

UNC OFFICE OF ETHICS AND POLICY

2019 REPORT

Mission: To promote a culture of transparency and accountability at Carolina.

1. Sustain University Policy and Infrastructure:

Enhance operational transparency and accountability by making University policies publicly accessible and up-to-date.

Sustain University Policy and Infrastructure

- Coordinate timely review of university policy documents
- Convene policy working groups
- Manage university policies and policy platform

2. Assist University Stakeholders with Policy Research:

Empower University stakeholders to generate actionable and effective policies through policy research and consultation.

Assist University Stakeholders with Policy Research

- Benchmark with peer institutions
- Maintain a customer service-oriented mindset
- Coordinate with University stakeholders
- Field on-going and ad hoc research inquiries

3. Address Institutional and Individual Threats to Integrity:

Provide resources that help create an ethical culture enabling everyone to thrive and feel a sense of belonging.

Address Institutional and Individual Threats to Integrity

- Respond to reports received through Carolina Ethics Line to ensure that every situation and concern is properly addressed
- Continue to grow Integrity Advisors and Speak Up Carolina to promote an inclusive and ethical campus culture

4. Anticipate External Threats to University Policy and Integrity:

Remain proactive in identifying threats to the University's integrity and ensuring that policies evolve to address emerging issues.

Anticipate External Threats to University Policy and Integrity

- Identify, track, research, and analyze risks or threats in higher education
- Conduct environmental scans of state and national current events researching potential implications for University operations and climate

Sustain University Policy and Infrastructure

1,259 documents created or updated including Policies, Procedures, and Standards

Launched new website featuring easy access to our resources, trainings, and PolicyStat

Conducted 58 trainings (46 at UNC) and developed web-based training resources

Held monthly meetings of the pan-University Policy Review Committee

Recruited and trained more than 15 unpaid undergraduate intern analysts

Assist University Stakeholders with Policy Research

Assisted campus units with policy development including Admissions, Athletics, Carolina Performing Arts, Communications, Dentistry, Development, Digital Accessibility, Education, EHS, EOC, Facilities, Finance, The Graduate School, Human Resources, Internal Audit, ITS, Nursing, Research, Student Affairs, University Council, and the University Registrar

Created briefs and reports for University leaders on retaliation, flexible work arrangements, international visiting scholars, online courses, foreign influence, CCTV, campus safety policies, export controls, vaping, clear bag, and the University pandemic policy

Participate in cross-disciplinary groups with policy implications including Academic Barrier Policy Subcommittee, Operational Excellence Steering Committee, Digital Accessibility Liaisons, Employee Forum, APT Policy Redevelopment, and the Campus Safety Commission

Address Institutional and Individual Threats to Integrity

Responded to 77 cases in Carolina Ethics Line, assigning and referring each case to an internal investigator, and coordinated the investigation of complex, high risk, & high visibility Carolina Ethics Line cases

**Celebrated Global Ethics Month with a variety of events highlighting ethical issues including:
A talk by Professor Eric Muller on the Ethics of Laws and Lawyers in Nazi Germany
Instagram series of "Ethics Horror Stories"
Tabling in the Pit and at Employee Appreciation Day**

Provided Ethics consultations for three University Units

Processed three referrals from the North Carolina State Auditor Hotline

Anticipate External Threats to University Policy and Integrity

Conducted monthly meetings with internal and external Integrity Advisors

Partnered with various national organizations including ACUPA, public administration and university policy associations, benchmark institutions, and NAVEX

Communicated and translated higher education risks for UNC stakeholders

Goals for July 1, 2020 – June 30, 2021

Improve the professionalism and responsiveness of Carolina Ethics Line investigations.

Institutionalize an equity review component into the existing University policy review process.

Increase University-wide fidelity to the official University Policy Process.

Define meaningful metrics to track progress on University policy document reviews, revisions, and compliance with the University policy process.

Form a relationship with the UNC System Policy Office to ensure that the Office of Ethics and Policy is the primary conduit for policy updates between the System Office and campus.

Conclude Request for Proposal (RFP) evaluation of policy management vendors. Determine the best policy management solution for the University and engage a new vendor if needed.