



FLORIDA A&M UNIVERSITY

OFFICE OF COMPLIANCE
AND ETHICS

THE COMPLIANCE CHRONICLES

FAMU's Compliance & Ethics
Quarterly Newsletter

AUGUST 2025

VOLUME THREE | ISSUE ONE

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MESSAGE FROM THE CHIEF COMPLIANCE & ETHICS OFFICER, RICA CALHOUN



Greetings Rattlers,

As we step into a new academic year and a new semester, it's the perfect time to reaffirm our commitment to fostering a culture of integrity, accountability, and respect at FAMU. Each academic year brings fresh opportunities to build on our compliance foundation, and this year is no different.

To support you in starting the semester strong, you have received, via email, “Lead the Way: Integrity in Action” guides developed from OCE. These resources are designed to help FAMU stakeholders navigate essential compliance expectations with confidence—whether it's understanding workplace responsibilities, safeguarding privacy, or knowing where to go for guidance. Think of them as a quick reference to keep you aligned and prepared throughout the year.

Starting the school year off right doesn't just mean getting organized; it means making intentional choices that uphold our shared values. That includes:

- Reviewing policies that guide our work and academic environment.
- Completing required training on time.
- Speaking up when questions or concerns arise.
- Supporting one another in maintaining a respectful and inclusive community.

Compliance is not about checking boxes—it's about strengthening the core of who we are as a University. Together, we can ensure that this year is marked by ethical decision-making, transparency, and continuous improvement. Thank you for your dedication to these principles. Let's make this year one where compliance and ethics remain at the heart of all we do.

Best,
Rica Calhoun



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CELEBRATING EXCELLENCE IN COMPLIANCE SUPPORT

LACHAE GEORGE



PRIVACY MADE POWERFUL

This semester, our office is fortunate to welcome LaChae George back as a valued contributor to our compliance initiatives. With dedication and insight, she continues to play a key role in advancing several projects, bringing thoughtful research, seamless coordination, and a fresh perspective that helped elevate our programs.

LECHAE RAISED THE BAR

Her contributions spanned privacy and compliance efforts, reinforcing our commitment to integrity and accountability. In April, her outstanding work was recognized at a student achievement reception, where her professionalism and dedication truly shone.



ETHICS IN MOTION

We're deeply grateful for her impact and proud to spotlight her as part of our continued mission to foster a strong culture of compliance.

Strike True: Report with Integrity

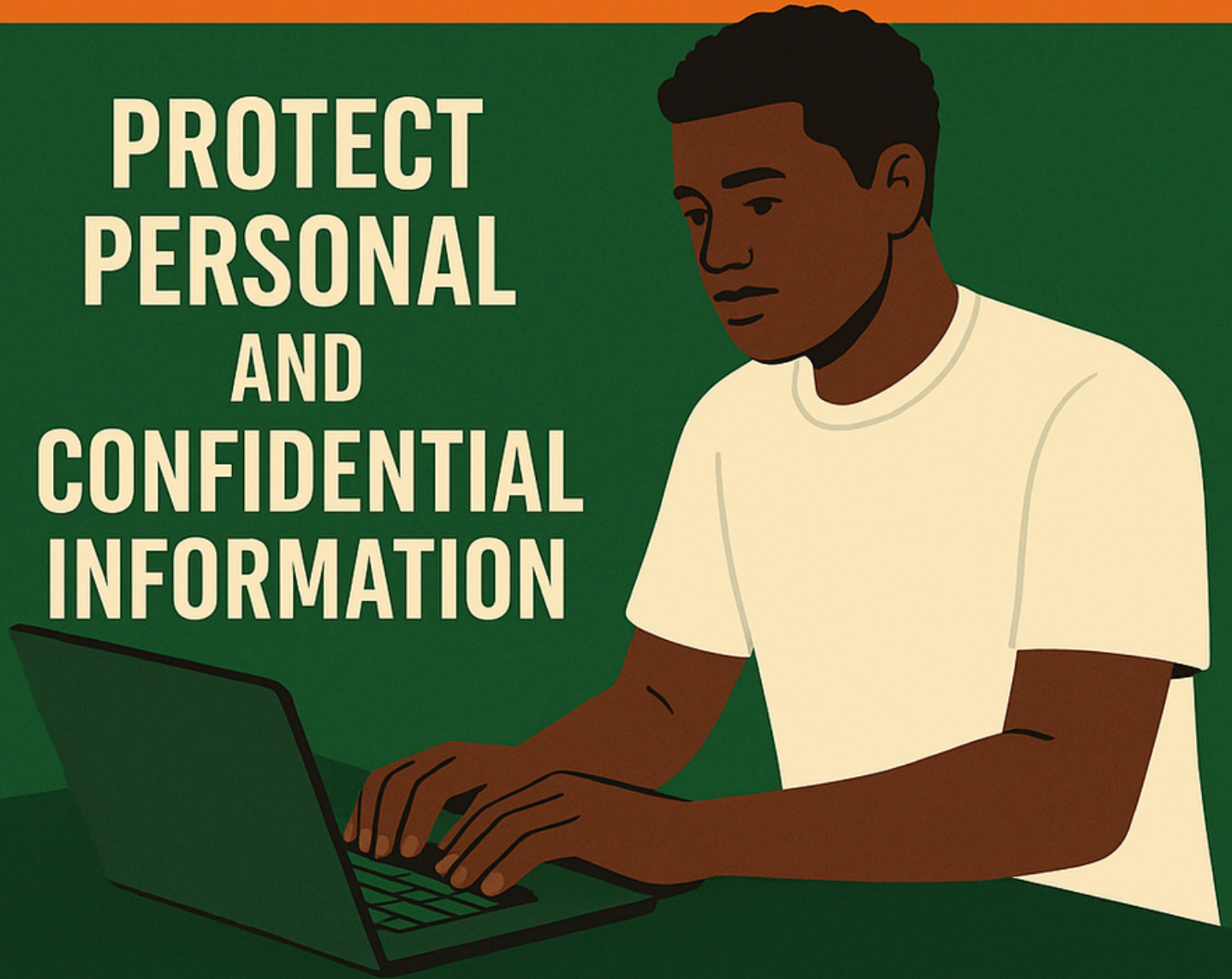
BREAKING — NEWS



False reporting isn't harmless—it can damage people, processes, and compliance itself. Learn more with La'Tonya Baker and Thomas Wood.

PRIVACY ADVISORY

**PROTECT
PERSONAL
AND
CONFIDENTIAL
INFORMATION**



**DO NOT ENTER THE FOLLOWING INTO
AI TOOLS SUCH AS CHATGPT:**

- STUDENT NAMES, ID NUMBERS, OR GRADES
- EMPLOYEE RECORDS OR PERFORMANCE DATA
- HEALTH OR DISABILITY-RELATED INFORMATION
- FINANCIAL OR DISCIPLINARY INFORMATION
- ANY NON-PUBLIC INSTITUTIONAL DATA



AN UPDATE FROM RESEARCH COMPLIANCE

To: **THE FAMILY**

Date : August 2025

Florida Statute 288.860 – International Cultural Agreements: New Rules on International Partnerships

Starting July 1, 2023, Florida's public universities and state colleges must follow new rules when forming partnerships or accepting grants from certain international institutions. The law focuses on colleges, universities, and organizations based in what Florida calls "foreign countries of concern." * Under the new requirements, no state-appropriated funds can be used for grants or agreements with these entities unless the partnership is carefully reviewed and formally approved.

To be approved, a partnership or agreement must:

- Provide clear value to students and the institution.
- Pose no risk to the safety or security of the United States or its residents.

Even with approval, the agreement must meet all other legal requirements under state and federal law.

Why this matters? These changes aim to strengthen oversight of international collaborations, ensuring they promote academic benefits while protecting national interests. Partnerships with overseas institutions can offer students unique opportunities, such as study abroad programs, research exchanges, and cultural experiences, but the state now wants to ensure those opportunities do not come with hidden risks.

In short, Florida's message is clear: universities and colleges are encouraged to engage globally, but only after careful screening and with safeguards in place.

* Foreign country of concern" means the People's Republic of China, the Russian Federation, the Islamic Republic of Iran, the Democratic People's Republic of Korea, the Republic of Cuba, the Venezuelan regime of Nicolás Maduro, or the Syrian Arab Republic, including any agency of or any other entity under significant country of concern.

30 YEARS OF THE

THE AMERICANS WITH
DISABILITIES ACT

July 26, 2025, marked the 35th anniversary of a landmark moment in American civil rights history. On July 26, 1990, President George H. W. Bush signed into law the Americans with Disabilities Act (ADA), legislation that forever changed the landscape of accessibility and inclusion for millions of Americans. Amendments in 2008 reaffirmed the United States' commitment to making space for individuals with disabilities to achieve their fullest potential.

The ADA broke down barriers in employment, public accommodations, transportation, and telecommunications, opening doors both literally and figuratively for individuals with disabilities.

As we honor this important anniversary, we recognize the activists, advocates, lawmakers, and individuals with disabilities who fought tirelessly for this progress. Their courage and determination laid the foundation for a more inclusive and accessible society. While much has been achieved, the work of ensuring full equity and participation continues. Today, we recommit ourselves to the ongoing fight for a world where everyone, regardless of ability, can thrive without barriers.

COMPLIANCE TIP OF THE DAY

I told you to
follow the policy.



Just like sunscreen protects your skin,
policies protect our University.

Failing to follow compliance protocols
can heat things up quickly!

Stay informed. Stay compliant. Don't get caught
popping under pressure!



COMPLIANCE IN FOCUS

There are numerous ways in which we may run into compliance problems. By educating our campus community and offering a place where people can ask questions when they're unsure about what to do, we can prevent ourselves from making headlines.

This Compliance in Focus section provides real-life examples to create awareness, facilitate discussion, and avoid the headlines.

Information Security & Technology Events

Jul 18: Data Breach

Students at the College of New Caledonia (CNC) in Prince George may have had their personal information compromised in a months-long data breach. Cybersecurity experts say it is emblematic of wider cybersecurity problems within educational institutions that can pose serious risks to students' personal information. In a letter sent to students in July, the college says that on March 5, 2025, they learned an unauthorized individual gained access to their online systems, but the individual may have had access to this information on or before Oct. 31, 2024. ([link](#))

Jul 16: Artificial Intelligence (AI)

The advent of generative AI has elicited waves of frustration and worry across academia for all the reasons one might expect: Early studies are showing that artificial intelligence tools can dilute critical thinking and undermine problem-solving skills. There are also many reports that students are using chatbots to cheat on assignments. But how do students feel about AI? And how is it affecting their relationships with peers, instructors and their coursework? ([link](#))

Jul 02: Cyberattack

A politically motivated hacker breached Columbia University's data systems last week, stealing troves of student documents while briefly shutting down the school's computer systems, a university official said Wednesday. The June 24 cyberattack prompted widespread network outages on campus, locking students and staff out of their email accounts, coursework and video conference software for several hours. ([link](#))



**COMPLIANCE
STARTS WITH
YOU**

Fraud & Ethics Related Events

Jul 18: Foreign Ties

The University of Chicago has received information requests from the US Department of Justice and the Department of Homeland Security concerning admissions practices and international students.

The university disclosed that "there may be prospective investigations or inquiries" and that these developments "may, directly or indirectly, have a material adverse effect" on its financial profile and operating performance. ([link](#))



Jul 18: Research Integrity

Scientists hoping to obtain some of the National Institute of Health's (NIH's) dwindling research funds face a new challenge: They will be limited to submitting six applications per calendar year, according to a notice the agency released this week. The policy, which also prohibits applications written with the assistance of generative artificial intelligence, is ostensibly designed to prevent researchers from overwhelming the NIH grant-review system with large numbers of proposals, especially those of low-quality produced with AI.

([link](#))



Jul 07: Academic Integrity

Scientists know it is happening, even if they don't do it themselves. Some of their peers are using chatbots, like ChatGPT, to write all or part of their papers. In a paper published in the journal Science Advances, Dmitry Kobak of the University of Tübingen and his colleagues report that they found a way to track how often researchers use artificial intelligence chatbots to write the abstracts of their papers. The A.I. tools, they say, tend to use certain words -- like "delves," "crucial," "potential," "significant" and "important" -- far more often than human authors do. ([link](#))



Compliance/Regulatory & Legal Events

Jul 24: Athletics Compliance

President Trump signed an executive order intended to bring order and stability to college sports, though NCAA and conference leaders stressed that federal legislation is needed to address the myriad issues schools and athletes are facing. The order was announced by the White House a day after it became apparent Congress was still far from passing a bill to help regulate college sports and the way athletes can be compensated. [\(link\)](#)

Jul 01: Compliance

After a narrow party-line vote in the House of Representatives, President Trump signed off on his signature legislation. [\(link\)](#)

Jul 01: Title IX

The University of Pennsylvania said on Tuesday that it had struck a deal with the federal government that will limit how transgender people may participate in its athletic programs. The government also said the Ivy League school had pledged to "adopt biology-based definitions for the words 'male' and 'female.'" [\(link\)](#)

COMPLIANCE IN FOCUS

continued

Campus Life & Safety Events

Jul 26: Shooting

A 14-year-old is dead and another person is injured after an early morning shooting at a dormitory complex at the University of New Mexico in Albuquerque, authorities said Friday. The incident occurred at the school's Casas del Rio (Gila) student housing center, according to a statement by UNM President Garnett S. Stokes. The injured victim is currently hospitalized. Four people were playing video games in a dorm room when, "for reasons we're still investigating," the suspect began shooting a firearm at the other occupants in the room, New Mexico State Police Chief Troy Weisler said in a news conference Friday night. ([link](#))



Jul 19: Hazing

HBCU Southern University has expelled the Beta Sigma Chapter of Omega Psi Phi Fraternity, Inc. following a hazing investigation tied to the death of 20-year-old student Caleb Wilson. This marks a significant disciplinary step for the HBCU, following months of scrutiny and legal fallout stemming from the February incident. The Division of Student Affairs launched the investigation in February. After holding a disciplinary hearing, officials found the Omega Psi Phi chapter responsible for violating the student code of conduct, particularly in relation to hazing. As a result, the university revoked all fraternity privileges and ordered the removal of physical markers, including monuments, benches, and the fraternity's campus plot. ([link](#))



Jul 11: Stalking

A Bozeman man accused of sending threatening emails to a student at Montana State University admitted to charges yesterday, according to a press release from U.S. Attorney Kurt Alme. According to the press release, MSU Police contacted the FBI in February 2023 because a student was receiving harassing and threatening communications. The emails were racially charged and included threats to kill the student and other members of the campus group she was affiliated with. ([link](#))



Hidden Compliance Picture Challenge

Find the 12 hidden compliance symbols



symbols to hunt for:

1. Whistle (whistle-blower protection)
2. Padlock (data privacy)
3. Scales of justice (ethics & fairness)
4. Wheelchair icon (ADA)
5. Magnifying glass (investigations/audit)
6. Shield with checkmark (policy controls)
7. Calendar with a circled date (regulatory deadlines)
8. Dollar-sign coin (financial stewardship)
9. Exclamation-mark triangle (risk alert)
10. Signed document (contract compliance)
11. Globe with arrows (export control)
12. Graduation cap (student protections)

Hidden Compliance Picture Challenge

Why Does it Matter? Let's Dive In!

#	Symbol	Why it Matters to Compliance
1	Whistle	Encourages members of the University community to report concerns without fear of retaliation, reinforcing our speak-up culture and hotline awareness.
2	Padlock	Highlights data privacy and cybersecurity safeguards—protecting FERPA and sensitive personnel and research data from breaches.
3	Scales of Justice	Represents due process and equitable treatment in investigations, discipline, and policy enforcement.
4	Wheelchair Icon	Signals ADA/Section 504 accessibility obligations, from facilities to digital content, to ensure access for all.
5	Magnifying Glass	Represents compliance reviews that identify root causes, close compliance gaps, and demonstrate accountability to regulators.
6	Shield with Checkmark	Symbolizes strong internal controls and policy frameworks that keep operations within legal and ethical boundaries.
7	Circled-Date Calendar	Reminds teams of critical compliance deadlines—Clery, Section 117, Title IX reports, foreign gift disclosures, and training refreshers.
8	Dollar-Sign Coin	Points to responsible stewardship of public funds, proper use of P-Cards, conflict-of-interest monitoring, and NCAA financial-aid rules.
9	Exclamation Triangle	Flags risk assessment and escalation processes so emerging issues are surfaced to leadership before they become crises.
10	Signed Document	Captures contract compliance, from export-control clauses to vendor ethics certifications, protecting the university from liability.
11	Globe with Arrows	Reflects international activities: export control, foreign influence reporting, and global research collaborations compliance.
12	Graduation Cap	Connects to student protections—NIL rules, Title IV financial aid, Clery Act safety communications, and academic integrity standards.



SEE SOMETHING, SAY SOMETHING

Do you know a FAMU employee who has demonstrated a commitment to compliance and integrity?

We believe that ethical behavior starts with individuals who are willing to take a stand when they see something that doesn't align with our values, even when it is difficult or uncomfortable to do so.

We want to celebrate the employees who exemplify a dedicated commitment to integrity and ethics.

Let us know by nominating them for the “See Something, Say Something” Award at **oce@famuedu** and be on the lookout for a feature in our next issue!



Mandatory Training Calendar

[FIND OUT MORE](#)



Resources and Reports

[ACCESS NOW](#)

email us: complianceandethics@famuedu

WWW.FAMU.EDU/OCE

Meet the University Compliance (OCE) Team



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