



University Compliance and Ethics

UNIVERSITY OF CENTRAL FLORIDA

Compliance and Ethics Annual Work Plan 2025-2026

University Compliance and Ethics, under the direction of the vice president, people and workplace experience, chief compliance and ethics officer, is charged with implementing and sustaining the compliance and ethics program and provides centralized and coordinated oversight through the ongoing development of effective policies and procedures, education and training, monitoring, communication, risk assessment, and response to reported issues as required by Chapter 8 of the Federal Sentencing Guidelines and Board of Governors Regulation 4.003. These guidelines and regulation set forth the requirements of an effective compliance and ethics program and require promoting compliance with laws and a culture of ethical conduct. The compliance and ethics program focuses on projects that will mitigate risks to the resources and reputation of UCF as well as the careers and professional reputations of its employees.

The following work plan lists the required elements and the activities that will be conducted from July 1, 2025, to June 30, 2026.

1. Provide Oversight of Compliance and Ethics and Related Activities

Promote accountability among UCF employees for compliance with applicable federal, state, and local laws and regulations, and appoint knowledgeable individuals responsible for developing and implementing a comprehensive compliance and ethics program

- Coordinate and conduct bi-monthly meetings of the University Compliance and Ethics Advisory Committee
- Conduct quarterly meetings with compliance partners and senior leadership
- Serve on and provide compliance guidance to the Title IX workgroup
- Serve on and provide guidance to the Security Incident Response Team
- Serve on and provide guidance to the Clery Compliance Advisory Council
- Coordinate and conduct quarterly meetings of the Compliance Training Workgroup

2. Develop Effective Lines of Communication

Create communication pathways that allow the dissemination of education and regulatory information and provide a mechanism for reporting compliance activities or concerns

- Prepare and distribute the *IntegrityStar*, the compliance and ethics newsletter
- Administer and promote the UCF IntegrityLine, reinforce expectations for non-

- retaliation, and continue communications during and after investigations
- Coordinate timely responses to regulatory and other external agencies
- Maintain and promote the compliance and ethics website
- Host tabling events to engage the university community in the compliance and ethics program
- Identify additional opportunities to disseminate compliance and ethics program information and educational materials

3. Conduct Effective Training and Education

Educate the UCF community on its compliance responsibilities and regulatory obligations, and on the university compliance and ethics program

- Deliver and track new employee completion of mandatory Code of Conduct/Speak Up and Potential Conflicts – Florida Code of Ethics for Public Officers training
- Provide ethical leadership training
- Launch eleventh annual Compliance and Ethics Week awareness campaign
- Promote Gifts and Honoraria and Potential Conflicts online training modules for current employees and track employee completion
- Issue annual memo on Vulnerable Persons Act and promote Vulnerable Persons Act online training
- Develop and launch mandatory annual Code of Conduct refresher training for non-student employees and monitor compliance for completion
- Monitor completion of mandatory Youth Protection and Overnight Staff online training modules
- Launch third annual Data Privacy Day awareness campaign
- Identify additional opportunities to develop and deliver compliance and ethics training
- Issue additional regulatory alerts and updates as appropriate

4. Revise and Develop Policies and Procedures

Revise or develop university regulations along with policies and procedures that reflect UCF's commitment to ethical conduct and compliance with applicable laws and regulations

- Chair the University Policies and Procedures Committee, provide oversight of the policy process, and provide guidance on policy development

5. Conduct Internal Monitoring and Compliance Reviews

Identify and remediate noncompliance through proactive review and monitoring of risk areas

- Manage university-wide Conflict of Interest and Commitment Program
- Manage university-wide Youth Protection Program
- Manage and provide oversight of the university's Foreign Influence Program
- Manage university-wide Privacy Program
- Continue compliance partner reporting

- Review the UCF IntegrityLine and department database for trends and risk areas and address appropriately

6. Respond Promptly to Detected Problems and Undertake Corrective Action

Conduct timely investigations of allegations of noncompliance and provide guidance on corrective actions

- Receive and evaluate UCF IntegrityLine reports and allegations of misconduct made directly to the office; conduct investigations
- Provide recommendations for corrective actions and improvement of ethical conduct

7. Enforce and Promote Standards through Appropriate Incentives and Disciplinary Guidelines

Promote the compliance and ethics program and university regulations, policies and procedures, and consequences of noncompliance

- Develop and promote compliance and ethics incentive opportunities
- Promote awareness of UCF regulations, policies and procedures, and regulatory requirements
- Promote accountability and consistent discipline

8. Measure Compliance Program Effectiveness

Evaluate the overall compliance and ethics culture of UCF and the performance of the office of University Compliance and Ethics

- Develop and issue the Compliance and Ethics Annual Report
- Obtain five-year compliance and ethics program review required under BOG Regulation 4.003
- Launch sixth Compliance and Ethics Culture Survey to benchmark results against prior year's results in 2016, 2018, 2020, 2022, and 2024
- Develop, measure, and track department process improvement efforts using the university assessment process

9. New Regulations and Special Projects

- To ensure compliance and transparency oversee the workgroup charged with evaluating the reporting of research expenditures to the NSF HERD survey
- Oversee the Faculty and Staff Experience Survey results reporting and action planning