

NewU Statement of Ethical Principles and Pledge to Our Students

Employee Code of Conduct

Preamble

NewU is committed to academic quality, student success, and the highest of ethical standards. These principles, together with our core values of Integrity, Support, Knowledge, Opportunity, and Results, are the framework by which we will conduct ourselves. All faculty, administrators, staff, and support team members will consistently demonstrate these principles by treating everyone with dignity, fairness, and respect. NewU will demand the same conduct of its service partners, vendors, collaborators, and other associates with whom it engages.

Application of these Principles

NewU will provide clear and accurate information on the total program cost of attendance. All prospective students will be provided a copy or link to the *Federal Student Guide to Financial Aid* and may speak with a financial aid advisor before signing an enrollment agreement. Financial aid advisors also will be available to speak with enrolled students at any time during their studies at NewU. All students will be provided the opportunity to receive entrance financial student loan counseling before receiving student loans and exit financial student loan counseling upon graduation or upon dropping below half-time enrollment.

Individuals who perform admissions, financial aid, and education services on behalf of NewU (referred to as Advisors) will receive no compensation in the form of bonuses or other incentives based on applications, enrollments, or other related counts. Advisors will be held to a Code of Conduct and will attest annually that their individual actions are in compliance with the Code and that they know of no violations of the Code.

NewU is committed to responsible placement and content of marketing materials and communications. Any and all marketing by or on behalf of NewU will be clear, transparent, and accurate. Our marketing materials and communications will not contain misleading or otherwise deceptive information about the University, including items related to student outcomes, student financing, employment opportunities, accreditation, and endorsements.

Pledge to Our Students

Fair Marketing

NewU will engage in fair and transparent marketing practices. Our marketing materials will contain thorough, clear, and accurate information so prospective students may make informed decisions about enrolling in NewU. We will publish, at least annually, performance metrics to include time to degree, average cost to degree, graduation rate,

average student debt and default rate, student satisfaction, graduate employment rate, and graduate wage gain.

Admissions

All students will be provided a link to NewU's online Academic Catalog, which outlines all programs of study and the requirements for degree completion. NewU will admit only those applicants who meet the institution's published admissions requirements. NewU will provide orientation for registered students prior to the beginning of classes.

Qualifications and Performance of Faculty

All NewU faculty will maintain the qualifications necessary to teach their assigned courses. They will adhere to the *Faculty Handbook*, which outlines expectations for classroom activity, student support, scholarship, and professional development. NewU will maintain a Center for Teaching and Learning that provides support for teaching, adult learning, and innovation. Faculty members will be required to complete a prescribed course of study that includes navigation of the learning management system, constructive grading and student feedback practices, discussion boards and seminars, as well as the support services and resources available to faculty and students. They also will be required to complete annual professional development in accordance with their discipline. All NewU faculty members will be evaluated by their department chairs at least annually, which includes the review of student feedback provided on course evaluations.

Ongoing Student Support

NewU is committed to providing enrolled students adequate support so they may successfully complete their studies and graduate. Students will have access to live help for technology and classroom navigation 24 hours a day, 7 days a week. In addition, all students will have access to New U's Academic Support Center, which offers discipline-specific, real-time tutoring, interactive webinars, accessible online resources, and personalized video feedback.

Transferability of Credits

NewU will disclose to prospective students that transferability of academic credit is determined by the receiving institution. We will not represent that any credits obtained while attending NewU are transferable to another institution, unless the other institution has provided NewU with an assurance of the transferability, the transfer of credit is assured through an articulation agreement, or the transfer of credit is required by state law. NewU will ensure that students are informed how their credits from other institutions transfer into our programs within 10 days of receiving their transcript(s).

Employment and Career Services

NewU will provide students with a summary of the intended outcomes of their chosen program, including career preparedness or advancement, if applicable. NewU will

disclose to students whether successful completion of the student's intended program qualifies them to apply for or take an examination that (1) may be required for a specific license, examination, or certification or (2) is required for specific jobs for which the program prepares students.

NewU's Career Services will be available to both its students and graduates to assist them in pursuing employment in their chosen field of study. Career Services will provide comprehensive employment preparation for all students and alumni who request it and will reach out to students in degree programs to offer support. In addition, NewU will operate a Career Network, which will provide 24/7 online support for job seekers and host a real-time, personalized job feed for students based on their program of study and geographic area. Information about the services we provide and the opportunities for employment will be clear and accurate and include a disclosure that enrollment in any NewU program does not guarantee the student a job upon graduation.