



ANNUAL CERTIFICATION & REPORT  
EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA  
9/1/2024

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 Central 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:

*[Detailed description reporting concrete actions taken to eliminate positions pursuant to this policy including, but not limited to, the information inputted in the tables below]*

NCCU has eliminated the position of University Diversity Officer position. NCCU has also realigned the positions of University

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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).

Diversity Officer, Director of Diversity and Inclusion, and LGBTQA Alternative Resource Center Coordinator to ensure compliance with the Equality Policy.

**B. Realignment of Positions:**

Prior Job Title	Prior Job Description	New Job Title	New Job Description
University Diversity Officer (.10 FTE), Director Diversity, and Inclusion (.90 FTE)	The Department of Diversity and Inclusion strives to include, educate, and prepare our students for diverse cultural contexts. Our department highlights the diverse backgrounds that students, staff and faculty represent and provides community outreach to increase diversity on campus.	Reassignment	The Director of Student Development and Support is responsible for overseeing programs and services that promote student success and well-being. This role includes managing student leadership development and wellness initiatives. The Director ensures the delivery of comprehensive support services, collaborates with campus partners, and develops strategies to enhance student retention and engagement. Additionally, the Director supervises staff, manages budgets, and assesses program effectiveness to align with the university's goals and mission.
LGBTQA Alternative	LGBTQA Resource center serves as a	Reassignment	Reporting to the Director of Student



Prior Job Title	Prior Job Description	New Job Title	New Job Description
Resource Center Coordinator	vital link by which LGBTQIA+ identities and culture. Student when they connect with the center find leadership opportunities, professional development, educational programming, advocacy and family.		Development and Support, the Student Engagement Coordinator is responsible for enhancing the overall educational experience of all students through the development of, exposure to, and participation in programs and activities that improve student success and leadership exposure.

C. Other Content or Programmatic Changes

[Detailed description reporting other content or programmatic changes made in accordance with Section 300.8.5 to achieve compliance.]

The university has taken several steps to meet our performance metrics and adhere to UNC Policy 300.8.5. We have established a new department, the Office of Student Development and Support, which is dedicated to improving four-year graduation rates and, consequently, reducing the average cumulative debt for first-time freshmen and transfer students upon completion of their bachelor's degrees. This department will provide comprehensive support, guidance, programming, and advocacy for students, focusing on how social, natural, and built campus environments impact their health and well-being. Under this department, student wellness will be approached holistically, encompassing physical, mental, and spiritual well-being, to enhance the overall quality of life for our students. With an increased emphasis on wellness, students will have access to resources that promote healthy lifestyles, such as good sleep habits and, when necessary, connection to a wellness coach.

D. Savings & Recommended Reallocations:

*[Detailed description reporting concrete actions taken to reduce spending and redirect funds pursuant to this policy including, but not limited to, the information inputted in the tables]*

NCCU has redirected funds from the elimination of the University Diversity & Inclusion Officer role (.10 FTE) in the amount of \$11,367.

E. Redirected Use of Funds:

Savings (\$\$\$)	Prior Use of Funds	Redirected Use of Funds
\$11,367	University Diversity & Inclusion Officer (.10 FTE)	Director of Student Development and Support position

**[CONSTITUENT INSTITUTION]**

Title: Chancellor

Title: Director of Student Affairs

By: *Karrie G. Dixon*

By: *Angela A. Coleman*

Name: KARRIE G. DIXON

Name: Angela A. Coleman

Date: 8-22-24

Date: 08/22/24