Audits can be challenging and nerve-wracking, but four PVAMU departments are making getting through the audit process look easy.

Dr. Alton Johnson, Dean of the College of Agriculture and Human Sciences (CAHS) and Ms. Thelma Pierre, Administrator of the Owens-Franklin Health Center, were recognized during the campus’s Quarterly Compliance Committee meeting on June 11, 2014 for clearing their departments’ audit findings.

CAHS had two audit findings and both were cleared during the TAMUS and USDA follow-up reviews. Likewise, the Owens-Franklin Health Center’s audit finding was cleared during a recent TAMUS follow-up review.

The University Compliance Office also recognized two departments who recently completed audits and received no audit findings. The Athletics Department (represented by Ms. Alicia Pete) and KPVU Radio Station (Mr. Fred Washington) were recognized for their work in meeting this accomplishment.

Ms. Patricia Baughman and Mr. Rod Mireles were recognized for their continued assistance and support in providing auditors with the data necessary to complete their work.

The University Compliance Office and the University as a whole applaud you for your hard work and commitment to compliance!
Policy Spotlight: UAP 33.06.01.P0.01 Flexible Work Arrangements

University Administrative Procedure (UAP)
33.06.01.P0.01 Flexible Work Arrangements governs flexible work schedules as “[needed] by the employee, to increase and/or enhance service capabilities of the organization.” Per the policy, the minimum timeframe for a flexible work schedule is two months. In addition, the employee must maintain a 40 hour workweek with a one hour lunch break. All regular employees are eligible to work a flexible work schedule as long as staff coverage and supervision remains sufficient.

For more information about this UAP, please contact the Office of Human Resources at x1730.

Compliance is “Risky” Business

“Risk assessment” refers to finding and evaluating operational and organizational risks and taking steps to minimize those risks. It is every organization’s goal to fulfill their mission, achieve growth, continually improve quality, and be financially viable. An organization can best accomplish this through the risk assessment process, which can help determine how it needs to allocate its financial and human resources to minimize its risk to accomplishing those goals (continued on pg. 3).
Risk can be identified in a number of ways. It might be identified because a pattern of problems emerged during the past year with a particular program or process. Changes made to laws or regulations may impact processes, or new technology may have increased risk to an operational area. The most important part of the process is the discussions that should occur at various levels of the organization to ensure that all concerns are brought to light and evaluated. Once the risks are identified, they can be weighed and prioritized, and a plan can be developed.

Everyone has the potential to identify some level of risk within the work they do. Housekeeping might identify a potential infection risk because of improper disposal. Perhaps a janitor identifies confidential documents thrown away, rather than being shredded as the organization’s policy requires. An individual might identify a pattern of approved reimbursement requests that don’t meet requirements, or perhaps he/she becomes aware of a conflict of interest with a manager and a vendor relationship. It’s important to share concerns, either with the supervisor of that area, through chain of command, to the compliance professional directly, or through the confidential message line (hotline). The scenarios above are the sort of matters that can sometimes be addressed early and quickly, without going through the compliance professional or the risk assessment process. However, sometimes they also need to be considered within a risk assessment to determine if additional resources (e.g., equipment, people, processes) need to be dedicated to address an area of risk, especially when there is a pattern of failures and consequences that occur due to these failures.

All organizations have risk and all of us have the potential to identify risk. What individuals and the organization choose to do about that risk is important to the success of the organization.

Deann M. Baker, CCEP, CHC, CHRC
Compliance Professional

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**STRENGTH**

“With the new day comes new strength and new thoughts.”

—Eleanor Roosevelt
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re·sil·ience

/reˈzɪlɪəns/

Noun

1. the ability of a substance or object to spring back into shape; elasticity

2. the capacity to recover quickly from difficulties; toughness

How resilient are you?

Take a short quiz to find out!