

ANNUAL CERTIFICATION & REPORT
EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA
August 23, 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 University of North Carolina at Charlotte (UNC Charlotte), 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, UNC Charlotte took the following concrete actions:
 - A. Eliminated Positions, effective August 1, 2024 (unless otherwise noted):
 - a. Office of Diversity and Inclusion
 - i. Associate Vice Chancellor for Diversity and Inclusion and Chief Diversity Officer
 - ii. Executive Assistant to Associate Vice Chancellor for Diversity and Inclusion/Chief Diversity Officer
 1. Effective June 30, 2024.
 - iii. Social Research Specialist, Office of Diversity and Inclusion -
 1. Effective June 30, 2024.
 - iv. 2 faculty fellowship positions
 - b. Office of Identity, Equity and Engagement
 - i. Director, Identity, Equity and Engagement
 - ii. Associate Director, Identity, Equity and Engagement
 - iii. Assistant Director, Latinx Student Engagement
 - iv. Assistant Director, Leadership & Community Development

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).

B. Realigned Positions, effective August 1, 2024:

Prior Job Title	Prior Job Description	New Job Title	New Job Description
Office of Academic Diversity and Inclusion			
Director of Academic Diversity and Inclusion and Clinical Assistant Professor	The Director was responsible for providing leadership and strategic direction for the Office of Academic Diversity and Inclusion's academic advising, transition programs, academic support workshops, peer counseling and tutoring, and personal counseling initiatives.	Director for Retention and Graduation and Clinical Faculty	The Director for Retention and Graduation leads the university's efforts to support student success from matriculation to graduation. The Director will collaborate closely with academic colleges, student support services, and administrative units to create a seamless and integrated approach to student retention and success. They will leverage data analytics and assessment tools to identify trends, monitor student progress, and evaluate the effectiveness of retention programs, using this information to drive continuous improvement and innovation.
Assistant Director	The Assistant Director was responsible for holistic program development for the Diversity Peer Educator Program, B3, IGNITE, 49er First, and provides support for the NC-LSAMP campus-wide, including program marketing, recruitment, implementation, evaluation, and assessment of program impact. This position was also responsible for course teaching, secondary academic advising, monitoring of academic progress, mentoring, and offering referrals to other campus and community resources. Additionally, they supervised student leaders associated with the programs.	Assistant Director for First Generation Academic Initiatives	The Assistant Director of First Generation Academic Initiatives supports first-generation undergraduate students as they transition to Charlotte. This position also fosters connections within the broader first generation community at Charlotte by working across campus to integrate the work done in the first year to larger campus retention and graduation efforts.
Assistant Director	Program development for departmental transition programs; implementation and evaluation assessment of programs impact. - Service provider for individual students and groups (i.e. secondary academic advising, monitoring of academic progress, mentoring, developing and conducting workshops. study halls, recognition of academic achievement, personal and	Assistant Director (University Transition Opportunities Program)	The Assistant Director is responsible for administrative duties related to University Transition Opportunities Program (UTOP) program coordination including assisting with budget development and oversight, personnel management, program assessment, departmental strategic planning, student recruitment, secondary academic advising, conducting

	leadership development, offering referrals to other campus and community resources).		training workshops and community outreach.
Associate Director of Academic Diversity and Inclusion	The primary responsibilities of this position are Diversity education and curriculum support; curriculum integration, implementation, and evaluation of program impact; program development for the Diversity Peer Educator program; program development for the North Carolina Louis Stokes Alliance for Minority Participation (NC-LSAMP) program; academic support for students (i.e. secondary academic advising, monitoring of academic progress, etc.) and faculty/staff within academic affairs. This position has supervisory responsibilities as well as a wide range of administrative responsibilities.	Senior Associate Director of First-Year and Transition Programs	The primary responsibilities of this position are staff supervision and oversight of the Student Experience Project. This position has supervisory responsibilities as well as a wide range of administrative responsibilities.
Administrative Support Associate	Program Assistant for the Office of Academic Diversity and Inclusion.	Administrative Support Associate	Reporting primarily to the Director of Charlotte CORE and secondary to the Director of First Year and Transition Programs, the primary purpose of this position is to coordinate the administrative tasks relating to these programs and processes within the Office of Undergraduate Education.
Office of Identity, Equity and Engagement			
Assistant Director for Experiential and Equity Initiatives	The Assistant Director for Experiential and Equity Initiatives is responsible for providing educational, cultural, and social programming focused on equity, identity development and identity intersections.	Assistant Director, Civic Leadership & Experiential Learning	The Assistant Director for Civic Leadership and Experiential Learning in the Center for Leadership & Community Engagement is responsible for providing leadership and coordination for developing and implementing experiential learning and development opportunities for UNC Charlotte students and coordinating development and implementation of civic leadership initiatives.
Assistant Director for Sexual and	The Assistant Director for Sexual/Gender Diversity is responsible for providing social, cultural, and educational	Assistant Director, Mentoring	The Assistant Director for Mentoring Initiatives in the office of Leadership & Community Engagement is responsible

Gender Diversity	programming for the University as related to gender and sexual diversity. This includes support and efforts that focus on the experiences, issues, and concerns of the LGBTQ+ student population as well as topics that give attention to intersectional identities.	Initiatives, Leadership & Community Engagement	for providing support and coordination for mentoring initiatives including the Students Achieving First-Year Excellence peer mentorship program.
Assistant Director, Office of Identity, Equity and Engagement	The Assistant Director is responsible for leading the Student Advising for Freshmen Excellence (SAFE) program, supervising student employees, teaching a freshman seminar course, and completing associated and assigned administrative duties.	Program Director, Mentoring Initiatives, Leadership & Community Engagement	The Program Director for Mentoring Initiatives in Leadership & Community Engagement is responsible for providing leadership and administration for student mentoring programs including Students Achieving First-Year Excellence.
Program Coordinator	This position provides primary administrative and programmatic support to the Office of Identity, Equity and Engagement which provides students with an affirming/equitable environment committed to fostering a campus community that celebrates and supports expansion of identities through holistic development, education and intentional engagement services.	Office Manager, Leadership & Community Engagement	The Leadership and Community Engagement (L&CE) Office Manager provides administrative assistance to the Director by overseeing the director's schedule and arranging appointments with administrators, faculty, staff and students; preparing correspondence; coordinating staff meetings; and maintaining paper and electronic administrative files. Direct responsibility for secure handling of sensitive and/or confidential information will be required.

C. Other Content or Programmatic Changes

In order to comply with Section 300.8.5 of the UNC Policy Manual (the Policy), UNC Charlotte eliminated three offices on campus: the Office of Diversity and Inclusion; the Office of Academic Diversity and Inclusion; and the Office of Identity, Equity and Engagement. As a result, seven full-time positions were eliminated. Nine positions were realigned to focus on student-success initiatives. As indicated in Section II.A., two of the seven positions that UNC Charlotte eliminated were the Associate Vice Chancellor for Diversity and Inclusion/Chief Diversity Officer and the Director of Identity, Equity and Engagement. The individual who held the Associate Vice Chancellor position was reassigned, at the same salary, to a position in the Office of Alumni Affairs within the Division of University Advancement. The individual who held the Director of Identity, Equity and Engagement position was hired into an existing vacancy as the Director of Leadership and Community Engagement. Notwithstanding these closures, UNC Charlotte will continue to support the University of North Carolina Strategic Plan (UNC Strategic Plan) and remains “committed to excellence and the development of a diverse community of students, faculty, and staff.”

Office of Diversity and Inclusion

The Office of Diversity and Inclusion's programming was eliminated when the Office closed. Accordingly, all funding was recaptured and will be redirected to promote the UNC Strategic Plan's emphasis on student success. As noted in Section II(A)(a)(iv), there were two full-time faculty members who worked in the Diversity and Inclusion office as faculty fellows, but were not employees of the office and have since returned to their full-time faculty roles.

Office of Academic Diversity and Inclusion

The Office of Academic Diversity and Inclusion's programming was eliminated when the Office closed. Additional programming has been redesigned to advance student success. This programming, intended to improve student graduation rates, degree efficiency, and/or student mental health, now resides within the Office of First Year and Transition Programs. The Building Better Brothers (B3) programming previously supported through the Office of Academic Diversity and Inclusion has been voluntarily assumed by a student-led organization.

UNC Charlotte will remain focused on meeting or exceeding the UNC Strategic Plan's objective student success metrics intended to make progress on equity gaps by race/ethnicity and income, such as the four-year graduation rate for students of color and Pell Grant recipients. To that end, the realigned programs will connect to students as individuals, and will not be offered to our students based upon their characteristics.

Office of Identity, Equity and Engagement

UNC Charlotte eliminated the following programming with closure of the Office of Identity, Equity and Engagement: Cultural and Heritage Month Programs; Spark socially just leadership development program; Sexual and Gender Diversity Programs, including Pride Programming Board, Activate, Queer Year 1, Identity-based Graduation Celebrations, Dia De Muertos, Women of Color Conversations, Latinx programming, Inter-Cultural Leadership Council, and resources located on the office website. Moving forward, the programming offered by Leadership and Community Engagement will, among other accomplishments, provide "academic, financial, and cultural support for students from all walks of life" (UNC Strategic Plan).

D. Savings & Recommended Reallocations:

Individual salaries associated with the realigned positions described in Section II.B were reallocated. The savings demonstrated in this section do not include the salary and operating/programmatic funds that have been realigned with the above-described changes.

Office of Diversity and Inclusion

The funds that were saved after eliminating the Office of Diversity and Inclusion have been redirected to support student success, student safety, and student wellness. UNC Charlotte will continue to identify specific needs during the upcoming year that will improve student success with the remaining funds that were recaptured from the Office of Diversity and Inclusion's elimination.

Office of Academic Diversity and Inclusion

The funds saved after eliminating the Office of Academic Diversity and Inclusion will be redirected to student success initiatives offered by the First-Year and Transition Programs.

Office of Identity, Equity and Engagement

The savings that resulted from eliminating the Office of Identity, Equity and Engagement will be used to expand Leadership and Community Engagement efforts and offset other Student Union fee accounts (e.g. covering increasing costs without fee increases, adding Esports, expanded outdoor event support, etc.).

E. Redirected Use of Funds:

Savings (\$\$\$)	Prior Use of Funds	Redirected Use of Funds
Office of Diversity and Inclusion		
\$608,134.00	Salary funds; operating budget; discretionary funds within the Office of Diversity and Inclusion.	Salary and programmatic funding to further student success.
Office of Academic Diversity and Inclusion		
\$2,000.00	Funds from eliminating programming within the Office of Academic and Diversity and Inclusion.	Operating funds for student-success initiatives.
Office of Identity, Equity and Engagement		
\$398,038.67	Operating and salary funds, Office of Identity, Equity and Engagement.	Expanded offerings for student-success initiatives.
Total funds to be redirected to student success: \$1,008,172.67		

University of North Carolina at Charlotte

Title: Chancellor

By: Sharon L. Gaber

Name: Dr. Sharon L. Gaber

Date: 8/29/24

Title: Vice Chancellor for Student Affairs

By: Kevin W. Bailey

Name: Dr. Kevin W. Bailey

Date: 8/29/24