



Compliance Community

*System Compliance Program
Office of Audits & Analysis*

Collectively Compliant

“Compliance” is a term that is heard almost daily in higher education, as there are numerous institutional policies, System rules and regulations, state and federal statutes, and accrediting agency requirements with which we are expected to comply. Although the System Compliance Office is designed to assist and guide TSUS components in ensuring compliance, it is crucial that all faculty and staff recognize their individual and collective roles in sustaining compliance, and that each department is responsible for complying with requirements unique to their operations as well as those applicable to all institutional procedures. This can only occur when a culture of compliance exists. Such a culture is built through education and training, as well as through empowering individuals with opportunities to make choices and take actions, and to own responsibility for compliance on a daily basis.

Compliance is a collaborative effort, as it cannot exist in a vacuum or in silos. Rather, compliance permeates all parts of an organization. Raising awareness (through active and open discussions about compliance in the workplace), identifying necessary resources, and reaching out to internal and external subject matter experts when necessary are all ways that compliance can be achieved and maintained. An effective compliance program encourages ethical conduct and a commitment to promoting compliance activities. As a higher education system, it is imperative that all areas of the organization strive toward a culture that values compliance. Each stakeholder should take ownership of their respective compliance responsibilities. Only when all parts of the organization work together can it achieve a true culture of compliance.



Community Spotlight



Melissa Armentor, MSRS R.T.(R), Vice President for Student and Academic Success at Lamar Institute of Technology

Melissa began her 28-year career in higher education at Lamar University teaching in the Radiologic Technology program, which was moved to the newly created Institute of Technology in 1995. She served as Clinical Coordinator of the program for eight years. Melissa entered administration in 2012 as the interim Department Chair of General Education and Developmental Studies. She served as Dean of Instruction from 2013 to 2016, and was then appointed Vice President for Student and Academic Success. Melissa is currently pursuing a Doctoral Degree in Higher Education Leadership at Northcentral University with an expected graduation date of Spring 2019.

Melissa's passion is mentoring students and helping them achieve their educational goals. As VP of Student and Academic Success, compliance influences every aspect of her job. In the academic realm, she ensures that syllabi, faculty information, and other required documents are correct and available on the LIT website. The student success part of her role encompasses even more compliance issues, including, but not limited to:

- Title IX
- Clery Act
- Minors on campus
- Meningitis vaccine requirements

- Mental health services
- Domestic violence support

Melissa works closely with the System Office in mitigating compliance risks in these and other areas, and presented necessary LIT policy changes regarding compliance with Texas statutes to the Board of Regents last year.

Compliance Hotline

The Texas State University System maintains a reporting hotline through a private contractor, EthicsPoint, to provide a confidential avenue for reporting concerns about potential waste, fraud, and abuse of resources, the lack of compliance with laws and regulations, or violations of the System's Code of Ethics. A detailed description and the opportunity to make a report can be accessed [here](#).

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Please feel free to forward this newsletter to others who may be interested or who may benefit from the information. The goal is to expand readership to offer this ongoing resource to as many members of the TSUS community as possible. New readers can subscribe by using the link below.

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The Texas State University System is committed to complying with all applicable laws, regulations and policies. The System compliance program advises and collaborates with components to develop effective ways to mitigate compliance risks on TSUS campuses. Serving to advance the goals of the System and its institutions, the Compliance Office offers resources, education, information and guidance while promoting a culture of responsibility and accountability.

Feedback regarding the System compliance program or the Compliance Community newsletter is welcome. Please contact [Kelly Wintemute](#) with suggestions.