

ANNUAL CERTIFICATION & REPORT  
EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA  
August 29, 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 300.8.5<sup>1</sup>.

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

- I. I certify that **North Carolina Agricultural and Technical 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.

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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).

II. To achieve compliance, my constituent institution took the following concrete actions:

A. Eliminated Positions:

As part of our ongoing commitment to compliance and strategic alignment, a comprehensive review of 16 current positions was conducted. This review aimed to ensure adherence to institutional neutrality, nondiscrimination policies, Section 300.8.5 of the UNC Policy Manual, UNC System Higher Expectations, and the N.C. A&T State University Strategic Plan (Preeminence 2030).

**Key Outcomes**

*Review Process*

A multidisciplinary team conducted the review, including members from academic affairs, student affairs, human resources, legal affairs, risk and compliance, and the office of the chief of staff. This representation ensured a holistic evaluation.

The team assessed each position to determine compliance with federal and institutional standards, identifying both federally compliant and non-compliant offices and positions. Of the positions and offices reviewed, one administrative position and one office were identified for elimination. The remaining positions are associated with federal or state compliance regulations and student success. These remaining positions are distributed across the University and are essential to the functionality of human resources, academic and student affairs, and legal, risk, and compliance.

*Position Elimination*

As a result of this review, the University eliminated the Office of Diversity, Equity, Inclusion, and Belonging and the administrative position of the Chief Diversity Officer.

1. The team identified in Part A of this certification conducted a comprehensive review of 16 active university centers, 6 project centers, 6 collaborative centers, and 4 success support centers for students and employees, which covered all online content, including but not limited to, mission statements, program descriptions, event announcements, and research highlights. The 28 academic centers are defined by faculty positions, funding sources (federal, state, philanthropic) and research/scholarship outputs; there were four success support centers, two that are specifically focused on student success, LGBTQA Resource Center (Student Affairs) and Center for Academic Excellence (Academic Affairs), one on faculty teaching success which correlates directly to student success, Center for Teaching Excellence (Academic Affairs), and Center for Leadership and Organizational Excellence (DHR) to develop and support university employees.
2. Website changes have included removing the Diversity, Equity, Inclusion, and Belonging webpage. A comprehensive search removal process was engaged to ensure that the previous web instance would be removed from the NCAT website. Additionally, the Office of Intercultural Engagement has edited language to ensure aligned with UNC System Policy section 300.8.5.
3. The institution has begun to discuss a process of continuous review to ensure continued compliance and impact of programming for students and employees.

**D. Savings & Recommended Reallocations:**

The elimination of the office and the position identified above resulted in savings of approximately \$190,000. These funds have been reallocated to the Division of Human Resources to support policy compliance and employee engagement efforts.

**E. Redirected Use of Funds:**

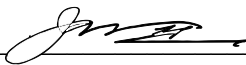
| <b>Savings<br/>(\$\$\$)</b> | <b>Prior Use of Funds</b> | <b>Redirected Use of<br/>Funds</b> |
|-----------------------------|---------------------------|------------------------------------|
| \$190,000                   | 0                         | \$190,000                          |
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**NORTH CAROLINA A&T STATE  
UNIVERSITY**

Title: Chancellor

Title: Vice Chancellor of Student Affairs

By: 

By: *Melody C. Pierce*

Name: James R. Martin, II, Ph.D.

Name: Melody C. Pierce, Ph.D.

Date: 8/30/2024

Date: 8/30/2024