



THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

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Chancellor

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Dear Members of the Ethics and Integrity Working Group,

I have received your final report and want to express to you my deepest appreciation for the comprehensive and thorough review you conducted over the past six months. I want to especially acknowledge co-chairs Norma Houston and Jean Elia for their leadership of this important undertaking.

I was very impressed by your exhaustive review of existing ethics-related programs, training, practices, regulations, and reporting and compliance mechanisms in place at UNC-Chapel Hill. As your report explains, your diligent and thorough review allowed the Working Group “to confirm its initial assessment that the campus has in place already a robust array of programs and resources related to ethics and integrity” and thus “did not identify any significant gaps in programs, resources, or reporting mechanisms.” This conclusion—and the substantial evidence that backs it—provides great confidence not only that we have robust mechanisms and controls in place across our university, but also that we live up to the highest principles of integrity and ethical behavior and hold one another accountable to those standards.

The report identifies the multiple channels currently available to our community through which a concern or policy violation can be reported. It also inventories the many ways in which we educate members of our community – faculty, students, and staff – about the high standards that are the tradition and the practice of the University of North Carolina at Chapel Hill. The Working Group’s analysis and detailed benchmarking from peer institutions was very reassuring and reaffirming.

While your report emphasized that the Working Group did not identify any significant gaps in programs, resources, or reporting mechanisms, I greatly appreciate the care you took to identify areas in which we can augment and enhance the programs already in place on our campus. In particular, I share your commitment to doing everything possible to make reporting channels more accessible and to more clearly and directly communicate the standards of ethical behavior, integrity, and compliance by which we hold all members of the University community accountable.

Let me assure you that that I am committed to do everything I can to support our commitment to a culture of integrity and ethical behavior across our campus and will engage the university's senior leadership in this continuing effort. Toward that end, I have asked Provost Jim Dean to charge the Faculty Council to draft a statement on ethics and integrity, as suggested by your committee, that could be proposed to faculty, staff and students for adoption. The ultimate goal would be a shared endorsement of a university statement of integrity and ethical behavior. The extensive benchmarking you conducted will be helpful as the Faculty Council undertakes this work.

As further steps, the university's senior leadership will evaluate the feasibility of creating a Chief Integrity and Policy Officer position including necessary resources, structure and timeline. In the meantime, I will ask a faculty member to serve in the role in an interim, part-time capacity to help us move forward on a number of the Working Group's recommendations.

In addition, I have asked Vice Chancellor of Communications and Public Affairs, Joel Curran, to assist with the creation of a prominent Web presence on the UNC-Chapel Hill site that will reiterate our commitment to a campus culture of ethics and integrity and will provide links to the multiple existing channels by which any member of our community can report a concern or a violation of policy. It is also important that the new website reiterate and underscore Carolina's longstanding commitment to upholding all protections against retaliation of any kind.

Thank you again for your work on this committee. Your willingness to devote the time and energy to take on this assignment amidst your other vital contributions to the life of our University reflects your personal commitment to Carolina's high standards. It is an honor to serve alongside you on behalf of this great institution.

Sincerely,

A handwritten signature in cursive script that reads "Carol L. Folt".

Carol L. Folt