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

Accomplishments:
In 2022-2023, the Office of Ethics and Policy helped build a culture of openness, responsibility, and ethical behavior. This focus aligned with the University's strategic plan. Events like Global Ethics Month fostered a sense of belonging and community. Creating and updating University policies helped the University be more efficient.

UNC STRATEGIC PLAN: Optimize Operations

"Design, implement, execute, assess, and continuously improve the administrative operations that support the University’s mission of teaching, research and public service."

Carolina Next 8.1

<table>
<thead>
<tr>
<th>Improve Administrative Operations</th>
<th>Nimble Approach and Adaptability</th>
<th>Enhance &quot;Compliance Readiness&quot;</th>
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</table>
| ● Recruited, trained, and supervised. undergraduate interns  
● Created online and on-demand ethics and policy trainings. | ● Timely review and publication of policy updates.  
● Strengthened relationships with University Units through collaboration and ready availability.  
● Expedited policy review and publication to meet regulatory and other deadlines. | ● Collaborated with University Units to ensure that their policy practices align with daily practice.  
● Drafted and advocated for a University Hotline Policy.  
● Advised leadership on the creation of a University-wide values statement. |
**UNC STRATEGIC PLAN:** Building Our Community Together

"Invest in policies, systems, and infrastructure that promote belonging, community and transparency throughout the University community."

<table>
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<tr>
<th>Maintain Centralized University Policies</th>
<th>Systematically Review and Examine Policies</th>
<th>Advance Diversity, Equity and Inclusion</th>
<th>Address Institutional and Individual Threats to Integrity</th>
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<tbody>
<tr>
<td>Managed, organized, and improved policy repository.</td>
<td>Supported University Units including Research, ITS, Student Affairs, and the Provost's Office.</td>
<td>Applied policy equity audit in all policy reviews.</td>
<td>Responded to 70 Carolina Ethics Line reports to ensuring every situation is properly addressed.</td>
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<td>Coordinated new and updated policies with University stakeholders.</td>
<td>Updated materials in response to commonly asked questions.</td>
<td>Responded to policy research inquiries about generative AI, reasonable accommodations, gender inclusivity, field trips, and other issues.</td>
<td>Sponsored Global Ethics Month including speakers, panels and awareness events.</td>
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<td>Communicated with the University community about policy changes.</td>
<td>Alerted University Units of out-of-date policies.</td>
<td></td>
<td>Ethics and policy blog posts in The Compass, the Office of Ethics and Policy newsletter.</td>
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**GOALS FOR FY 2023:** July 1, 2023 - June 30, 2024

**Accountable**
- Establish and advance a University Hotline Policy.
- Refine metrics to track progress of University policy document reviews, revisions, and compliance.
- Inform Carolina Ethics Line improvements.

**Transparent**
- Better communicate University policies, values, and events through a more active and consistent presence on social media.
- Increase Office communication and visibility.

**Proactive**
- Assist University Units with policy development or concerns.
- Streamline response to frequently asked questions.
- Reduce the backlog of out-of-date policies.
- Maximize policy repository potential and privacy.
- Include Unit level policies in University processes and Policy Repository.