Regulatory Compliance Response

Higher Education Opportunity Act of 2008

Southern New Hampshire University

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**Regulatory compliance response (Higher Education Opportunity Act of 2008)**

**Overview**

Since the formation and introduction of the Higher Education Opportunity Act of 2008 (HEOA), all university institutions were charged with the mandate to comply with this Act. HEOA was instituted as federal legislation created to enforce the educational resources of universities and colleges as well as offer students in post-secondary education with financial assistance (Schaefer et al., 2009). With the potential penalties for non-compliance, it is significant for universities to develop systems for compliance and becoming more familiar with the new requirements by working closely with legal counsel. Therefore, the present paper will outline the response plan required by colleges and universities if universities such as Roger Williams University were out of compliance with the HEOA of 2008.

**Response Plan**

**Action Recommendations**

Numerous institutions such as Roger Williams University may be faced with issues in adopting a new approach and regulatory decisions that govern the whole educational system (Shaw et al., 2012). There is a high expectation of disclosure obligations through the recent establishment of the HEOA Act of 2008 by OFCCP and EEOC. The university must thus develop a response plan that will help to remain in compliance with the regulatory decisions.

* Roger William University can collaborate and work with legal counsel that has a better understanding of the new requirements to foster a good response to the regulatory decision.
* The institution needs to change its old structural formation to a new one to effectively manage to integrate or incorporate the regulatory decision into the system.
* Reformation of the institutions hiring and admissions practices

The following actions will assist in moving the institution into compliance:

* The institutions need to hire or appoint a compliance officer that will help in enforcing such regulatory compliance
* Changing the mindset and encourage the commitment of the executive committee can assist the institution in moving into compliance (Sibolski, 2012).
* It is necessary to implement strategies that foster disclosure of students' information — for instance, forming and building a compliance program approach that will align the organization with HEOA of 2008.
* The formation of a regulatory portfolio management approach can assist the institution in creating a more coordinated response to implementation.

**Importance of institutions roles in this process**

Organizational roles can be of use when implementing this new requirement approach to an institution. Therefore, the following are the roles that are significant for the success of this process:

* Admission of students with the required grade points from all high school students, including the minority groups.
* Development of policies and regulatory laws that institute integrity of the provisions of federal loan borrowing, financial aid, merit appeals, the requirements for application, and scholarships (Sibolski, 2012).
* Supporting and creating an intellectual society of people that respond to compliance
* Honoring and sustaining individual privacy, professional protocols, parameters of operations and confidentiality.
* Ensuring its compliance with the state, local, and national government policies implemented by the HEOA of 2008 (Sibolski, 2012).

**Resources needed for commitment**

* The institution requires adequate financial capability to respond to the regulation. There cannot be an effective implementation of a policy without finances.
* The institution also requires human resource management (HRM) for hiring and selecting workers with high talents and familiar with the new requirements (Sibolski, 2012).
* Installing high technology systems such as communication systems, systems that monitor all financial transactions of the institution (perpetual inventory system), fire and safety systems, and security cameras.

**Ensuring continuous compliance with Federal regulatory**

The response can be more effective when it has continuous compliance with the federal regulations. As such, to ensure there is the maintenance of compliance with the institution through the response include: provide constant monitoring of the organization's financial statements through affecting the use of accounting principles and tools(Shaw et al., 2012). Implementing a conceptual framework that provides continuous transformation of the organization’s structure to accommodate changes within the educational systems will be effective in sustaining compliance with federal regulatory.

**Conclusion**

In conclusion, the Higher Education Opportunity Act of 2008 (HEOA) is crucial for students to aim for higher learning education. It creates opportunities for some students, including those with disabilities, through programs such as TPSID that assist them in accessing all educational resources for better learning. Therefore, all colleges and universities need to ensure their compliance with the new requirement of HEOA (Sibolski, 2012).

References

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