

ANNUAL CERTIFICATION & REPORT
EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA
August 30, 2024

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 on his or her constituent institution's compliance with Section 300.8.5¹.

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

- I. I certify that Elizabeth City State University 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. To achieve compliance, my constituent institution took the following concrete actions:

A. Eliminated Positions:

¹The Equality Policy requires annual certification as to compliance and expects reports of savings derived from achieving compliance. It is likely that any savings achieved will occur in the first year and that succeeding annual certifications will not report on any additional savings in the out years (because non-compliant programs, employment divisions, and employment positions should be addressed completely in the first year).

In accordance with Section 300.8.5 of the UNC Policy Manual, *Equality Within the University of North Carolina*, adopted by the University of North Carolina Board of Governors on May 23, 2024, Elizabeth City State University has taken steps to comply with this policy while reaffirming our commitment to holistic student success.

To align with the UNC System's focus on student success, Elizabeth City State University has made the difficult decision to eliminate positions directly impacted by this policy.

The eliminated positions include the following:

- Associate Vice Chancellor for Diversity, Equity, & Inclusion/Chief Diversity Officer

The funds for this eliminated position, which resulted in cost savings, were reallocated to support student success initiatives in Student Engagement and Leadership. The reallocated funds were used to create a new position, the Director of the Student Center, and to upgrade two (2) existing associate director positions to the Director of Student Leadership and Organizations, and the Director of Greek Life and Civic Engagement.

- Director of Diversity, Equity, & Inclusion (DEI) will be eliminated, and those funds used to fund the Director for Student Accessibility Services

There are no cost savings, but the person in the position will focus on student accommodations, The Americans with Disabilities Act, and Section 504 of the Rehabilitation Act, instead of DEI, while also working with faculty to ensure that we are providing a holistic environment of success for our students.

The funds for this eliminated position will be reallocated to the Director for Student Accessibility Services position. The person filling this role will focus on student accommodations, the American with Disabilities Act, and Section 504 of the Rehab Act, while working with faculty to ensure that we are providing a holistic environment of success for our students. The Director of Accessibility Services position was previously eliminated to accommodate the expanded DEI director position in compliance with the repealed Policy on Diversity and Inclusion Within the University of NC.

B. Realignment of Positions:

Prior Job Title	Prior Job Description	New Job Title	New Job Description
Assistant Vice Chancellor for Diversity, Equity & Inclusion/Chief Diversity Officer – (Eliminated – funds will be used to create/upgrade new positions)	The Chief Diversity Officer will champion the importance of DEI and will provide vision, leadership, coordination, and strategic planning to ensure a diverse, equitable and inclusive campus. The CDO will actively engage and collaborate with students, faculty, and staff to further actions that support a diverse, equitable and inclusive campus, as well as identify and address potential barriers and institutional systems that may foster systemic inequalities. The CDO will be responsible for the operation and strategic direction of the recently created Office of Diversity and Inclusion. The position will supervise the Director of Diversity, Equity and Inclusion to include administrative oversight the ADA/504 accommodations processes for	<p>1. Director of the Student Center (New position)</p> <p>2. Director of Student Leadership and Organizations (Upgraded position)</p> <p>3. Director of Greek Life and Civic Engagement (Upgraded position)</p> <p>ECSU will use the funding from the prior position to create new positions or upgrade existing positions as outlined above.</p> <p>The latter two positions on the list are currently classified at the assistant director level and will be upgraded to the director level.</p>	<p>In alignment with our commitment to student success, we have strategically reallocated funding from existing positions and the operating budget to bolster key initiatives within the Office of Student Engagement and Leadership. This reallocation is designed to support the increased responsibilities of the Director of Student Leadership and Organizations, and Director of Greek Life and Civic Engagement, and create a Director of Student Center.</p> <p>These directors will play a critical role in enhancing student leadership and professional development opportunities, promoting civic engagement, and spearheading special initiatives in direct collaboration with the Office of Student Success & Retention</p>

	<p>students, programs and services offered by the Prevention Awareness and Cultural Education (PACE) Center, and the Office of Title IX. The position will also serve on University and systemwide committees while also fulfilling reporting responsibilities in alignment with UNC Policy Manual expectations, state/federal requirements and as needed to the institutional boards.</p>		<p>(Academic Affairs). The reallocated resources will also enable us to expand programming for adult learners and military-connected students, strengthen community and volunteer service initiatives, and incorporate elements of mental health awareness into our efforts.</p> <p>This strategic investment underscores our dedication to creating a holistic environment that supports all facets of student success and well-being at Elizabeth City State University.</p>
<p>Director of Diversity, Equity, & Inclusion (eliminated – funds used for the Director of Student Accessibility Services position)</p>	<p>The Director of Diversity, Equity and Inclusion will develop long-range strategic planning and program development, including the assessment of such programs and services, consistent with the mission of Elizabeth City State University. The Director will act as a resource to help sensitize and educate the campus community to understand/appreciate students from underrepresented populations, and</p>	<p>Director of Student Accessibility Services</p>	<p>The Office of Student Accessibility Services serves students with documented disabilities as well as medical conditions. Students consult this office and receive support and services regarding the academic environment, assistance with request for accommodating housing, accessibility in all facilities and in all campus-sponsored events and programs. The</p>

	<p>their overall benefit to helping all students get a well-rounded education. The Director provides ideas and guidance to the university and its initiatives focused on the needs of underrepresented students, collaborate with schools and other offices involved with programs to support the needs of underrepresented students, to help insure for only the most positive of experiences, and collaborate with ECSU students and employees on multicultural education and inclusion programming initiatives. The Director will lead priorities that encourage belonging, community and allyship.</p>		<p>Director of Student Accessibility Services works directly with students with disabilities and their faculty to ensure access by removing physical and programmatic barriers to education. The Director evaluates medical, psychological and psycho-educational documentation to determine eligibility; identifies appropriate accommodations; and works with faculty and staff to provide classroom and campus accommodations. The Director provides case management and advocacy for students and maintains accurate case notes; oversees the coordination of the department's assistive technology needs; develops initiatives to support unit goals; participates in campus outreach events as part of a team; provides education to the university community on disability-related issues; and provides direct services to students with documented</p>
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			disabilities and/or chronic illnesses. The Director will also be responsible for ensuring that the University is in compliance with federal mandates regarding accommodating students with documented disabilities to include maintaining compliance with the Americans with Disabilities Act (ADA), Americans with Disabilities Amendment Act and Section 504 of the Rehabilitation Act. Additionally, the Director works collaboratively with other units such as Housing and Residence Life, Facilities and Planning, Campus Police, Student Health Services and Academic Affairs to ensure the accessibility of the entire campus community for students, faculty, staff and visitors.
Director for PACE (Prevention, Awareness, and Cultural Education)	The Director of the PACE (Prevention Awareness and Cultural Education) Center and Project Director is a 3-year term, grant funded full-time position that will work closely within the Division of Student Affairs and across	Coordinator for Office on Violence Against Women (OVW)	The Coordinator of the Office on Violence Against Women (OVW) is a 3-year term (ending December 2025 upon grant renewal), grant funded full-time position that will work closely within the Division of Student Affairs

	<p>the university to create an inclusive learning environment. The Director is responsible for the administering the Office of Violence Against Women (OVW) Grant to reduce sexual assault, domestic violence, dating violence, and stalking on campus. The Director will develop and present leadership and informational programs to help students and members of the university community develop and maintain healthy relationships as it relates to interpersonal violence while also aiding the campus community in its ability to discuss and explore issues of diversity, inclusion, culture, ability ethnicity, gender, race, religion, social class, political affiliation, national origin, sexual orientation and other issues.</p>		<p>and across the university to create to support a collaborative learning environment with a focus on holistic student success. The Coordinator is responsible for the administering the Office of Violence Against Women (OVW) Grant to reduce sexual assault, domestic violence, dating violence, and stalking on campus. The Coordinator will develop and present leadership and informational programs to help students and members of the university community develop and maintain healthy relationships as it relates to interpersonal violence. The Coordinator will work with the Office of Student Success and Retention to disseminate information to new and transfer students related to sexual assault, domestic violence, dating violence, and stalking on campus.</p>
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C. Other Content or Programmatic Changes

- Director for Prevention Awareness, and Cultural Education Center (PACE) & Office on Violence Against Women (OVW)

This is a dual role that is grant funded and will be reclassified as the Coordinator for Office on Violence Against Women (OVW) for cost savings.

The center will be renamed the Prevention Awareness and Civic Engagement Center and managed by the Office of Student Leadership and Engagement with sub-management by the Student Government Association like other multi-purpose spaces in the student center.

This realignment focuses on initiatives across the state of North Carolina as an additional arm of support of the *Policy on Fostering Undergraduate Student Success* (students successfully complete a course or courses covering the foundations of American democracy). The Center will also encourage students to use this space to develop, coordinate, plan, and execute more self-initiated community and volunteer service initiatives.

As mentioned, some of the salaries previously allocated to these roles will be reallocated to support reclassified positions and operational needs that directly enhance student success, which will help the institution to meet key UNC metrics.

- Increase 4-Year Graduation Rate
- Increase Undergraduate Degree Efficiency
- Increase Graduation Rate for Pell Recipients and Students of Color
- Increase Master's Degree Efficiency
- Improve Student Mental Health

Our partnership with East Carolina University and Blue Cross and Blue Shield of North Carolina, along with initiatives through the North Carolina Department of Health and Human Services (NCDHHS), enables us to focus on improving student mental health through expanded Student Counseling Services and Student Health initiatives.

As a result of the just-mentioned programmatic changes, the Center will not focus on multicultural, diversity, equity, and inclusion initiatives. Instead, it will be repurposed as a collaborative space for student clubs and organizations to meet, work, and engage between classes. This space will also be available for students to coordinate civic engagement and volunteer projects. These projects will align with faculty's assignments and/or special projects as a result of the **Policy on Fostering Undergraduate Student Success*. Clubs and organizations with a multicultural, diversity, equity, and inclusion focus will be supported by faculty advisors of their choosing.

**Policy on Fostering Undergraduate Student Success* (students successfully complete a course or courses covering the foundations of American democracy).

Students enrolled in these courses or those interested in civic engagement, community service, and volunteerism will have the chance to collaborate and develop projects in this space, with support from faculty and staff. This initiative underscores the importance of integrating practical experiences with the educational requirements related to American democracy.

D. Savings & Recommended Reallocations:

The Division of Student Affairs conducted a thorough assessment of the three positions directly impacted by recent changes. The responsibilities specifically related to diversity, equity, and inclusion were strategically removed, enabling the Vice Chancellor for Student Affairs to identify and address gaps across the division. These changes are designed to optimize our efforts in advancing student success. The identified gaps are primarily within the Office of Student Engagement and Leadership and Student Counseling Services.

The Office of Student Engagement and Leadership is central to all aspects of student life. Consequently, the funds previously allocated to diversity, equity, and inclusion will now be reallocated to support the expanded duties and responsibilities of three key positions within this office. This adjustment ensures that the success and mental well-being of our students remain a top priority. Additionally, the reallocation of these funds, as outlined in Section E, will support the reclassification of positions, and provide necessary operating resources that directly enhance the student experience.

E. Redirected Use of Funds:

Savings (\$\$\$)	Prior Use of Funds	Redirected Use of Funds
\$130,221.84 (fringe & benefits)	Salary for AVC/Chief Diversity Officer	Office of Student Engagement and Leadership to support increased responsibilities for the Director of Student Center, Director of Student Leadership and Organizations, and Director of Greek Life and Civic Engagement that

		<p>focus on student leadership and professional development, civic engagement, special initiatives directly collaborating with the Office of Student Success & Retention (Academic Affairs), enhanced programming for adult learners, military-connected students, etc., community & volunteer service initiatives, and some mental health awareness.</p> <p>Salary for Reclassification: Approximately \$95,000 *Additional funds will support operating budget for outreach, awareness, student success programming.</p>
\$82,697.39 (fringe & benefits)	Salary for Director PACE/OVW	<p>The salary for the former PACE Center Director will be reallocated for the salary for the Coordinator for Office on Violence Against Women (OVW) position.</p> <p>Salary for Coordinator position: Approximately \$40,000 *Remaining funds from the previous Director position will support operating budget for outreach, awareness, and student success programming.</p>
\$0.00 No Cost Savings as salary will remain the same.	Salary for Director DEI is \$96,208.78 (fringe & benefits)	<p>Salary for Director of Student Accessibility Services will remain the same.</p> <p>Approximately \$96,208.78</p>

Elizabeth City State University

Title: Interim Chancellor

Title: Vice Chancellor for Student Affairs

By: *Catherine Edmonds*

By: *Kevin J. Wade*

Name: Catherine Edmonds, Ed.D.

Name: Kevin J. Wade, Ed.D.

Date: 8/30/24

Date: 8/30/2024