

MINUTES
MEETING OF THE SUBCOMMITTEE ON EQUALITY POLICY
APPALACHIAN STATE UNIVERSITY
BOARD OF TRUSTEES

Monday, August 18, 2025
4:00 pm
Virtual Meeting via Zoom and Conference Call

CALL TO ORDER: The Board of Trustees of Appalachian State University Subcommittee on Equality Policy met at the call of the Chair on Monday, August 18, at 4:00 p.m. Chair Mark E. Ricks presided and called the meeting to order.

MEMBERS PRESENT VIA ZOOM: Anita B. Greene
James E. Harris
Mark E. Ricks
R. Thomas Sofield
Steven D. Wyatt

OTHERS PRESENT: Dawn Antonucci
Kristen Bonatz
JJ Brown
David Cook
Megan Hayes
Heather Norris, Chancellor
Neva Specht

CONFLICT OF INTEREST NOTICE: Chair Ricks read the following statement:

"Under the State Government Ethics Act, all voting members of the Board of Trustees have a duty to avoid conflicts of interest and appearances of conflicts. Looking at the agenda for today's meeting, does anyone know that you have a conflict of interest or an interest that would give rise to the appearance of a conflict of interest? If so, please let me know now."

None Reported.

ROLL CALL: Chair Ricks asked David Cook to call roll. Mr. Cook completed the roll call confirming there was a quorum present.

WELCOME FROM CHAIR RICKS: Chair Ricks welcomed members of the media including reporters from The Appalachian and the Watauga Democrat.

UPDATE FROM CHANCELLOR NORRIS: Dr. Norris provided an update on the University's upcoming annual recertification related to UNC System Equality Policy. Refer to Attachment 1 for full remarks.

CLOSING COMMENTS FROM CHAIR RICKS: Chair Ricks thanked the Chancellor and her staff for their due diligence and for the thoughtful work that went into the annual recertification process.

ADJOURNMENT: There being no further business, the meeting was adjourned at 4:05 p.m.

Mark E. Ricks, Chair

By:



David Cook
Assistant Secretary

ATTACHMENT 1

**Chancellor Remarks from August 18, 2025
Meeting of the Subcommittee on Equality Policy
Appalachian State University
Board of Trustees**

Thank you, Chair Ricks, and good afternoon. I appreciate this committee's continued dedication to ensuring Appalachian State University's compliance with section UNC System Policy 300.8.5, Equality Within the University of North Carolina.

As a reminder, our 2025 Certification and Report regarding section 300.8.5 is due before September First, and requires a meaningful verification that the realignments we certified and reported in our required 2024 Equality Policy Certification and Report were successful.

At this subcommittee's meeting on August 7th, 2025, I shared with you the information which Provost and Executive Vice Chancellor Neva Specht and I will certify in the 2025 Equality Policy Certification and Report. You will recall we had only one outstanding item at that meeting, which was that my senior leadership team had until August 15th to certify to me that they had met and shared information and resources with their direct reports regarding compliance with the policy, to ensure full compliance. I have received those certifications.

In the 2025 Equality Policy Certification and Report, as required, I will also provide a list of the members of this subcommittee, its meeting dates and the information I provided to you on August 7th and today. I have now presented to this subcommittee the full information for the 2025 Equality Policy Certification and Report.

As Chair Murphy stated in her June 17 memo, the review of this information is to be done collectively, and I appreciate the input and conversation you provided at the August 7th meeting of this subcommittee. I will transmit this information to the UNC System Office for its report to the Board of Governors.

Mr. Chair, this concludes my report.

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