC Board of Governors
Directives to Boards of
Trustees on Equality Policy
Certification**
June 17, 2025

Provides steps requiring Boards of Trustees to establish subcommittees to verify that their campuses have successfully and comprehensively continued the implementation of the Equality Policy.

Executive Orders on
Discrimination and DEI



THE UNIVERSITY OF
NORTH CAROLINA SYSTEM

2024/2025 EQUALITY POLICY COMPLIANCE HIGHLIGHTS

	Eliminated Positions	Realigned Positions	Programmatic Changes	Redirected Savings	Unspent Savings	Total Savings
UNC-Chapel Hill	20	27	Yes	5,389,202	0	5,389,202
NC State	8	29	Yes	4,909,053	0	4,909,053
ECU	4	18	Yes	1,590,614	0	1,590,614
UNC Wilmington	3	13	Yes	1,455,000	0	1,455,000
App State	6	6	Yes	397,843	793,768	1,191,611
UNC Charlotte	9	9	Yes	1,008,173	0	1,008,173
UNCSA	0	4	Yes	443,036	0	443,036
UNC Pembroke	2	2	Yes	199,944	55,450	255,394
UNC Asheville	2	0	Yes	238,195	0	238,195
ECSU	2	3	Yes	212,919	0	212,919
Western Carolina	1	3	Yes	201,325	0	201,325
N.C. A&T	1	0	Yes	190,000	0	190,000
NCSSM	0	2	Yes	15,000	0	15,000
NCCU	1	2	Yes	11,367	0	11,367
UNC Greensboro	0	6	Yes	8,000	0	8,000
WSSU	0	6	Yes	0	0	0
FSU	0	1	Yes	0	0	0
TOTAL	59	131		\$16,269,671		\$17,118,889



“Directed elimination / realignment savings into student mental health, military and veteran student services and academic advising.”

“Reallocation of funds to services which expand career readiness offerings and technology upgrades.”



“Manual review of approximately 4,756 web pages.”

“Reviewed / removed / revised an additional 1,270 web pages /
sites.”

“Increased frequency of website searches from quarterly to
monthly.”



“Reviewed 2,546 foundation supported funds – 85 required action including working with individual donors to bring agreements into compliance.”

“Review of over 8,000 gift funds, including scholarships and grants – 345 flagged, 29 amended, some spending paused.”

“4,900 gift fund agreements reviewed.”



“Appointment of a compliance oversight committee team to regularly review policies, programs and communication for alignment with the equality policy.”

“Multiple Board of Trustees subcommittee meetings to oversee and ensure continued compliance.”



“Use of legal / audit / risk / compliance divisions to conduct compliance training across departments.”

“New online training modules established to set expectations across leadership and divisions.”



THE UNIVERSITY OF
NORTH CAROLINA SYSTEM

/ CITY JOURNAL COLLEGE RANKINGS

Published by the Manhattan Institute

“A data-driven rating system, capturing dimensions long neglected by mainstream systems, that will help American students and parents identify the best school for them.”

Data from 100 colleges and universities that receive high scores in other ranking systems, are widely known to the American public, or have major regional significance.

“Does the campus culture encourage free inquiry, or does it impose and endorse ideological orthodoxy? Is the curriculum rigorously designed and well-grounded in the Western tradition, or is it captured by ideological fads? Is the student body ideologically lopsided, or does it reflect the pluralism of American society? Do administrators prioritize “scholar activism” over academic excellence? Will the institution do a good job equipping its graduates to pay back their tuition and thrive as citizens, workers, and human beings?”

CITY JOURNAL 2025 COLLEGE RANKINGS

RANK ▲

SCHOOL NAME

1

University of Florida

2

The University of Texas at Austin

3

University of North Carolina–Chapel Hill

4

Texas A & M University

5

University of Notre Dame

6

Georgia Institute of Technology

7

Florida State University

8

Purdue University–Main Campus

9

University of Georgia

10

Clemson University



MONITORING PHASE

There have been 4 DEI-related video incidents brought to our attention by undercover media.

| UNC Charlotte (released May 28, 2025) – result: terminated

| UNC Asheville (released June 3, 2025) – result: terminated

| Western Carolina University (released June 10, 2025) – result: individual left university in April

| UNC Wilmington (released June 19, 2025) – result: administrative action taken



SUMMARY

- 1) UNC SYSTEM AND ITS BOARD OF GOVERNORS HAVE BEEN AHEAD OF THE CURVE**
- 2) OUR CAMPUSES HAVE BEEN, AND WILL CONTINUE TO BE, PROACTIVE**
- 3) OUR CAMPUSES WILL CONTINUE TO TAKE SWIFT REACTIVE ACTION TO ENSURE ONGOING COMPLIANCE**