

ANNUAL CERTIFICATION & REPORT
EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA

August 28, 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 the **University of North Carolina School of the Arts** 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:

None, all affected positions realigned per information below to increase staffing resources in areas of student success and support.

¹The 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. Realignment of Positions:

Prior Job Title	Prior Job Description	New Job Title	New Job Description
Associate Vice Chancellor and Vice Provost of EDIB	Senior institutional administrator responsible for broadly shaping, implementing, and assessing goals and strategies to advance equity, diversity, inclusion, and belonging (EDIB) across the UNCSA community.	Associate Vice Chancellor and Vice Provost for Institutional Engagement	As an integral member of the Chancellor's leadership team, the Associate Vice Chancellor for Institutional Engagement oversees international student engagement, student advocacy, leadership development, and faculty and staff outreach.
Director of Community and Belonging	Coordinate campus celebrations that acknowledge and affirm UNCSA's diverse student communities. Advisor for student affinity organizations.	Director of Student Leadership and Engagement	<p>-Create and implement assessment methods that align department goals and services with the desired outcomes of UNCSA's Strategic Plan.</p> <p>-Serve as a resource and provide consultation, referral, and follow-up for students needing additional support in various wellness-related focus areas, including social connectedness, personal relationships, academic success, mental health, physical well-being, and financial well-being.</p>
Coordinator for Student Engagement	Develop and facilitate programs and services to help students acclimate to the U.S., North Carolina, and UNCSA.	Assistant Director of International Student Engagement	Examine and analyze immigration and related application documents and special applicant requests to ensure accuracy, authentication, completeness, and regulation adherence.
Student Activities Program Coordinator	The High School Coordinator for Belonging and Leadership will work with the High School life team to develop and implement a range of programs designed to cultivate a sense of belonging for high school	Student Activities Program Coordinator	The High School Coordinator for Leadership & Engagement will work with the High School life team to develop and implement a range of programs designed to cultivate engagement for high school students at UNCSA. This position will collaborate and lead activities, design and implement

	<p>students at UNCSA. This position will collaboratively lead activities that foster mutual understanding with and among under-served communities (such as, but not limited, to: Latinx, Black/African American, LGBTQ+ and International Students, etc. The coordinator will also design and implement leadership programs with the intent of growing high school student engagement in leadership development.</p>		<p>leadership programs to grow high school student engagement in leadership development.</p>

C. Other Content or Programmatic Changes

After reviewing student success and support services, UNCSA scaled up staffing resources in areas of critical need. These changes provide consultation and referral to student success and wellness services, broaden leadership development and career readiness initiatives, expand study abroad opportunities for current students, and strengthen engagement with international student communities by offering comprehensive oversight and support for immigration and visa compliance.

In addition, EDIB webpages were replaced to refocus on institutional engagement for all students. Lastly, UNCSA's strategic plan, "UNCSA Forward", was updated to comply with policy by eliminating the EDIB segment, moving any appropriate items from this section to other segments, and reordering the segments.

D. Savings & Recommended Reallocations:

All salary and benefits were reallocated to the realigned positions. Any operating and salary savings were returned to Student Affairs as noted below.

E. Redirected Use of Funds:

Savings (\$\$\$)	Prior Use of Funds	Redirected Use of Funds
\$357,291 (salary and benefits redirected)	Office of Community and Belonging (EDIB)	Office of Institutional Engagement See B above.
\$5,000 (operating budget)	Office of Community and Belonging	Student Affairs
\$80,745 (salary and benefits redirected)	Student Affairs – Student Activities	Student Affairs – Student Activities See B above.

[CONSTITUENT INSTITUTION]

Title: Chancellor

By: *B. Cole*

Title: Vice Provost of Student Affairs

By: *Paul Wiley*

Name: Brian Cole

Name: Laurel Donley

Date: August 28, 2024

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