The University Compliance Office Launches Website

When the University’s new website rolls out, expect to see a new platform to learn more about compliance. The University Compliance Office’s website will launch when the campus’s new web format goes live in the next few weeks. The website was designed to provide another avenue where the campus community can stay abreast of the latest Federal, State and/or Systems regulations. The website will also provide a forum where students, faculty and staff can learn more about the functions and services provided by the University Compliance Office.

Once fully developed, the website will also include links to the Texas A&M University System and PVAMU Policy libraries, a schedule of compliance trainings and a newsletter archive. The University Compliance Office is excited to have a web presence. We look forward to enhancing compliance awareness and compliance education through the website.

Compliance Begins With You

Mahatma Gandhi said, "Be the change you want to see in the world." Essentially it means you can make a difference if you choose to. We are all responsible for results (good or bad) and we can influence the outcomes in matters of compliance within organizations. We will touch on how compliance begins with you and why it is important. Compliance means fulfilling official requirements, doing the “right” thing, or taking action to correct what is wrong. Laws and regulations are put in place to protect people’s rights and to hold organizations and professionals responsible for operating in compliance with the require-
Policy Spotlight: System Regulation 10.02.01 Control of Fraud, Waste and Abuse

System Regulation 10.02.01 Control of Fraud, Waste and Abuse provides guidance on the prevention, detection and elimination of fraud, waste and abuse. It also documents the System’s investigative procedures. According to the Regulation, employees who witness or are made aware of fraud, waste or abuse have an obligation to report it. Reports can be made to a number of individuals, including the employee’s immediate supervisor, the System’s chief auditor or the University president. All System institutions have a risk, fraud and misconduct hotline in place whereby faculty, students and staff can submit anonymous reports.

All fraud, waste and abuse reports are taken seriously, and employees are expected to fully cooperate with the individual(s) investigating the allegation.

Wanted: Your Story Ideas and FAQs

Is there a compliance-related question that you would like answered? Maybe there’s a topic you would like to see addressed. The University Compliance Office wants to hear from your department! Brainstorm with your fellow co-workers and submit a list of questions or topic ideas via email to Alexia Taylor at altaylor@pvamu.edu. The answer to your question or suggested topic will appear in a future issue of the newsletter!
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ments, protect those who receive the organization’s services, and to protect the integrity of a program and the program funds.

Organizations often enter into Conditions for Participation (CoP) agreements with federal, state, and even private entities. When organizations are approved to participate, they are expected to carry out the services that the agreement requires. If the organization does not meet the requirements, they may have to return the program funds they received, often with penalties or fines for not carrying out the services as agreed.

Workforce members also enter into conditional agreements with their employer when they are hired. Those conditions may vary, depending on what type of services the organization provides. Most organizations maintain and communicate codes of conduct and policies and procedures, and they provide education to help their workforce comply with the requirements they must meet. When employees do not meet conditions of employment, it can quickly affect the organization’s compliance and it could result in harm to those receiving services from the organization. It may also affect the employees’ future employment.

Many organizations have compliance programs to help their workforce comply. Compliance programs exist to identify risks and oversee corrective actions, but anyone can identify a compliance concern. Additionally, compliance programs are designed to keep employees aware of current requirements, to help them identify and know how to report compliance issues, and to provide a “confidential message line” for the workforce to report potential or actual concerns without fear of retaliation.

Compliance begins with you because of the difference your decisions can (continued on page 4)

GREAT THINGS

“If you cannot do great things, do small things in a great way.”

—Napoleon Hill
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make. When an issue is identified by anyone, it is important that the organization is able to quickly respond and correct the issue to protect everyone’s interests. Non-compliance comes in many forms—some can be very serious, and we often hear about those in the media. Compliance issues can range from financial issues (e.g., banking, investments, grants, or billing standards); to health care concerns (e.g., infection control, quality, and professional practice standards); or environmental matters (e.g., construction, oil and gas, or utilities) and more. When in doubt, ask. Talk with someone about your concerns, or use the confidential message system in your organization. Your choice to report or not report can make a big difference, and this is just one way that compliance begins with you.

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Compliance Crossword Puzzle

Across:
3. An official examination and verification of accounts and records
4. Actions taken by the University to implement System policies, rules and University rules
5. Guide the University by incorporating expectations, priorities and philosophies
6. Consume, spend or employ uselessly
7. Subject matter expert abbreviated

Down:
1. Intentional deception made for personal gain
2. Processes within an organization or department designed to help mitigate risks
3. Intentional or improper use of University resources

Answers: