

Office of Ethics and Policy FY 23-24 REPORT

Mission:

To promote a culture of transparency and accountability at Carolina.

Accomplishments:

In 2023-2024, the Office of Ethics and Policy advanced transparency, responsibility, and ethical behavior in alignment with the University's strategic plan.

- **Transparency:** Enhanced visibility through a competitive internship program and educational social media campaigns.
- **Responsibility:** Developed and updated policies in collaboration with stakeholders, ensuring continuous open communication.
- **Ethical Behavior:** Hosted Global Ethics Month and other events, fostering a sense of belonging and visibly integrating ethical considerations into campus life.

UNC-CHAPEL HILL 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

Improve Administrative Operations	Nimble Approach and Adaptability	Enhance "Compliance Readiness"
<ul style="list-style-type: none"> ● Recruited, trained, and supervised undergraduate interns. ● Hired and onboarded an administrative assistant. ● Created and updated online and on-demand ethics and policy trainings. ● Created a program in Python to more accurately and efficiently analyze monthly policy data. 	<ul style="list-style-type: none"> ● Reviewed and published policy updates in a timely manner. ● Strengthened relationships with new and existing University Units through collaboration and ready availability. ● Expedited policy review and publication to meet regulatory and other deadlines. 	<ul style="list-style-type: none"> ● Collaborated with University Units to ensure that their policy practices align with daily practice. ● Proactively edited out-of-date and/or risky policies with accessibility and readability in mind. ● Advised leadership on the creation of a University-wide values statement.

UNC-CHAPEL HILL STRATEGIC PLAN: Building Our Community Together

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

Carolina Next 1.1

Maintain Centralized University Policies	Systematically Review and Examine Policies	Advance Belonging, Transparency, and Community	Address Institutional and Individual Threats to Integrity
<ul style="list-style-type: none"> ● Managed, organized, and improved University Policy Repository. ● Coordinated new and updated policies with University stakeholders. ● Facilitated monthly policy review processes. 	<ul style="list-style-type: none"> ● Applied accessibility and readability principles in all policy reviews. ● Updated materials and trainings in response to frequently asked questions. ● Benchmarked peer institutions and other UNC system schools. ● Alerted University Units of out-of-date policies. 	<ul style="list-style-type: none"> ● Communicated with the University community about policy changes. ● Responded to policy research inquiries from University Units. ● Developed training materials to help University Units review their policies for accessibility and readability. ● Created a consistent social media presence. 	<ul style="list-style-type: none"> ● Opened 102 Carolina Ethics Line reports. ● Closed 67 Carolina Ethics Line reports. ● Sponsored Global Ethics Month including speakers, panels and awareness events. ● Published ethics and policy blogs in the Office of Ethics and Policy monthly newsletter.

GOALS FOR JULY 1, 2024 - JUNE 30, 2025

Transparency

- Maintain and update high-quality trainings and materials to answer frequently asked questions.
- Communicate University policies, values, and events through established social media channels, monthly newsletter and website.

Responsibility

- Help University Units with policy development and maintenance.
- Reduce the backlog of out-of-date policies.
- Incorporate Unit level policies in University Policy Repository.
- Refine metrics to track progress of University policy document reviews, revisions, and compliance.

Ethical Behavior

- Maintain and grow Global Ethics Month
- Establish and advance a University Hotline Policy.
- Inform Carolina Ethics Line improvements.