

ANNUAL CERTIFICATION & REPORT
EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA
September 3, 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 NC 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:

¹ 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).

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]

- The Division of Academic and Student Affairs Director for Diversity, Equity, Inclusion, and Belonging position has been eliminated.
- The Poole College of Management Assistant Dean of Diversity, Equity and Inclusion position has been eliminated.
- The College of Agriculture and Life Sciences eliminated its Office of Diversity and Inclusion and therefore the Director of Diversity and Inclusion position has been eliminated.
- The College of Agriculture and Life Sciences eliminated its Office of Diversity and Inclusion and therefore the University Program Associate for Office of Diversity and Inclusion position has been eliminated.
- The Office for Institutional Equity and Diversity was eliminated and therefore the Associate Vice Provost for Diversity Engagement position has been eliminated.
- The Administrative Support position and Program Coordinator in the former Office for Institutional Equity and Diversity has been eliminated.
- The College of Veterinary Medicine Director of Veterinary Student Community and Culture position (formerly Director of Diversity, Equity and Inclusion) has been eliminated.
- The College of Humanities and Social Sciences eliminated the Associate Dean for Diversity, Equity and Inclusion.

B. Realignment of Positions:

Prior Job Title	Prior Job Description	New Job Title	New Job Description
Wilson College of Textiles Associate Director of Student Services for Recruitment & Diversity	Develop diversity, equity and inclusion programs to assist undergraduate students achieve identifiable goals and outcomes including understanding, acceptance and implementation of a diverse campus community and textile industry.	Associate Director of Student Recruitment and Engagement	Direct the Wilson College recruitment program. Coordinate and oversee all recruitment initiatives including: Open Houses, Summer Textile Exploration Program (STEP), high school outreach programs, admitted student days, TEX Day, and assisting the liaison to Undergraduate Admissions with undergraduate admissions. Supervise and train two Coordinators of Student Recruitment and Engagement. Oversee the Wilson College visit program for prospective students, their families and student groups. Develop undergraduate students to achieve identifiable goals and outcomes through understanding community and our deep connection to the textile industry. Co-direct Textiles Scholarship Program, including assisting with the application process, coordinating the interview weekend, and serving as

			<p>advisor for the Centennial Scholars. Act as the Wilson College student organizations liaison. Participate in professional development opportunities and actively seek occasions to maintain and improve expertise in recruiting and specialty areas. Serve on various Wilson College and university committees. Other special projects as assigned.</p>
<p>Wilson College of Textiles Associate Dean for Academic Programs, Diversity, Equity, and Inclusion (ADAPDEI)</p>	<p>Provides leadership and direction for planning, implementation and administration of the college's educational mission. The associate dean serves as the primary advisor to the dean for academic program planning and operations. Works closely with the Associate Deans, Assistant Deans, Department Heads, faculty, staff and students to deliver academic programs and to manage college enrollment in accordance with the goals of the university. As a part of the position, the associate dean also interfaces regularly with internal offices across campus to facilitate college</p>	<p>Associate Dean for Academic Programs and Faculty and Student Excellence</p>	<p>The job description related to co-chairing the DEI committee and serving any DEI functions were removed in July 2023. Faculty excellence and a focus on student success was added.</p>

	<p>academic programs at all levels. Responsible for operating the college's Office of Academic Programs which provides academic services, admissions, advising, distance education, international programs, student engagement and career services. In addition, the ADAP regularly works with faculty to perform assessment, prepare for program accreditation, and to develop academic programs (e.g., international, interdisciplinary, dual degree and distance education). During Dr. McCauley's tenure, the working title changed to reflect the additional responsibilities for equity, diversity and inclusion. These duties were added, including co-chairing the DEI Committee, based on the unique credentials and experience of the incumbent.</p>		
<p>The College of Education: Job Title: Assistant Director</p> <p>Working Title: Assistant Director of Undergraduate Student Engagement, Diversity, and Inclusion</p>	<p>The Assistant Director of Undergraduate Student Engagement, Diversity, and Inclusion promotes student engagement while linking academics with co-curricular learning activities. The</p>	<p>Job Title: Assistant Director (Unchanged)</p> <p>Working Title: Assistant Director of Undergraduate Student Engagement & Success</p>	<p>The Assistant Director of Undergraduate Student Engagement & Success promotes student engagement while linking academics with co-curricular learning activities. The Assistant Director</p>

	<p>Assistant Director serves as the strategic operational champion to drive undergraduate learning outcomes that promote the development of equity-minded and antiracist preservice educators and leaders. This position provides data to support the evaluation and assessment of programs and other high-impact experiences. The Assistant Director of Undergraduate Student Engagement, Diversity, and Inclusion compliments undergraduate recruitment, transition, and advising efforts by representing and promoting student engagement opportunities to between 500 and 600 undergraduate students. The position supervises a GSSP-eligible Graduate Assistant who supports undergraduate student engagement efforts.</p>		<p>serves as the strategic operational champion to drive undergraduate learning outcomes that promote the wellness and success of pre-service educators and leaders. This position provides data to support the evaluation and assessment of programs and other high-impact experiences. The Assistant Director of Undergraduate Student Engagement & Success compliments undergraduate recruitment, transition, and advising efforts by representing and promoting student engagement opportunities to the 400-600 undergraduate student population. The position supervises a GSSP-eligible Graduate Assistant to support undergraduate student engagement efforts.</p>
<p>College of Natural Resources: Associate Director for Diversity and Inclusion</p>	<p>The Associate Director will work with the director to develop, execute, and assess programming that addresses diversity issues around gender,</p>	<p>Associate Director of Student and Community Well-being</p>	<p>Reporting to the Associate Dean for College Culture and Community, the Associate Director of Student and Community Well-being supports a crucial</p>

	<p>race/ethnicity, sexuality, religion, and other differences. The Associate Director is charged to work with all students in CNR, but will have a particular focus on designing and implementing initiatives for underrepresented populations in CNR and for women. The goal is to increase the numbers of women students and students from underrepresented groups through targeted recruiting, enrichment and support programs, and by identifying and addressing the challenges that can lead these students to leave the university prior to graduation.</p>		<p>role in advancing a campus culture that fosters an environment that is supportive and respectful of all students, staff, and faculty. This position is responsible for developing, coordinating, and assessing community-building programs and events within the College of Natural Resources. This position will also work with university and college partners to identify and address programs and activities that support the success and well-being for all students, staff, and faculty.</p>
<p>College of Natural Resources Associate Dean for Diversity, Equity, and Inclusion</p>	<p>The Associate Dean for Diversity, Equity and Inclusion provides dynamic leadership to foster an inclusive, accessible, equitable, and diverse climate, which is essential for academic excellence. This role requires the ability to adopt strategic, visionary, transformative, and tactical approaches while delivering tangible results.</p>	<p>Associate Dean for College Culture and Community</p>	<p>CNR OCC is led by the Associate Dean of College Culture and Community who is responsible for developing and implementing strategies that foster a vibrant CNR community. The Associate Dean champions organizational change and wellness initiatives that provide supportive teaching, learning, and work environments that are accessible to individuals from all backgrounds and</p>

			that promote a college culture of vitality, engagement, and community partnerships. For this position, engagement refers to the strength of the mental and emotional connection and belongingness students, staff, and faculty hold toward the college.
College of Humanities and Social Sciences Director of Student Diversity, Equity and Inclusion	<p>Direct, develop and implement graduate and undergraduate group retention and persistence programs as well as student specific plans that are co-created with the student to support student success, collaborating with advisors and/or faculty in the process.</p> <p>Direct collaborations with all diversity related issues at the student level.</p> <p>Represent the college on diversity committees and liaise with college and campus units/groups focused on the success of students from diverse backgrounds, staying current on institutional policy, new programs, course changes, important dates, and other pertinent student life data in</p>	Director of Student Success	<p>Liaising with college and campus units/groups focused on the success of students.</p> <p>Serving as the point person for institutional policies, new programs, important dates, and other pertinent student life data related to student success.</p> <p>Overseeing student support activities, including serving as the college CARES team representative and a primary point person for students in academic/ personal distress including involvement in postvention processes.</p> <p>Direct, develop and implement graduate and undergraduate retention and persistence programs within the college as well as student specific</p>

	<p>the process.</p> <p>Oversee and participate in regular college and/or departmental meetings to inform college and departmental leaders of issues of diversity and equity being faced by our students and identify opportunities to promote collaboration within the college and across university units to increase awareness on issues of diversity and equity and to work with campus partners to close achievement gaps.</p> <p>Direct the coordination of resources for students and advocate for those from diverse backgrounds by connecting them to campus and community resources and by fostering and leveraging strong relationships with those who can provide those resources.</p> <p>Oversee the creation of a welcoming environment for all students, with a focus on diverse student populations through partnerships and programs</p>		<p>plans that are co-created with the student to support student success, collaborating with advisors and/or faculty in the process.</p> <p>Leading and support student belongingness initiatives.</p> <p>Representing the college on student success and belongingness committees.</p> <p>Overseeing the creation of a welcoming environment for all CHASS students.</p> <p>Serving as an advisor to student affinity group organizations.</p> <p>Coordinating college level Pack Promise activities (soliciting coaches, matching students/coaches, liaising with university-level coordinator).</p>
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	throughout the campus		
Division of Academic and Student Affairs Senior Director	Supervised the centers and led the umbrella organization "Campus Community Centers"	Senior Director	This position will focus primarily on the strategy and development of student success programs in alignment with the portfolio of the Senior Associate Vice Chancellor. Develop, implement and evaluate division wide student success programming efforts. The Senior Director will provide overall programmatic support for student success unit programming efforts.
Division of Academic and Student Affairs Associate Director	Assisted the Senior Director in the supervision of the centers and the umbrella organization "Campus Community Centers"	Associate Director	The Associate Director provides leadership, coordination and direction for student success initiatives. These efforts involve working directly with students, staff, and faculty, as well as collaboratively with campus and community members to establish and maintain effective partnerships. A strong emphasis is placed on outcomes-based program development and assessment, student development and success, strategic planning and assessment, outreach and engagement and doing work which will

			further student success on campus.
Division of Academic and Student Affairs Business Services Coordinator	This position provided backup support to the assigned Business Officer for the four units under the umbrella organization called "Campus Community Centers".	Business Services Coordinator	This position will provide primary business administration support to several units with a portfolio assigned to the Senior Associate Vice Chancellor with responsibility for student success initiatives. This position is fully integrated into a shared service team that provides broad support for financial functions across the Division of Academic and Student Affairs.
Division of Academic and Student Affairs Public Communications Specialist	This position provided social media management for the four units under the umbrella organization called "Campus Community Centers".	Public Communications Specialist	This position has been integrated into a shared service team that provides support for marketing and communications across the Division of Academic and Student Affairs and will provide social media management guidance for the division and support for specific units as needed/assigned.
Division of Academic and Student Affairs Multicultural Student Affairs- All positions	Prior roles were focused on providing support and education for particular populations.	No title Changes	All positions in the unit were moved from the Office of Institutional Equity and Diversity to the Division of Academic and Student Affairs. All positions were realigned to meet policy requirements and continue to

			support the success of all students.
Division of Academic and Student Affairs LGBTQ Pride Center-All positions	Prior roles were focused on providing support and education for particular populations.	No title Changes	All positions in the unit were moved from the Office of Institutional Equity and Diversity to the Division of Academic and Student Affairs. All positions were realigned to meet policy requirements and continue to support the success of all students.
Division of Academic and Student Affairs Women's Center-All positions	Prior roles were focused on providing support and education for particular populations.	No title Changes	All positions in the unit were moved from the Office of Institutional Equity and Diversity to the Division of Academic and Student Affairs. All positions were realigned to meet policy requirements and continue to support the success of all students.
Division of Academic and Student Affairs African American Cultural Center-All positions	Prior roles were focused on providing support and education for particular populations.	No title Changes	All positions in the unit were moved from the Office of Institutional Equity and Diversity to the Division of Academic and Student Affairs. All positions were realigned to meet policy requirements and continue to support the success of all students.
Division of Academic and Student Affairs Assistant Director for Diversity and Outreach, Counseling Center	This position carries a clinical load and provides direct services to students. Administrative duties focus on leading the Counseling Center's Multicultural committee, diversity	Assistant Director for Outreach, Counseling Center	This position carries a clinical load and provides direct services to students. Additionally, this position is responsible for student outreach efforts to increase

	initiatives, and outreach.		access and participation in counseling services to improve overall student success.
Libraries University Program Specialist (EDI Project Manager)	The Equity, Diversity, & Inclusion Project Manager provides consultation, coordination, and program/project management and administration for the Libraries' comprehensive Equity, Diversity, and Inclusion (EDI) and Employee Engagement (EE) programs, in consultation with the Director, Inclusion & Talent Management. They support the goals and objectives of those programs from initial conception and strategy through implementation and assessment, engaging and developing collaborative relationships with the Libraries' leadership team, department heads, committees, supervisors, and employees across the organization. The position helps to assess and understand organizational needs; conducts research and analysis on EDI and EE issues and best practices in libraries, higher education, and	EFFECTIVE April 2024 University Program Specialist (Project Manager, People & Culture)	EFFECTIVE April 2024 The University Program Specialist provides consultation, coordination, and program/project management and administration for the Libraries' comprehensive human resources programs, in consultation with the Director of Talent Management. They support the goals and objectives of those programs from initial conception and strategy through implementation and assessment, engaging and developing collaborative relationships with the Libraries' leadership team, department heads, committees, supervisors, and employees across the organization. The position helps to assess and understand organizational needs; conducts research and analysis on Employee Engagement and Position Description issues and best practices in libraries, higher education, and other contexts;

	<p>other contexts; and helps to determine and implement program priorities in alignment with the Libraries' strategic goals and priorities. They plan and organize a variety of activities and events, manage and analyze records and data, consult with individuals and groups, publicize and promote EDI and EE activities and resources, and perform a variety of other HR and administrative functions. This work involves managing highly complex project plans that require guiding and directing the work of others, with some authority on actions and decisions. Projects may require collaboration with teams and consultants both internal and external to the Libraries.</p>		<p>and helps to determine and implement program priorities in alignment with the Libraries' strategic goals and priorities. They plan and organize a variety of activities and events, manage and analyze records and data, consult with individuals and groups, publicize and promote staff activities and resources, and perform a variety of other HR and administrative functions. This work involves managing highly complex project plans that require guiding and directing the work of others, with some authority on actions and decisions. Projects may require collaboration with teams and consultants both internal and external to the Libraries.</p>
Institute for Emerging Issues Digital Inclusion Initiative Specialist		Digital Opportunities Initiative Specialist	Title rebrand to more accurately reflect the aspirational impact we hope to achieve
Institute for Emerging Issues Digital Inclusion Leader		Digital Opportunities Leader	Title rebrand to more accurately reflect the aspirational impact we hope to achieve; removed minimal descriptive language to ensure compliance with the new policy

Institute for Emerging Issues Director, Institute for Emerging Issues		Director, Institute for Emerging Issues	Removed one minor required skill to ensure compliance with the new policy
Institute for Emerging Issues Finance and Operations Specialist		Finance and Operations Specialist	Removed minimal descriptive language describing the position and one minor duty to ensure compliance with the new policy
Institute for Emerging Issues Community Initiatives Program Specialist		Community Initiatives Program Specialist	Removed minimal descriptive language to ensure compliance with the new policy
The College of Veterinary Medicine Diversity and Multicultural Affairs Program Manager	PeopleAdmin Description: The program manager will be responsible for managing DEI programs for our DVM students at the CVM. Provides programmatic leadership and coordination, designs educational content, and manages cultural awareness modules for DVM students to meet AVMA requirements. Brief Description provided on annual spring BOT report: Provides programmatic leadership and coordination, designs educational content, and manages cultural awareness modules for DVM students to meet AVMA requirements.	Program Manager Community and Culture	The Program Manager Community and Culture (PMCC) is expected to have expert level of knowledge regarding community and culture issues in higher education. The PMCC, in conjunction with the Director of Veterinary Student Community and Culture, will assist in identifying and supporting experiences for building community, student success, and wellness. Will review current DVM student community and culture programs/requirements and assess for appropriate success as well as messaging to the community.

<p>The College of Education Job Title: Assistant Director</p> <p>Working Title: Assistant Director of Undergraduate Student Engagement, Diversity, and Inclusion</p>	<p>The Assistant Director of Undergraduate Student Engagement, Diversity, and Inclusion promotes student engagement while linking academics with co-curricular learning activities. The Assistant Director serves as the strategic operational champion to drive undergraduate learning outcomes that promote the development of equity-minded and antiracist preservice educators and leaders. This position provides data to support the evaluation and assessment of programs and other high-impact experiences. The Assistant Director of Undergraduate Student Engagement, Diversity, and Inclusion compliments undergraduate recruitment, transition, and advising efforts by representing and promoting student engagement opportunities to between 500 and 600 undergraduate students. The position supervises a GSSP-eligible Graduate Assistant who supports</p>	<p>Job Title: Assistant Director (Unchanged)</p> <p>Working Title: Assistant Director of Undergraduate Student Engagement & Success</p>	<p>The Assistant Director of Undergraduate Student Engagement & Success promotes student engagement while linking academics with co-curricular learning activities. The Assistant Director serves as the strategic operational champion to drive undergraduate learning outcomes that promote the wellness and success of pre-service educators and leaders. This position provides data to support the evaluation and assessment of programs and other high-impact experiences. The Assistant Director of Undergraduate Student Engagement & Success compliments undergraduate recruitment, transition, and advising efforts by representing and promoting student engagement opportunities to the 400-600 undergraduate student population. The position supervises a GSSP-eligible Graduate Assistant to support undergraduate student engagement efforts.</p>
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	undergraduate student engagement efforts.		
Office of Equal Opportunity Vice Provost for Institutional Equity and Diversity	<p>North Carolina State University (NC State), a research-extensive land grant University, is conducting a search for a Vice Provost for Institutional Equity and Diversity. The Office for Institutional Equity and Diversity (OIED) has an opportunity for a dynamic and knowledgeable professional to lead its team. The successful candidate will promote NC State's core values of equality, non-discrimination, equity and diversity and ensure University compliance with equal opportunity and non-discrimination laws, regulations, and policies. The OIED leads equity and diversity efforts and helps build an inclusive learning, living, and work environment free from harassment and discrimination for all members of the University community. Reporting to the Executive Vice Chancellor and Provost, the Vice Provost will direct, lead and provide oversight for the daily operational and consultative</p>	Vice Provost for Equal Opportunity	<p>The successful candidate will ensure University compliance with equal opportunity and non-discrimination laws, regulations, and policies. The Vice Provost will build an engaged, learning, living, and work environment free from harassment and discrimination for all members of the University community. Reporting to the Executive Vice Chancellor and Provost, the Vice Provost will direct, lead and provide oversight for the daily operational and consultative activities of the OEO. The Vice Provost will ensure compliance with affirmative action, equal opportunity and anti-discrimination laws, including, but not limited to, Title IX, Title VII, the Americans with Disabilities Act, as well as other applicable federal and state laws.</p>

	activities of the OIED. The individual will ensure compliance with affirmative action, equal opportunity and anti-discrimination laws, including, but not limited to, Title IX, Title VII, the Americans with Disabilities Act, as well as other applicable federal and state laws. The Vice Provost will promote an inclusive and diverse community through programmatic and educational opportunities for NC State. The Vice Provost is also expected to offer vision for implementing equity and diversity initiatives within the University community and provide guidance to the University's senior leadership to achieve these goals.		
Office of Institutional Equity and Diversity Business Officer		Office of the Executive Vice Chancellor and Provost Business Officer	Position was moved from the OEO office to the Office of the Executive Vice Chancellor and Provost to fill existing needs of additional business office support. Part of this position will still support OEO but the rest will support other units that the Provost's office provide central business services. Language was

			updated to reflect the new office's function and mission and who this position supports.
Office of Institutional Equity and Diversity Instructional Technologist		Office of the Executive Vice Chancellor and Provost Lead Visual Communications Strategist	Position was moved from the OEO office to the Office of the Executive Vice Chancellor and Provost to fill existing needs of additional communications support. Language was updated to reflect the new office's function and mission and who this position supports.
College of Engineering Assistant Dean for Diversity, Equity and Inclusion	The Assistant Dean will serve as the College's chief equity, diversity and inclusion officer focused on equitable and inclusive excellence amongst all College of Engineering students, employees, and alumni.	Assistant Dean for Equality, Wellbeing and Engagement (AWE)	The Assistant Dean will serve as the College's chief officer for access, wellbeing, and engagement, leading initiatives to recruit, support, and retain students and employees. They will focus on fostering student, faculty and staff community and collaboration across the entire College of Engineering.
College of Engineering DEI Program Manager	The University Program Manager (UPM) reports to the Assistant Dean for Diversity, Equity, and Inclusion (DEI) at NC State University. The position will manage all aspects of daily operations for the office and collaborate with the Assistant Dean with	Student and Employee Engagement (SEE) Program Manager	The University Program Manager (UPM), in the Office for Equality, Wellbeing, and Engagement, in the College of Engineering reports directly to the Assistant Dean of Equality, Wellbeing, and Engagement. This role is pivotal in managing daily

	strategic planning to deliver high-quality DEI engagement to our faculty, staff, students, alums, and industry partners at all levels.		operations, strategic planning, policy and culture change, as well as, program development aimed at promoting wellness, and community engagement within the College.
College of Engineering Diversity Coordinator	The primary purpose of the COMPASS Diversity Coordinator is to implement the Center Broadening Participation plans by leading and managing the day-to-day outreach and recruitment efforts and helping to train and mentor students, enabling their retention and graduation. The Diversity Coordinator is responsible for planning and coordinating outreach and recruitment events, data tracking and analysis on the success of the events and developing new strategies for growing diversity in the graduate student, undergraduate student, fellows, and postdoctoral applicant pools. The Diversity Coordinator is responsible for providing informal and formal professional mentorship for COMPASS undergraduate students, graduate	COMPASS Outreach and Recruitment Coordinator	The primary purpose of the COMPASS Outreach and Recruitment Coordinator is to implement the Center Broadening Participation plans by leading and managing the day-to-day outreach and recruitment efforts and helping to train and mentor students, enabling their retention and graduation. The Outreach and Recruitment coordinator is responsible for planning and coordinating outreach and recruitment events, data tracking and analysis on the success of the events and developing new strategies for recruitment. The Outreach and Recruitment Coordinator is responsible for providing informal and formal professional mentorship for COMPASS undergraduate

	<p>students, fellows, and postdoctoral scholars. The Diversity Coordinator provides additional support for the educational and integration goals and activities of COMPASS, particularly as it relates to the training, retention, and graduation of students. The diversity coordinator will also handle the center's effort to collaborate with researchers in Africa. They will assist in recruitment, on-boarding and tracking progress of teams coming from or going to African partner institutions.</p>		<p>students, graduate students, fellows, and postdoctoral scholars. The Outreach and Recruitment Coordinator provides additional support for the educational and integration goals and activities of COMPASS, particularly as it relates to the training, retention, and graduation of students. The coordinator will also handle the center's effort to collaborate with researchers in Africa. They will assist in recruitment, on-boarding and tracking progress of teams coming from or going to African partner institutions.</p>
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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 Office of Institutional Equity and Diversity (OIED) was eliminated and replaced by the Office of Equal Opportunity. The four student centers which were in OIED were relocated to the Division of Academic and Student Affairs (DASA) to align with other student initiatives. Center employees position descriptions and center missions were updated to align with DASA's mission and focus on student success.

NC State leaders were asked to review websites, committees, programs and trainings and make changes or eliminations as needed to ensure compliance with the new policy. All DEI trainings that were not required by federal or state law, UNC System Policy or other external governing agency were suspended.

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]

Several positions were eliminated and those funds were redirected within the units to other efforts that promote faculty, staff and student well-being and are in compliance with the new equality policy. Several positions were realigned and received updated language in titles and/or position descriptions to be in compliance with the new equality focusing on the efforts within the college that support faculty, student and staff success. Funding for these positions stayed with their realigned positions. The student centers funds moved with them to DASA and will be purposed toward student success. Any funds for training programs and committees were redirected to existing programs or restructured programs that are in line with the quality policy.

E. Redirected Use of Funds:

Savings (\$\$\$)	Prior Use of Funds	Redirected Use of Funds
\$3,457,470.00	Office for Institutional Equity and Diversity: Funds were used for Student Centers under the Office of Institutional Equity and Diversity	Division of Academic and Student Affairs: Center funds moved with centers to DASA to further support student success
\$171,392.00	College of Natural Resources: Associate Dean for Diversity & Inclusion, Salary (\$171,392)	College of Natural Resources: Redirected to support Associate Dean for College Culture and Community, Salary (\$171,392)
\$65,222.00	College of Natural Resources: Associate Director for Diversity and Inclusion (\$65,222)	College of Natural Resources: Redirected to Create Student Support Services Coordinator (~\$60,000)
\$18,000.00	College of Natural Resources: DEIJ Curriculum Integration program (\$18,000)	College of Natural Resources: Redirected to Student Success and Wellness Initiatives (\$18,000)
\$4,000.00	College of Natural Resources: Black Male Research Engagement and Mentoring program (\$4,000)	College of Natural Resources: Redirected to Undergraduate Research Engagement and Mentoring Program (\$4,000)
\$2,000.00	College of Natural Resources: DIRE Dialog Seminar Series program (\$2,000)	College of Natural Resources: Redirected to Undergraduate Research and Mentoring Program (\$2,000)
\$1,600.00	College of Natural Resources: Travel support for Jr. MANNRS Conference (\$1,600)	College of Natural Resources: Redirected to Undergraduate Research Engagement and Mentoring Program (\$4,000)
\$961.00	College of Natural Resources: Wellness and	College of Natural Resources: Redirected to

	Multicultural Workshop (\$961)	Student Success and Wellness Initiatives (\$961)
\$11,308.00	College of Natural Resources: Peer-Mentor appointment for support of USDA NIFA National Needs Fellows (\$11,308)	College of Natural Resources: Federal grant funds and will be expire when the grant is completed.
None	College of Humanities and Social Sciences: Salary, Associate Dean of Diversity Equity and Inclusion	College of Humanities and Social Sciences: Salary, Associate Dean of Faculty and Staff Development and Success
None	College of Humanities and Social Sciences: Salary, Director of Student Diversity Equity Inclusion	College of Humanities and Social Sciences: Salary, Director of Student Success
\$107,625.00	Division of Academic and Student Affairs: These funds were used to support the salary and benefits for the Director for Diversity, Equity, Inclusion, and Belonging in the Division of Academic and Student Affairs.	Division of Academic and Student Affairs: These funds will be redirected to scaling the shared services teams in the Division of Academic and Student Affairs. The shared services approach has been adopted, in part, to create administrative efficiency with respect to financial, HR, technology, and communications operations. Redirecting these funds will allow for the shared services model to absorb growth in the number of students NC State serves without having to increase student fees to direct toward these administrative operations.
\$437,977.00	Division of Academic and Student Affairs: These funds were used to support salary, benefits, and operational costs associated with the administration of the "Campus Community Centers" umbrella organization. This savings	Division of Academic and Student Affairs: These funds will be redirected to two primary purposes. First, some of these funds will support the leadership, coordination, and support of student success initiatives facilitated through the Division of Academic and

	includes the reassignment of the 4.0 FTE (Senior Director, Associate Director, Business Services Coordinator, and Public Communications Specialist) detailed above.	Student Affairs. Second, this savings will support the administrative support needs including financial, human resources, communications, and technology for the Division and Academic and Student Affairs as the division continues to support student and faculty success for the University.
\$128,338.00	Division of Academic and Student Affairs: These funds were used to support the salary and benefits for the Assistant Director for Diversity and Outreach in the Counseling Center.	Division of Academic and Student Affairs: These funds will be redirected to support student success work by having a position with part of its time dedicated to identifying and evaluating strategies to increase access to student mental health services.
\$62,000.00	Poole College of Management: Assistant Dean of Diversity, Equity and Inclusion	Poole College of Management: Assistant Director of Student Affairs and Advocacy
\$62,000.00	Poole College of Management: Assistant Dean of Diversity, Equity and Inclusion	Poole College of Management: Assistant Director of Employee Success and Development
\$125,660.00	College of Veterinary Medicine: Director Salary	College of Veterinary Medicine: Teaching/Educational support services
\$1,500.00	Office of Global Engagement: funds from the former DEI Advisory Council	Office of Global Engagement: to the Staff Engagement Council
\$252,000.00	College of Agricultural and Life Sciences: Funds previously used for Office of Diversity and Inclusion, Office has been eliminated	College of Agricultural and Life Sciences: Funds redirected to the CALS' Dean's Advisory Board for Strategic Excellence and Wellbeing with a focus on Employee Experience,

		Student Experience and Community and Culture. The funds will support the advisory board members' work, the creation of a mini-grant program that all community members can apply to for professional development, activities in support of our strategic plan, training experiences, enhancing the communication efforts around our student success initiatives including mental health and well-being and more.
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[CONSTITUENT INSTITUTION]

Vice Chancellor and Dean,
Division of Academic and

Title: Chancellor

Title: Student Affairs

By: 

By: 

Name: W. Randolph Woodson

Name: Doneka R Scott

Date: Sept. 1, 2024

Date: 9/1/2024