



**ANNUAL CERTIFICATION & REPORT
EQUALITY WITHIN THE UNIVERSITY OF NORTH CAROLINA
August 30, 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 Wilmington 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:

At UNCW we eliminated 16 permanent positions which were previously organized within the Office of Institutional Diversity and Inclusion (OIDI). Of the 16 positions, three were vacant as of August of 2024 -resulting in no direct impacts to existing employees.

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).

Of the 13 remaining OIDI employees:

- 4 were reassigned to existing vacant staff positions located in various units across campus
- 1 will be returning to faculty in the Watson College of Education
- 5 have been assigned to new positions within the Student Engagement, Enrollment and Retention (SEER) function reporting through the Division of Academic Affairs
- 3 have been assigned to the Office of Campus Life reporting through the Division of Student Affairs.

Contextual information (including titles and job description summaries) about each of the impacted positions (eliminated, existing, and recently established), is provided below under Section B.

B. Realignment of Positions:

Prior Job Title (Eliminated)	Prior Job Description	New Job Title	New Job Description
Chief Diversity Officer	The CDO is a senior leadership role responsible for developing and implementing the organization's overall diversity, equity, and inclusion strategy.	Professor, Watson College of Education (Existing vacant position)	Return to prior appointment as a tenured faculty member in the Department of Instructional Technology, Foundations, and Secondary Education.
Director of Upperman Center	The Director of the Upperman Center oversees the management and operations of the center, which serves as a cultural hub for African American students.	Associate Director for Fraternity and Sorority Life, Campus Life (Existing vacant position)	The Associate Director for Fraternity and Sorority Life oversees the administration and development of Greek life on campus.

<p>Director of Centro Hispano</p>	<p>The Director of Centro Hispano is responsible for leading the center's efforts to support Hispanic/Latino students.</p>	<p>Associate Director of Precollege Programs</p>	<p>The Associate Director of Precollege Programs at UNCW provides leadership for the university's precollege initiatives, including programs like the College Advising Corps and TRIO Upward Bound Math and Science.</p>
<p>Director of the LGBTQIA Resource Center</p>	<p>The Director of the LGBTQIA Resource Center leads the center's efforts to support and advocate for LGBTQIA students, faculty, and staff.</p>	<p>Associate Director of Budget and Facilities, Campus Recreation (Existing vacant position)</p>	<p>The Associate Director of Budget and Facilities plays a critical role in overseeing budgeting and financial planning for Campus Recreation.</p>
<p>Senior Asst Director of Diversity Initiatives</p>	<p>The Senior Assistant Director of Diversity Initiatives is tasked with advancing the institution's diversity goals through strategic program development and implementation.</p>	<p>Senior Assistant Director of Community Partnerships</p>	<p>The Senior Assistant Director of Community Partnerships at UNCW plays a crucial role in recruiting students by building and maintaining relationships with local organizations, businesses, and community stakeholders.</p>
<p>Assistant Director of Centro Hispano</p>	<p>The Assistant Director of Centro Hispano supports the director in managing the center's operations and implementing programs that serve Hispanic/Latino students.</p>	<p>Director, MI₃ CASA program</p>	<p>The Director of the MI₃ CASA program at UNCW promotes student success through the management of the MI CASA Mentoring Program.</p>

<p>Assistant Director of the Upperman Center</p>	<p>The Assistant Director of the Upperman Center supports the director in managing the center's programs and services for African American students.</p>	<p>Senior Assistant Director of Precollege Programs</p>	<p>The position of Senior Assistant Director of Precollege Programs at UNCW oversees the design, implementation, and management of precollege outreach programs.</p>
<p>Diversity & Inclusion Outreach Coordinator</p>	<p>This position focuses on developing and implementing outreach initiatives aimed at promoting diversity and inclusion within the organization.</p>	<p>Academic Advisor, Watson College of Education (Existing vacant position)</p>	<p>The WCE Academic Advisor at UNCW is responsible for guiding students through their academic journey, providing advice on course selection, program requirements, and career options.</p>
<p>Program Coordinator for Academic & Leadership Programs, Upperman Center</p>	<p>The Program Coordinator for Academic & Leadership Programs is responsible for developing and managing programs that foster academic success and leadership development among African American students.</p>	<p>Center Coordinator, Upperman African American Cultural Center, Campus Life</p>	<p>The Coordinator of the Upperman African American Cultural Center is essential in helping staff the center, interacting with students who visit the center, and coordinating events in collaboration with campus partners that support social connections, student success and retention, career exploration, and wellbeing.</p>
<p>Executive Assistant to CDO</p>	<p>The Executive Assistant provides high-level administrative support to senior leadership, managing schedules, coordinating</p>	<p>Business Service Coordinator, College of Science and Engineering (Existing vacant position)</p>	<p>The Business Service Coordinator is responsible for managing financial and administrative operations within the College of</p>

	meetings, and handling correspondence.		Science and Engineering.
Program Coordinator for Cultural Enrichment Programming, Upperman Center	The Program Coordinator for Cultural Enrichment Programming is responsible for developing and implementing programs that enhance the cultural experiences of students.	Community and Bridge Program Coordinator, SEER	The Bridge and Community Program Coordinator at UNCW oversees the comprehensive planning, coordination, and implementation of the university's summer Bridge program.
Senior Admissions Counselor for Diversity Initiatives	The Senior Admissions Counselor for Diversity Initiatives focuses on recruiting and supporting students from underrepresented backgrounds.	N/A	Employee no longer with university.
LGBTQIA Resource Office Program Specialist	The LGBTQIA Resource Office Program Specialist supports the development and implementation of programs that serve the LGBTQIA community on campus.	Center Coordinator, Mohin-Scholz LGBTQIA Resource Center, Campus Life	The Coordinator of the Mohin-Scholz LGBTQIA Resource Center is essential in helping staff the center, interacting with students who visit the center, and coordinating events in collaboration with campus partners that support social connections, student success and retention, career exploration, and wellbeing.
OIDI Business Coordinator	The Business Coordinator is responsible for managing the financial and administrative operations of a	N/A	Employee no longer with university.

	department or unit.		
Program Coordinator, OIDI	The Program Coordinator is responsible for coordinating programs within UNCW's Office of Community and Partnerships.	N/A	Employee no longer with university.
Program Coordinator, Centro Hispano	The Program Coordinator for Centro Hispano supports the development and execution of programs that serve Hispanic/Latino students.	Center Coordinator, Centro Hispano, Campus Life	The Coordinator of Centro Hispano is essential in helping staff the center, interacting with students who visit the center, and coordinating events in collaboration with campus partners that support social connections, student success and retention, career exploration, and wellbeing.

C. Other Content or Programmatic Changes

Placing the identity and cultural centers in Student Affairs allows students to benefit from more operational support, improved resource sharing, and increased collaboration among the many professional staff dedicated to their success at UNCW.

By creating and filling roles on the Student Engagement, Enrollment and Retention team in Academic Affairs, UNCW increased the professional staff focused on helping all students thrive throughout their collegiate journeys, from recruitment through graduation.

Given that the Office of Institutional Diversity and Inclusion no longer exists, the university has removed and archived the OIDI web pages from the website.

D. Savings & Recommended Reallocations:

As outlined under Section B, UNCW eliminated 16 permanent positions previously organized within the Office of Institutional Diversity and Inclusion (OIDI). These eliminations will generate approximately \$1.45 million in salary and benefits savings annually.

These savings will support the creation of 5 new positions within Student Engagement, Enrollment and Retention (SEER), intended to consolidate recruitment and pathway/pipeline programs under one unit to better align admissions, recruitment, and student success and engagement initiatives.

In addition, the savings will support the creation of 4 coordinator-level positions (3 permanent full-time and 1 temporary part-time) within the Department of Campus Life to implement/align programs and services available to all students which are intended to promote student success and wellbeing. An additional director-level position will be hired in the near future to provide oversight of the student affinity centers and design programing for the centers which directly aligns with the UNC System's strategic plan.

The balance of the savings will be allocated to need-based financial aid, which directly aligns with the UNC System's priority metrics pertaining to student access and success.

E. Redirected Use of Funds:

Savings (\$\$\$)	Prior Use of Funds	Redirected Use of Funds
\$397k	Salaries and Benefits	Five new positions within Student Engagement, Enrollment and Retention
\$298k	Salaries and Benefits	Four new permanent positions and one temporary part time position within the Department of Campus Life to support student success and wellbeing
\$760k	Salaries and Benefits	Need based financial aid

University of North Carolina at Wilmington

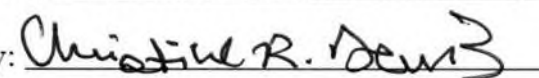
Title: Chancellor

By: 

Name: Dr. Aswani K. Volety

Date: August 30, 2024

Title: Vice Chancellor for Student Affairs

By: 

Name: Dr. Christine Reed Davis

Date: August 30, 2024