



NC STATE

**Office of General Counsel
Annual Report 2024-2025**



WELCOME!

Allison B. Newhart, Vice Chancellor and General Counsel

The NC State Office of General Counsel is made up of an experienced team of attorneys and professional staff who provide mission-oriented legal, compliance, and risk management advice to members of the university community. We are guided by the University's land grant mission, and we focus on supporting and advancing that mission in all we do. We prioritize strong partnerships with clients across campus, and work collaboratively across those partnerships to reach creative, mission-focused solutions. Although we are primarily advisors and not decision-makers, we aim to help make our campus partners' decisions better.

Our team takes great pride in our work. As you will see in this report, OGC has supported the mission in many different ways through our work. This year, the Office of General Counsel handled a wide variety of legal matters spread all over campus. The highlights and accomplishments from the past year are described in more detail throughout this report. They include: handling complex cases, obtaining significant and positive results for our clients, providing training, education and proactive advice, and staying on top of the trends in the higher education industry. In addition, significant projects for OGC included: enhancement and reorganization of the Policy, Regulation, and Rules website; tracking and advising on the many Executive Orders, agency directives, and litigation involving the federal government; compliance with state law and UNC System policies; enhancing the governance and work of the Compliance and ERM programs; advising on complex policy changes, and managing a substantial uptick in litigation matters. OGC also provided significant support to the Search Advisory Committee as it conducted the search for the new chancellor, and we continue to provide support to the new chancellor.

If you are interested in learning more about our office, please visit the Office of [General Counsel's website](#).

Thank you for taking the time to learn more about our office and our work. We look forward to assisting you in 2025-2026.

Warm regards,

A handwritten signature in blue ink that reads "Allison B. Newhart". The signature is written in a cursive, professional style.

Allison B. Newhart, Vice Chancellor and General Counsel

OGC SUPPORTS THE GOALS SET FORTH IN THE WOLFPACK 2030: POWERING THE EXTRAORDINARY

As the unit responsible for providing legal services to the University community, OGC has a broad portfolio of work across the University. Below are some examples of the significant and important legal matters that OGC has handled over the past fiscal year. They are organized according to the University's goals set forth in the new strategic plan: "Wolfpack 2030: Powering the Extraordinary."

Due to the confidential nature of our work, the following are representative descriptions of some of the matters that OGC handled during 2024-2025

Goal 1: Empower students for a lifetime of success and impact.

- Gift Agreements and Scholarships
- Student Mental Health
- NIL Advice/Guidance



Goal 2: Ensure preeminence in research, scholarship, innovation and collaboration.

- HR/Employment Guidance
- AI Guidance



Goal 3: Expand and advance our engagement with and service to North Carolina and beyond, defining the standard for a 21st-century land-grant university.

- Centennial Campus Condominium Transition
- University Club Ground Lease
- The Greens at Centennial Sale

Goal 4: Champion a culture of equality, belonging and well-being in all we do.

- HR/Worker's Compensation Guidance
- Provide advice and support related to Title IX and Title IV
- Revising Non-Discrimination Policies



Goal 5: Improve university effectiveness through transformative technologies, cutting edge processes and actionable data.

- FMLA Procedure Counsel/Guidance
- PRR Process Improvements
- Data Governance Council
- Public Records Process Improvements



Goal 6: Lead in developing innovative partnerships, entrepreneurial thinking and applied problem-solving.

- URED/Stormwater Management Agreements

- Ongoing SPARCS Advice/Counsel
- Apparel Sponsorship Agreement
- Collaboration with UNC System Office Legal Affairs and Other UNC System Campuses
- Advice Regarding Events Bookings

Goal 7: Elevate the national and global reputation and visibility of NC State.

- Advice on Lenovo Center Renovations
- Concert Event Agreement
- Raising the Office's National Profile

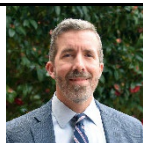


COMPLIANCE AND ENTERPRISE RISK MANAGEMENT

OGC provides oversight for the University's Compliance and Integrity Program. Anna Szamosi serves as the University Compliance and Ethics Officer.

For more information, please visit the [Compliance summary report](#).

OGC STAFF AND PROFESSIONAL DEVELOPMENT



Joel Turner began as an Assistant General Counsel for OGC on March 10, 2025.



Jonas Nygren was hired as a Legal Assistant on April 28, 2025.

Professional development and enrichment continues to be a high priority in the Office of General Counsel. OGC personnel attended NACUA and other higher education conferences, CLE webinars, ethics training, and locally sponsored conferences and training. OGC attorneys make a conscious effort to attend training and workshops to stay informed of the latest trends and issues.



OGC's Annual Open House was held in December 2024 to invite campus partners to visit the OGC office and meet the staff. OGC continues to collect Feed the Pack pantry donations at this event and continues to do so throughout the year.






TRAINING/CONFERENCE PRESENTATIONS



A key focus of OGC is preventing and mitigating legal risk through the proactive education on legal issues and proactive practice of law. OGC attorneys and staff presented specialized training to many campus units this year. Campus training has included topics such as records retention and disposition, FERPA, faculty grievances and mediation, information security, minors on campus, privacy in cyberspace, political activities, computer use as well as first amendment, freedom of speech and the Clery Act to name a few. Attorneys attend and present at national conferences such as the National Association of College and University Attorneys (NACUA).

Conference and University Presentations by OGC Personnel



Allison Newhart presented Poe Hall: A Continuing Legal Education at the UNC System Attorneys meeting (9/30/24); A Post-Chevron World: Implications for Higher Education Policy and Serving Students at the APLU Annual Meeting (11/8/24). Allison also regularly presents to the university Board of Trustees and university leadership on various matters.

	<p>Shawn Troxler presented to Athletics on the House Settlement (8/27/24) and presented to DASA leadership on Free Speech and Campus Events (10/2/24).</p>
	<p>Charlotte Clevenger and Lynda Mottershead presented Electronics Policy Guidance training (6/13/25); presented Retention Training and Guidance to the College of Veterinary Medicine (4/14/25); presented FOIA Request Process training to the Research Operations Counsel (5/8/25); provided training on Retention and Disposition of a Website (2/28/25); provided training and guidance to the Chancellor's Office on Records (5/14/25)</p>
	<p>Mike Jung presented to SPARCs on the following areas: Liability Indemnification (9/3/24), Dispute Resolution (11/12/24), Publications (7/12/24), and Signature Authority (1/31/25)</p>
	<p>Betsy Lanzen presented to the Behavior Assessment Team (BAT) on Understanding Discrimination, Harassment and Retaliation based on Race, Color or National Origin (8/1/24), provided Grievance Panel training to Faculty Senate (1/31/25); presented on Free Speech and OIED Impact Response to Housing (8/1/24 and 8/12/24); presented FERPA and Other Legal Considerations for new TA's to the Graduate School (8/12/24); provided Title VI training for the BAT.</p>
	<p>Leslie Mize presented Poe Hall: A Continuing Legal Education at the UNC System Attorneys meeting (9/30/24).</p>

	<p>Lynda Mottershead and Shawn Troxler presented on the Office of General Counsel and Public Records to the Southeast Region Extension Office (7/9/24) and the Northeast Region Extension Office (8/14/24).</p>
	<p>Anna Szamosi presented quarterly OGC Quickstart webinars in August and October 2024 as well as January and March 2025.</p>

LEGAL TOPICS ON THE HORIZON

A key area in which OGC continues to lead is in the area of preventive law and compliance strategies. OGC attorneys regularly keep abreast of new and developing trends and communicate these issues and their potential impacts to impacted stakeholders at the University.

Below is a list of some of the legal topics that the office is monitoring and expects may impact the University.

1. The changing federal regulatory environment will require monitoring and updating, including complying with Executive Orders, federal agency directives, and other federal guidance.
2. Continued developments on free speech and expression related to campus protests, encampments, and related issues, particularly around antisemitism.
3. Continued evolution of collegiate athletics, including payouts, and NIL.
4. Continued guidance on research security, particularly in response to renewed focus on and concern about certain foreign countries and possible foreign influence.
5. Privacy and data security issues.
6. Artificial Intelligence Regulations/Issues. OGC will continue to work with a group of IT administrators across campus to begin evaluating the purchase and use of AI tools.

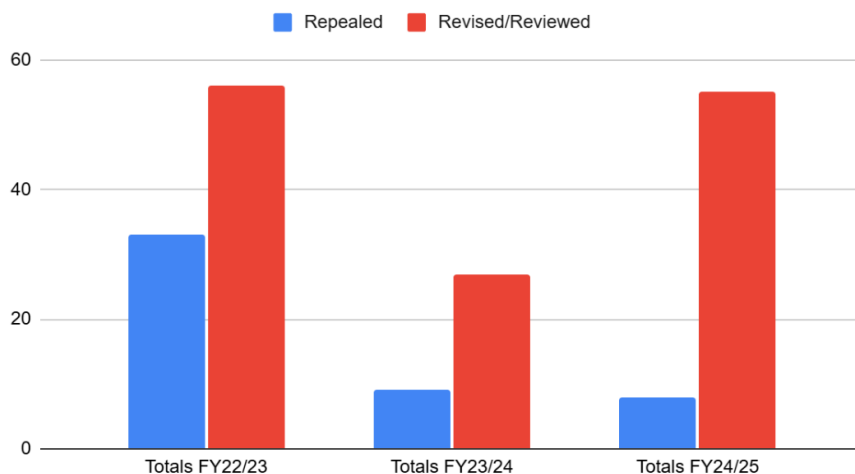
7. Title IX: After injunctions last year, followed by the new presidential administration taking office, Title IX has returned to the 202 regulations. In addition, the new enforcement priorities under Title IX around gender identity and participation by men in women's sports is leading to new legal issues. Title IX may also become a factor in the House settlement implementation, which would be a novel legal issue.
8. Accommodations: Following recent case law creating a higher standard for denial of religious accommodation requests, and the recently passed Pregnant Worker Fairness Act, as well as increased Title IX regulations, we may see increased and/or different requests for employee accommodations.
9. The intersection of First Amendment jurisprudence with Title VI obligations.
10. Continue to follow higher education public private partnerships and financing trends applicable to the development of the Innovation District as well as other long term strategic projects.

OGC BY THE NUMBERS

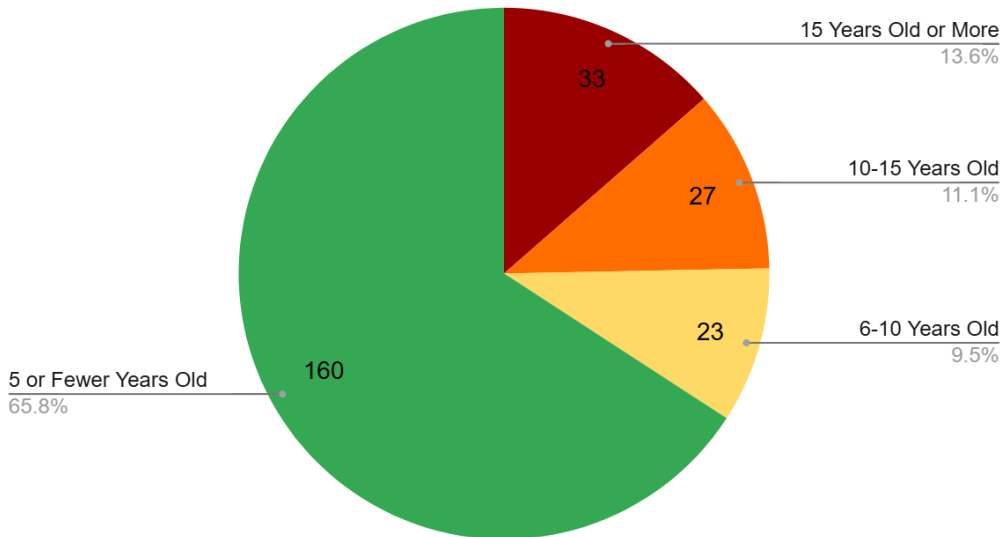
Policies, Regulations and Rules (PRR's)

OGC helps facilitate the review and revision of the University's PRRs, in collaboration with the offices and units having responsibility and authority over the PRR. The university currently has over 240 active Policies and Regulations and is working towards a regular schedule of reviewing them. There have been 55 Policies and Regulations reviewed and revised this fiscal year.

Polices and Regulations



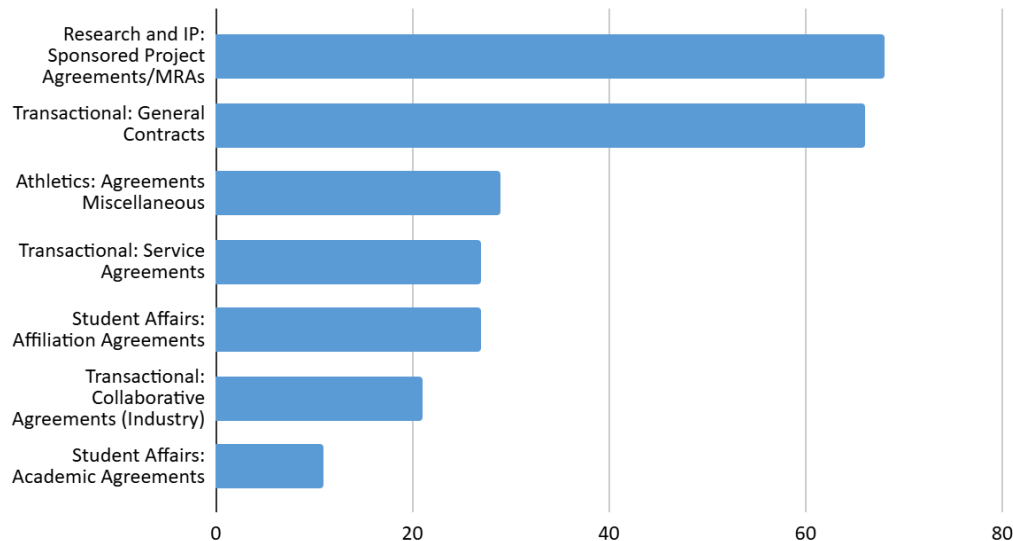
Policy & Regulation aging report



Contracts/Agreements Review

OGC continues to play a significant role in reviewing and providing guidance on University contracts and agreements. OGC attorneys review all manner of agreements in support of Procurement & Business Services, Advancement Services, University Real Estate and Development, the Provost’s Office, Athletics, Technology Transfer and Sponsored Research, Employment/Personnel Matters, Global Engagement, SPARCS, Facilities, Fraternity and Sorority Life, the Office of Research Commercialization, the Endowment Fund, various affiliated foundations and other associated entities, and service agreements performed by our centers, institutes, and College and non-College service centers.

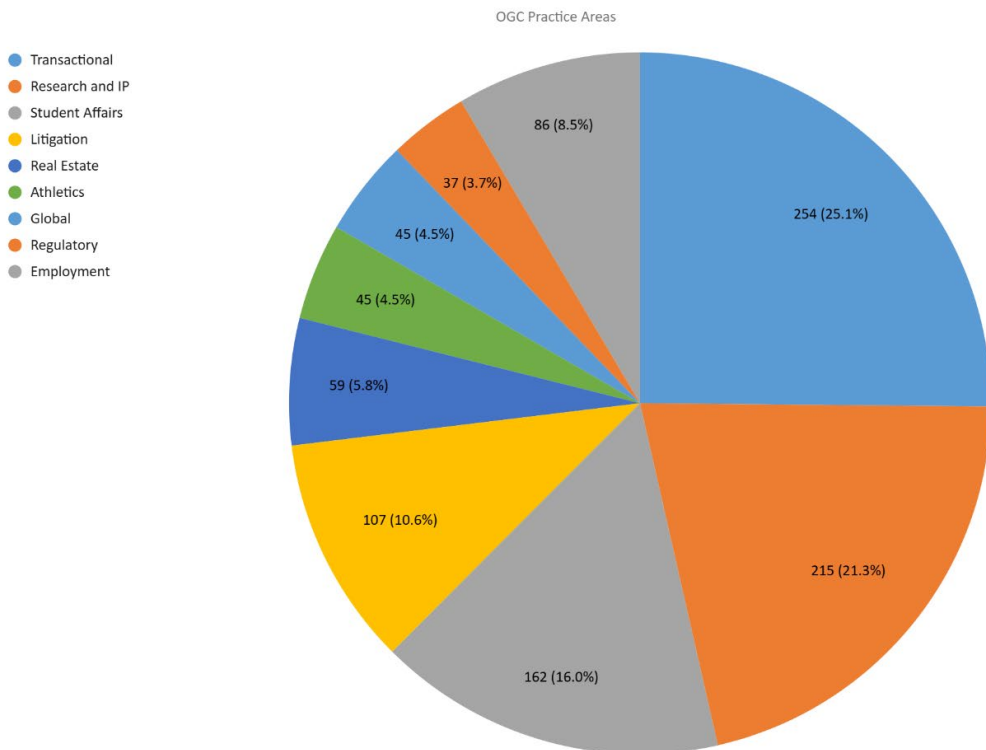
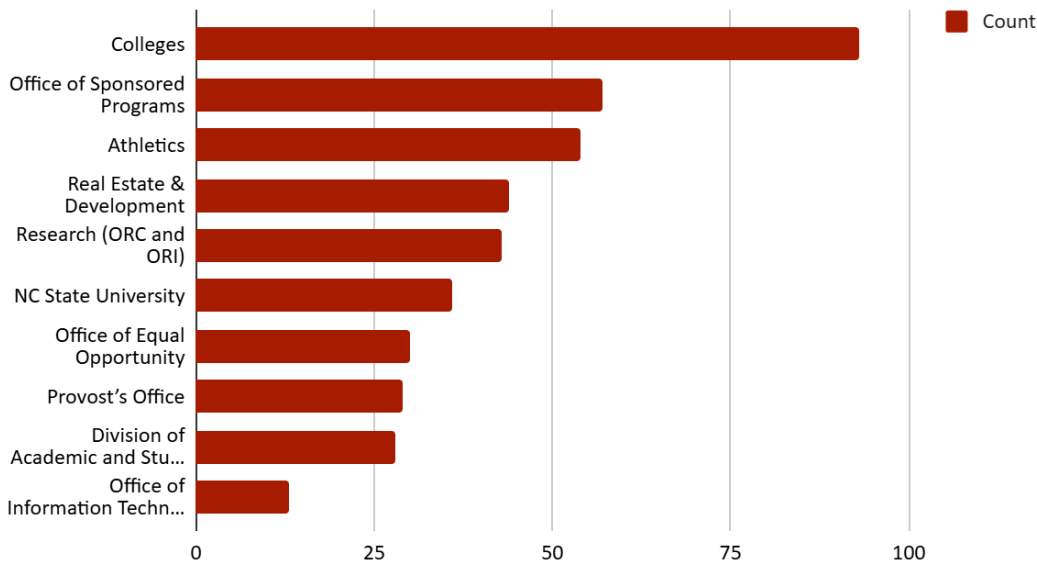
Contracts and Agreements



Campus Clients

The scope the OGC clients span across campus units as well as across practice areas.

Top Clients Served by OGC



Public Records

As a state agency, NC State University is subject to the Public Records Act. The Office of General Counsel is responsible for the oversight and management of the university's response to public records requests. This year, we added a second public records officer to help with the volume of requests. We are also focused on reviewing and streamlining the public records response process and updating the Public Records Regulation (04.00.02). The Deputy General Counsel has been charged with leading this effort, to include feedback and coordination with other interested University partners.

During fiscal year 2024-2025, OGC received a total of 502 public records requests and averaged approximately 40-45 records requests per month. When the records requests are adjusted for multi-faceted requests, OGC estimates a total of 690 public records requests submitted.

Tort Claims

In accordance with state law, OGC handles tort claims and state property incident reports involving claims of damage or injury on University property. Leslie Mize oversees the process, working closely with the Director of Insurance and Risk Management and the NC Department of Justice. OGC works with Insurance and Risk Management on the Origami online portal in order to more efficiently capture and track tort claims. This year OGC processed 11 tort claims. No state property incidents were reported.