



**ANNUAL CERTIFICATION & REPORT  
EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA**

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 300.8.5<sup>1</sup>.

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

- I. I certify that East Carolina 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:**

The University eliminated four positions across units within the divisions of Student Affairs, Academic Affairs, and the Brody School of Medicine. Positions eliminated did not result in job loss or terminations from the University. Eliminated positions include:

- Administrative Support Associate, Intercultural Affairs, Division of Student Affairs (Pos #920105)

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<sup>1</sup>The 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).

- Program Specialist for Diversity Education, former Office for Equity and Diversity, Division of Academic Affairs (Pos #900023)
- University Program Associate, former Office for Equity and Diversity, Division of Academic Affairs (Pos #400406)
- University Program Associate for Diversity and Inclusion, Brody School of Medicine (Pos #953025)

As a point of clarification, abolishing or eliminating a position means the position number is inactive and cannot be used at any point in the future. Funding for the eliminated position reverts to the University and future use of said funds is determined on a case-by-case basis based upon business need.

#### B. Realignment of Positions:

Positions in the divisions of Student Affairs, Academic Affairs, and the Brody School of Medicine were realigned consistent with the University's commitment to institutional neutrality and nondiscrimination.

Prior Job Title	Prior Job Description	New Job Title	New Job Description
<b>Division of Student Affairs</b>			
Director of Intercultural Affairs (Pos #929951)	See Attachment 1A	Associate Director for Student Success	See Attachment 1B
Administrative Support Specialist, Intercultural Affairs (Pos #000466)	See Attachment 2A	Administrative Support Specialist, Student Engagement	See Attachment 2B
Sr. Associate Director of Intercultural Affairs, Dr. Jesse R. Peel LGBTQ Center (Pos #922073)	See Attachment 3A	Sr. Associate Director of Student Engagement, Dr. Jesse R. Peel LGBTQ Center	See Attachment 3B
Programming Coordinator, Dr. Jesse R. Peel LGBTQ Center (Pos #920301)	See Attachment 4A	First-Year Cares Retention Specialist	See Attachment 4B
Associate Director of Intercultural Affairs, Ledonia Wright Cultural Center (Pos #925204)	See Attachment 5A	Associate Director of Student Engagement, Ledonia Wright Cultural Center	See Attachment 5B



Programming Coordinator, Ledonia Wright Cultural Center (Pos #002270)	See Attachment 6A	Coordinator of Student Engagement, Ledonia Wright Cultural Center	See Attachment 6B
Graduate Assistant, Ledonia Wright Cultural Center (.5 FTE)	See Attachment 7A	Graduate Assistant, Dr. Jesse R. Peel LGBTQ Center	See Attachment 7B
Associate Director of Intercultural Affairs, Women and Gender Office (Pos #500022)	See Attachment 8A	Associate Director of Student Engagement, Women and Gender Center	See Attachment 8B
Graduate Assistant, Women and Gender Office (.5 FTE)	See Attachment 9A	Graduate Assistant, Women and Gender Center	See Attachment 9B
<b>Division of Academic Affairs</b>			
Chief Diversity Officer and Associate Provost for Diversity, Equity and Inclusion/Title IX Coordinator/Equal Opportunity Officer (Pos #900022; .50 FTE D&I)	See Attachment 10A	Sr. Associate Vice Chancellor and Chief People Officer/Title IX Coordinator/Equal Opportunity Officer	See Attachment 10B
Executive Assistant (to the Chief Diversity Officer and Associate Provost for Diversity, Equity and Inclusion/Title IX Coordinator/Equal Opportunity Officer) (Pos #900026; .50 FTE D&I)	See Attachment 11A	Executive Assistant (to the Sr. Associate Vice Chancellor and Chief People Officer/Title IX Coordinator/Equal Opportunity Officer)	See Attachment 11B
Affirmative Action Compliance Program Manager/Diversity and Equity Special Projects Director (Pos #900021; .50 FTE D&I)	See Attachment 12A	Special Projects Director and Compliance Manager	See Attachment 12B
Diversity and Inclusion Program Manager (Pos #000888; 1.0 FTE D&I)	See Attachment 13A	Manager for Well-Being and Engagement Programs	See Attachment 13B
OED Research Associate (Pos #001900; .50 FTE D&I)	See Attachment 14A	POSO Research Associate	See Attachment 14B

Project Manager OED (Pos #930195; .50 FTE D&I)	See Attachment 15A	Project Manager POSO	See Attachment 15B
Administrative Support Associate; College of Nursing; Office of the Associate Dean for Diversity, Equity, and Inclusion (Pos # 400428)	See Attachment 16A	Administrative Support Associate; College of Nursing; Office of the Associate Dean for Culture, Engagement, and Professional Development	See Attachment 16B
<b>Brody School of Medicine (BSOM)</b>			
Director of Pipeline Programs, BSOM Office of Diversity Affairs (Pos #002658)	See Attachment 17A	Director of Pathway Programs, BSOM Office of Academic Affairs	See Attachment 17B
Administrative Support Associate, BSOM Office of Diversity Affairs (Pos #400124)	See Attachment 18A	Administrative Support Associate, BSOM Department of Bioethics	See Attachment 18B

### C. Other Content or Programmatic Changes

A careful review of University administrative units was conducted which resulted in the elimination of various units that appeared incongruous with Section 300.8.5, including, for example, the Office for Equity and Diversity, the Brody School of Medicine's Diversity Affairs Office, and the Intercultural Affairs Department within Student Affairs. The Office for Equity and Diversity and two other units responsible for administering personnel-related and equal opportunity compliance processes and programs were consolidated into a new Department charged with reimagining and redesigning the university's people services and strategies in March 2024 and prior to the effective date of the Policy. All other units were eliminated in compliance with the Equality Policy.

Student centers, such as the Dr. Jesse R. Peel LGBTQ Center and the Ledonia Wright Cultural Center, continue operating under their existing names. However, the centers have significantly adjusted the funding, programming, and governance such that the majority of each center's



programming will be led, developed, and implemented by students and/or student organizations; and a student led allocations committee will allocate the majority of the respective center's programming dollars. Each center's programming, services and facilities will continue to be open to all students.

Every division leader led a comprehensive review and audit of university supported websites, programming, training, and current job postings within their respective divisions. To affirm the university's commitment to institutional neutrality, nondiscrimination, and equality, audits resulted in university supported content either being removed, revised, or suspended pending additional review. The charters and/or activities of existing employee resource groups and alumni affinity groups were reviewed with some placed on a temporary pause while we more comprehensively review and provide a path forward that ensures compliance.

ECU's campus policies were reviewed, and adjustments were made to ensure compliance with Section 300.8.5. This includes, for example, ECU's Policy on Political Activities of Employees and Candidacy for Elective Office.

University-sponsored communications and an employee training module were developed to inform and educate the campus community about Section 300.8.5, its mandates, and our obligations to comply. Guidance regarding Section 300.8.5 may be viewed at <https://attorney.ecu.edu/equality-within-the-university-of-north-carolina/> along with existing guidance addressing Compelled Speech (<https://attorney.ecu.edu/policy-against-compelled-speech/>), Institutional Neutrality (<https://attorney.ecu.edu/institutional-neutrality-and-free-speech/>), and the UNC System Office's Directives Regarding Implementation of Students for Fair Admissions (<https://attorney.ecu.edu/students-for-fair-admissions-inc-v-harvard-college/>).

Administrative committees and service commitments that implicate institutional neutrality and content endorsement were audited and suspended, as appropriate, pending further administrative review and analysis.

A new Well-Being and Success functional area in the Department for People Operations, Success, and Opportunity will assess and cultivate the university's culture of care, belonging and employee engagement for a thriving workforce for all employees.

Moving forward the University plans to

A. develop a communications plan designed to:

- "continue to ensure that diverse persons of any background, from North Carolina and beyond, are invited, included, and treated equally. Diversity means the ways in which individuals vary, including, but not limited to, backgrounds, beliefs, viewpoints, abilities, cultures, and traditions that distinguish one individual from another." (Section I);
- reaffirm the university's prohibition of unlawful discrimination in employment practices and educational programs and activities (Section II);

- increase awareness and understanding about the protections of equality of all persons; the prohibitions on compelled speech in hiring, professional advancement, and admissions; and that State employees respect the dignity of others; and other requirements included within G.S. 126-14.5 and -14.6 and Section 300.5.1 of the UNC Policy Manual, Political Activities of Employees (Section III);
- educate the university community about our commitment to the freedom of speech and expression (Section IV);
- increase awareness and engagement with programming central to ECU's commitment to employee wellbeing as a priority (Section VI);
- increase understanding of what it means to be institutionally neutral in (1) implementing our programming and services designed for student success (academic performance, retention, and graduation) (Section VI) and (2) in speaking on behalf of the University (Section VII);
- increase awareness about prohibited conduct involving "matters of contemporary political debate or social action", "any prescribed 'view of social policy' or 'political controversies of the day'", and prohibited concepts outlined as we ensure dignity and nondiscrimination (Section VII); and

B. Establish metrics to assess our efforts to:

- ensure that people of any background, from North Carolina and beyond, are invited, included, and have equal opportunity in education and employment (Section I);
- ensure that qualified students of all backgrounds are welcomed, included, and supported in their pursuit of a degree or certificate (Section VI); and
- ensure equality in the opportunity for the positive effects of programming and services designed for student success (academic performance, retention, and graduation) extends to students from different backgrounds (Section VI).

D. Savings & Recommended Reallocations:

**Consistent with the University's commitment to institutional neutrality and nondiscrimination and related changes, total programming savings are \$76,745 and total personnel cost (salary and benefits) savings are \$1,513,869. Total savings are \$1,590,614.**

**Division of Student Affairs**

The Division of Student Affairs will eliminate the Intercultural Affairs (IA) department. Two staff positions from the IA department (#929951 and #920301) will be redirected to functions supporting student success in the Center for Student Success in the Division of Student Affairs. One position line from IA was eliminated (#920105); however, it was vacant and unfunded, thus there was no salary savings. Additionally, five full-time professional staff and two part-time (.5FTE) graduate assistant positions (listed below) from IA will be assigned to the Student Engagement Department within the Division of Student Affairs.



The total funds (salaries and benefits) of the reassigned professional staff or positions total \$633,375. The total funds (stipend and tuition) for the two part-time graduate assistants are: \$35,880.

Any funds not allocated by the Student Fee Allocations Committee will be utilized to cover any potential student fee shortfall, if applicable.

#### **Division of Academic Affairs**

The 2023/24 diversity and inclusion personnel cost for the former Office for Equity and Diversity (includes an estimate for two vacant positions that have been abolished) was \$555,992. The Office spent approximately \$42,889 on diversity and inclusion programming in the 2023/24 year prior to the aforementioned consolidation.

Personnel and programming costs have been reallocated to the aforementioned new Department charged with reimagining and redesigning the university's people services and strategies and will be focused on streamlining HR functions, compliance with anti-discrimination laws, leading workforce success initiatives, and promoting employee well-being.

The College of Nursing allocated \$6,000 in programming budget to the Office of the Associate Dean for Diversity, Equity and Inclusion. Those funds were redirected to the Office of the Associate Dean for Culture, Engagement, and Professional Development (CEPD) in the College of Nursing. Personnel costs for that Office in the College of Nursing were \$64,404.

#### **Brody School of Medicine (BSOM)**

The former Office of Diversity Affairs was assigned an operating budget of \$14,500, and leadership for the office was provided by the Senior Associate Dean Brody School of Medicine Admissions. This position has now been vacated and the office no longer exists. Employee engagement, sense of community, and building a welcoming environment for staff, faculty, and students will be led by the dean's office and the Office of Faculty Affairs & Leadership Development. Allocated budget will be moved to the Office of the Dean and utilized to fund administrative functions, particularly those related to the integration of the school and ECU Health.

Brody School of Medicine discontinued faculty buy-out time for activities deemed inconsistent or appearing to be inconsistent with Section 300.8.5. Two faculty positions received buy-outs of faculty time for serving as the Chair of the Vice Chairs for Diversity and Inclusion group (\$6678) and for leading the Health Sciences Sexual and Gender Diversity Committee (\$6678), respectively. Both of these buy-outs of time have been discontinued and the Vice Chairs for Diversity Committee eliminated. These resources will be redirected to provide needed support to the Brody admissions committee (the department has recently experienced unexpected staff turnover) and to support a permanent chair of the BSOM Student Professionalism and Community Standards Committee. This committee ensures Brody's duty to encourage

professional behavior and to assist learners in the development of a strong professional identity and to educate and nurture students to ensure their professional performance and success.

Diversity and inclusion personnel costs for the Brody School of Medicine totaled \$224,218, and have now been discontinued

**E. Redirected Use of Funds:**

<b>Savings (\$\$\$)</b>	<b>Prior Use of Funds</b>	<b>Redirected Use of Funds</b>
<b>Division of Student Affairs</b>		
\$126,816	Director of Intercultural Affairs (Pos #929951), salary and benefits	Position revised and assigned to the Center for Student Success in the Student Services Operations unit within the Division of Student Affairs; Associate Director of Student Success salary and benefits; additional duties to support student success
\$70,266	Administrative Support Specialist, Intercultural Affairs (Pos #000466), salary and benefits	Position revised and assigned to the Student Engagement Department in the Division of Student Affairs which focuses on student engagement and support of student success and well-being
\$110,485	Sr. Associate Director of Intercultural Affairs, Dr. Jesse R. Peel LGBTQ Center (Pos #922073), salary and benefits	Position revised and assigned to the Student Engagement Department in the Division of Student Affairs which focuses on student engagement and support of student success and well-being
\$71,096	Programming Coordinator, Dr. Jesse R. Peel LGBTQ Center (Pos #920301), salary and benefits	Position revised and assigned to the Center for Student Success in the Student Services Operations unit within the Division of Student Affairs; First-Year Cares Retention Specialist/case manager position salary and benefits
\$98,378	Associate Director of Intercultural Affairs, Ledonia Wright Cultural Center (Pos #925204), salary and benefits	Position revised and assigned to the Student Engagement Department in the Division of Student Affairs which focuses on student engagement and support of student success and well-being



\$70,078	Programming Coordinator, Ledonia Wright Cultural Center (Pos #002270), salary and benefits	Position revised and assigned to the Student Engagement Department in the Division of Student Affairs which focuses on student engagement and support of student success and well-being
\$17,940	Graduate Assistant, Ledonia Wright Cultural Center, tuition and stipend	Position revised and assigned to the Student Engagement Department in the Division of Student Affairs which focuses on student engagement and support of student success and well-being
\$86,256	Associate Director of Intercultural Affairs, Women and Gender Office (Pos #500022), salary and benefits	Position revised and assigned to the Student Engagement Department in the Division of Student Affairs which focuses on student engagement and support of student success and well-being
\$17,940	Graduate Assistant, Women and Gender Office, tuition and stipend	Position revised and assigned to the Student Engagement Department in the Division of Student Affairs which focuses on student engagement and support of student success and well-being
\$0	Administrative Support Associate, Intercultural Affairs (Pos #920105)	Position was vacant and unfunded, thus there was no salary savings or funding to redirect. Position was eliminated.

### Division of Academic Affairs

\$130,521  <i>Includes 50% of position's total personnel cost, consistent with percent of position that was dedicated to D&amp;I and as of the 5/1/2024 organizational change</i>	Chief Diversity Officer and Associate Provost for Diversity, Equity and Inclusion/Title IX Coordinator/Equal Opportunity Officer (.50 FTE D&I) (Pos #900022), salary and benefits	New Department focused on streamlining HR functions, compliance with anti-discrimination laws, leading workforce success initiatives, and promoting employee well-being.
\$42,001	Executive Assistant (to the Chief Diversity Officer and Associate Provost for Diversity, Equity and	New Department focused on streamlining HR functions, compliance with anti-discrimination laws, leading

<i>Includes 50% of position's total personnel cost, consistent with percent of position that was dedicated to D&amp;I and as of the 5/1/2024 organizational change</i>	Inclusion/Title IX Coordinator/Equal Opportunity Officer (.50 FTE D&I) (Pos #900026), salary and benefits	workforce success initiatives, and promoting employee well-being.
\$64,918  <i>Includes 50% of position's total personnel cost, consistent with percent of position that was dedicated to D&amp;I and as of the 5/1/2024 organizational change</i>	Affirmative Action Compliance Program Manager/Diversity and Equity Special Projects Director (.50 FTE D&I) (Pos #900021), salary and benefits	New Department focused on streamlining HR functions, compliance with anti-discrimination laws, leading workforce success initiatives, and promoting employee well-being
\$119,376  <i>Includes the position's total personnel cost as of the 5/1/2024 organizational change</i>	Diversity and Inclusion Program Manager (1.0 FTE D&I) (Pos #000888), salary and benefits	New Department focused on streamlining HR functions, compliance with anti-discrimination laws, leading workforce success initiatives, and promoting employee well-being
\$51,540  <i>Includes 50% of position's total personnel cost, consistent with percent of position that was dedicated to D&amp;I and as of</i>	OED Research Associate (.50 FTE D&I) (Pos #001900), salary and benefits	New Department focused on streamlining HR functions, compliance with anti-discrimination laws, leading workforce success initiatives, and promoting employee well-being



<i>the 5/1/2024 organizational change</i>		
<p>\$42,431</p> <p><i>Includes 50% of position's total personnel cost, consistent with percent of position that was dedicated to D&amp;I and as of the 5/1/2024 organizational change</i></p>	<p>Project Manager OED (.50 FTE D&amp;I) (Pos #930195), salary and benefits</p>	<p>New Department focused on streamlining HR functions, compliance with anti-discrimination laws, leading workforce success initiatives, and promoting employee well-being</p>
<p>\$34,952</p> <p><i>Projects 50% of position's total budgeted personnel cost, consistent with percent of position that was dedicated to D&amp;I and if position had been filled as of the 5/1/2024 organizational change</i></p>	<p>University Program Associate (.50 FTE D&amp;I) (Pos #400406), salary and benefits</p>	<p>New Department focused on streamlining HR functions, compliance with anti-discrimination laws, leading workforce success initiatives, and promoting employee well-being</p>
<p>\$70,253</p> <p><i>Projects position's total budgeted personnel cost if position had been filled as of the 5/1/2024 organizational change</i></p>	<p>Program Specialist for Diversity Education (1.0 FTE D&amp;I) (Pos #900023), salary and benefits</p>	<p>New Department focused on streamlining HR functions, compliance with anti-discrimination laws, leading workforce success initiatives, and promoting employee well-being</p>

\$42,889	Diversity and inclusion programming from the former Office for Equity and Diversity (from the 2023/24 year)	Programming focused on streamlining HR functions, leading workforce success initiatives, and promoting employee well-being
\$64,404	Administrative Support Associate; College of Nursing; Office of the Associate Dean for Diversity, Equity, and Inclusion (Pos # 400428), salary and benefits	Redirected to serve as administrative support for the Associate Dean for Culture, Engagement, and Professional Development (CEPD) in the College of Nursing
\$6,000	Programming budget allocated to the Office of the Associate Dean for Diversity, Equity and Inclusion	Programming budget was redirected to the Office of the Associate Dean for Culture, Engagement, and Professional Development (CEPD) in the College of Nursing
<b>Brody School of Medicine (BSOM)</b>		
\$102,380	Director of Pipeline Programs, BSOM Office of Diversity Affairs (Pos #002658), salary and benefits	Revised, refocused and rebranded program with emphasis on recruitment of middle and high school students into primary care medicine while meeting the objectives of LCME standard 3.3 Existing operating funds (\$30,000) will fund the new program
\$55,617	Administrative Support Associate, BSOM Office of Diversity Affairs (Pos #400124), salary and benefits	Position revised and assigned to provide administrative support to the BSOM Department of Bioethics and Interdisciplinary Studies
\$66,221	University Program Associate for Diversity and Inclusion (Pos #953025), salary and benefits	Funding is redirected to BSOM Dean's Office Administration to facilitate daily operations that ensure efficiency, consistency, and compliance related to ECU Health integration
\$27,856	Programming/operating funding for diversity and inclusion activities in Brody School of Medicine	Funding is redirected to BSOM Dean's Office to support integration of BSOM and ECU Health, support the BSOM admissions committee and support a permanent chair of the BSOM Student Professionalism and Community Standards Committee



**East Carolina University**

Title: Chancellor

By: 

Name: Philip G. Rogers

Date: 8/30/2024

Title: VC, Student Affairs

By: 

Name: Brandon A. Freye

Date: 8/30/2024