



**ANNUAL CERTIFICATION & REPORT  
EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA  
August 26, 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 NCSSM 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:

No positions were eliminated. We had only 1 position that had DEI as a significant part of their responsibility and the work of that position has been realigned.

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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).

Also, we had one position where a portion of their job (30%) was focused on diversity equity and programming for students. These responsibilities have been eliminated from the position. The position is being realigned to focus more on student success and community service and community building, as well as primary responsibility for managing the student conduct process.

B. Realignment of Positions:

Prior Job Title	Prior Job Description	New Job Title	New Job Description
Associate VC Diversity, Equity and Inclusion and Chief Diversity Officer	<a href="#"><u>Prior description</u></a>	Associate VC for Student and Employee Success	<a href="#"><u>Updated description</u></a>
Assistant Director of Student Services and Equity Programming	<a href="#"><u>Prior description</u></a>	Assistant Director of Student Services	<a href="#"><u>Updated description</u></a>


C. Other Content or Programmatic Changes

1. Prior to the policy revision we had redefined the admissions criteria for two summer programs that we ran, Step Up to STEM and Summer Leadership and Research Program that targeted underrepresented minority students. The admissions criteria were expanded to serve students from under resourced communities across NC. Also, the title of the person who leads these programs was changed from *Associate Director of STEM Outreach, Equity, and Engagement* to *Associate Director of STEM Access and Outreach* to reflect the changes in the focus of the program.
2. Revised the agenda for NCSSM's MLK Day activities. MLK Day has always been a day in the NCSSM calendar where students are in session and employees work. The revised agenda for the day will have a larger focus on service, along with a variety of optional educational sessions for students and employees.
3. Identified specific DEI related language in NCSSM communications that have been revised.
4. Revised hiring materials and training for hiring committees.
5. Identified specific language and strategies in NCSSM's Strategic Plan that will be revised in the next annual update of the Strategic Plan.

D. Savings & Recommended Reallocations:

Shifted funding designated for institutional employee professional development and student programming focused on institutional DEI goals to focus on other identified institutional strategic priorities related to student success and student mental health and wellness.

E. Redirected Use of Funds:

Savings (\$\$\$)	Prior Use of Funds	Redirected Use of Funds
\$15,000 annually	These funds were provided from private funding sources and used for professional development for faculty and staff and student programming tied to institutional DEI goals.	Funds will be used to meet other employee professional development and student success initiatives identified in NCSSM's Strategic Plan.


**[CONSTITUENT INSTITUTION]**

Title: Chancellor

Title: Director of Student Affairs

By: *J. Todd Roberts*

By: *Terry Lynch*

Name: Dr. J. Todd Roberts

Name: Dr. Terry Lynch

Date: August 26, 2024

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