



FLORIDA A&M UNIVERSITY  
**OFFICE OF COMPLIANCE  
AND ETHICS**

# THE COMPLIANCE CHRONICLES

FAMU's Compliance & Ethics  
Quarterly Newsletter

**MARCH 2025**

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# TABLE OF CONTENTS



FLORIDA A&M UNIVERSITY  
OFFICE OF COMPLIANCE  
AND ETHICS

Message from Chief Compliance & Ethics Officer,  
Rica Calhoun

3

Office of Compliance & Ethics Updates &  
Highlights

4

Athletics Compliance Office Updates &  
Highlights

4

Equal Opportunity Programs Updates &  
Highlights

5

ADA Reminders

6

Compliance in Focus:  
Trending Topics

7

Resources and Reports

11

Meet the Compliance and Ethics Team!

12



## COMPLIANCE & ETHICS

# MESSAGE FROM THE CHIEF COMPLIANCE & ETHICS OFFICER, RICA CALHOUN

Greetings Rattlers,

Welcome to the latest edition of the Compliance Chronicles! As we navigate the rapidly changing landscape of higher education at both the state and federal levels, staying informed and proactive in our compliance practices is more critical than ever.

The annual FAMU Fundamentals compliance training session is currently underway from March 1-31. A sincere thank you to everyone who has already completed the training—your proactive approach significantly contributes to FAMU’s culture of compliance and ethical decision-making. Annual compliance training helps us stay current with evolving regulations, refresh critical compliance knowledge, and reinforce behaviors essential to protecting our institution.

While comprehensive, each segment is deliberately crafted to equip you with the practical tools needed to uphold ethical standards in our daily operations. Remember that the **FAMU Fundamentals Resource Library** compiles all links and resources from the modules for your use throughout the year. Please remember, completing FAMU Fundamentals training is mandatory, and accountability measures are in place for non-completion to reinforce the importance of maintaining compliance.

Looking ahead, the next three months will bring several exciting compliance initiatives, including Sexual Assault Awareness Month activities (April), updates on regulatory changes impacting higher education, and compliance risk management engagement opportunities. Stay tuned for announcements and opportunities to participate actively in these upcoming events.

Your participation, insights, and commitment remain crucial as we collectively ensure FAMU continues to exemplify trust, respect, and accountability. Thank you for your continued support and dedication to compliance and ethical decision-making.

Best,  
Rica Calhoun



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# COMPLIANCE & ETHICS

*highlights*

In this section of Compliance Chronicles, we share updates and highlights in each of our areas: The Office of Compliance and Ethics, Equal Opportunity Programs, and the Athletics Compliance office.



## WINNER



### Data Privacy Week Challenge Coin Recipients

As part of our Data Privacy Week celebration, we recognized individuals who demonstrated outstanding commitment to protecting privacy and upholding our institution’s data security standards. This year, we are proud to highlight **Amelia Davis** and **Patricia Hinson** as the recipients of the Data Privacy Challenge Coin and Certificate of Excellence. Their dedication reinforces our collective responsibility to safeguard sensitive information and maintain trust within our community.

Please join us in congratulating them on this well-deserved recognition!

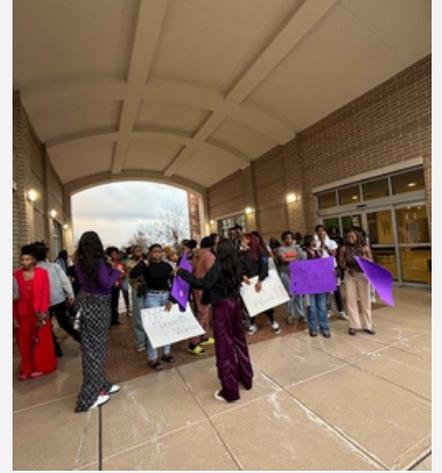
# ATHLETICS COMPLIANCE

*highlights*

**Ericka Cromartie** (Women’s Basketball Assistant Coach) and **Kevin Maurice** (Football Assistant Coach) were the first two individuals to complete FAMU Fundamentals from the Athletics Department!

# EQUAL OPPORTUNITY PROGRAMS *highlights*

## Events Around Campus



Title IX prohibits various forms of relationship violence, not just sexual assault. This includes emotional abuse, physical abuse, and controlling behaviors. Title IX mandates clear reporting procedures for students experiencing relationship violence, along with access to confidential counseling, advocacy services, and support networks.

In support of Domestic Violence Awareness Month (October), Title IX and its Title IX Ambassadors collaborated with University Housing to host *Rattler Relationships Bingo*, an event aimed at educating the campus community on healthy relationships. Title IX extends a heartfelt thanks to Mr. Tavyon Ashley, Resident Assistant at Palmetto Phase 3, for his hard work and dedication in making this event a success.



On 2/10/2025, Title IX Collaborated with the Voices Poetry Group for a Poetry Event

On 2/12/2025, Title IX Collaborated Bryant-Williams Team for a Domestic Violence event titled: Shatter the Silence Event

On 3/4/2025, Title IX Ambassadors and the 118th Miss FAMU Self-Defense Class titled: Defend Your Crown

# ADA REMINDERS

DID YOU

KNOW?



Florida A&M University is committed to ensuring equal access for all students, employees, and guests. Whether it's effective communication tools, reasonable policy modifications, or accessible program participation, support is available.

## NEED ASSISTANCE?

If you require services like sign language interpretation or accessible documents, contact Equal Opportunity Programs at (850) 599-3076 no later than 48 hours before an event.

## SERVICE ANIMALS ARE WELCOME

Yes! Even in places where pets aren't usually permitted.

## HAVE A CONCERN?

You can report a concern or complaint if you experience accessibility issues. Reach out to:

Montell Holmes, ADA Coordinator

 1700 Lee Hall Drive, Suite 308 FHAC

 (850) 599-3076

 File within 60 days of the issue.

## QUICK TIP

ADA services come at no extra charge—FAMU will never place a financial burden on individuals requesting accommodations.

[Click here to learn more about the Grivevance procedure process and policy.](#)

# COMPLIANCE IN FOCUS

We can encounter compliance issues in many ways. A helpful practice to avoid becoming a headline is educating our campus community and providing a space where questions can be asked when unsure what to do.

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

## Information Security & Technology Events

**Feb 24 : Data Privacy**

A federal judge in Maryland granted a temporary restraining order on Monday blocking the Education Department and the Office of Personnel Management from disclosing sensitive data to members of the Department of Government Efficiency (DOGE) team and anyone assisting them. The order, issued by Judge Deborah L. Boardman in Federal District Court for the District of Maryland, prevents DOGE or its representatives from carrying out what they have described as an audit of the Education Department's student loan systems for two weeks while the lawsuit continues. The American Federation of Teachers, a union representing more than 1.8 million educators, had sued to block access to records, which it said contained private information that its members had submitted in connection with student aid for themselves or their families. ([link](#))



## COMPLIANCE STARTS WITH YOU

**Feb 20: Data Breach**

On February 7, 2025, the University of Massachusetts Amherst ("UMass Amherst ") filed a notice of data breach with the Attorney General of Massachusetts after discovering that confidential information in the organization's possession was subject to unauthorized access. In this notice, UMass Amherst explains that the incident resulted in an unauthorized party being able to access certain individuals' sensitive information, which includes their names and Social Security numbers. Upon completing its investigation, UMass Amherst began sending out data breach notification letters to all individuals whose information was affected by the recent data security incident. ([link](#))

## Fraud & Ethics Related Events

**Feb 14: Financial Mismanagement**

A federal audit published by the National Science Foundation's Office of the Inspector General Feb. 6 revealed significant financial mismanagement within several of Northeastern University's federally funded research projects.

As a result, the university agreed to reimburse the National Science Foundation, or NSF, \$616,695. The audit, which was conducted by a contract firm on behalf of the NSF and obtained by the research watchdog Stop Animal Exploitation NOW!, or SAEN, identified significant concerns regarding Northeastern's use of more than \$1.7 million in NSF grants across research projects spanning from 2019 to 2023 of the approximately \$12.1 million of costs the institution claimed during that period. ([link](#))



# COMPLIANCE IN FOCUS

continued

## Compliance/Regulatory & Legal Events

### Feb 22 : Title IX

The U.S. Department of Agriculture announced Saturday that it is launching an investigation into the University of Maine's Title IX compliance related to women's sports. USDA acting general counsel Ralph Linden sent a letter Saturday to the University of Maine System, Gov. Janet Mills and the Office of the Maine Attorney General, accusing the state of "openly disregarding" an executive order barring transgender athletes assigned male at birth from competing on women's teams. The US Department of Education also announced investigations earlier this month into athletic associations in two other states -- California and Minnesota -- where it said the federal directive is also not being followed. ([link](#))

### Feb 21: Preparation Subject to Compensation?

A state Superior Court judge in Los Angeles County has ruled in a lawsuit that part-time professors in the Long Beach Community College District should be paid for work they do outside the classroom such as preparing lectures, grading papers, and meeting with students. Judge Stuart M. Rice's 22-page decision issued this week could have ramifications across the state's community college system, where part-time academics, commonly called adjuncts, have long complained that they are only paid for the time spent in front of a class teaching. A similar suit, brought by adjuncts against 22 community college districts, the state community college system and its board of governors, is proceeding in Sacramento County. ([link](#))

### Feb 17: Regulatory Guidance

The Department of Education sent a "Dear Colleague" letter threatening the federal funding of any academic institution that considers race in most aspects of student life. The letter was geared toward all preschool, elementary, secondary and postsecondary educational institutions, as well as state educational agencies that receive financial assistance from the federal government. ([link](#))

### Feb 12: First Amendment

A judge has ordered Louisiana State University to fully reinstate a professor who was removed from his teaching duties last month after he used vulgar language to criticize political leaders during a lecture. The ruling, which allows tenured law professor Ken Levy to return to his classroom this week, was issued following the conclusion of Tuesday's hearing over a lawsuit Levy filed against the university. During two days of testimony, law students and another professor spoke about the "chilling effect" Levy's removal had on them and that it exacerbated fears over speaking freely in the classroom. The legal battle stems from an anonymous student complaint pertaining to what the professor said on the first day of a criminal justice course in January. ([link](#))

# COMPLIANCE IN FOCUS

continued



## Feb 06: NCAA Compliance

Today, the NCAA announced the Board of Governors voted to update the Association's participation policy for transgender student-athletes following the Trump administration's executive order. The new policy limits competition in women's sports to student-athletes assigned female at birth only. The policy permits student-athletes assigned male at birth to practice with women's teams and receive benefits such as medical care while practicing. This policy is effective immediately and applies to all student-athletes regardless of previous eligibility reviews under the NCAA's prior transgender participation policy. ([link](#))

## Feb 06: Title IX

Three former athletes at the University of Pennsylvania women's swimming program sued the school, the Ivy League Council of Presidents and athletics organizations Tuesday, claiming they violated federal law to allow transgender athlete Lia Thomas to compete against them. In addition to UPenn and the Ivy League, the lawsuit names the NCAA and Harvard University, which hosted the 2022 league championship event, accusing them of violating Title IX, which prohibits sex discrimination in education programs and activities that receive federal funding. Thomas is not a defendant in the suit. ([link](#))

## Feb 01: Research Compliance

The National Science Foundation (NSF) began to search through billions of dollars of grants the agency has already awarded for anything touching on topics that no longer align with newly identified priorities. The NSF has blocked grantees and trainees from accessing funds while the review is underway and modifications continue to be made. ([link](#))



# COMPLIANCE IN FOCUS

continued



## Feb 01: Assault

UC Berkeley police on Friday arrested a 33-year-old man who allegedly assaulted a female bicyclist Tuesday evening near University Village, authorities said. Police said they arrested [the man], an acquaintance of the victim, on Friday morning. The female was riding on a pathway along the south fence line of the University Village in Albany between 7:30 p.m. and 8 p.m. Tuesday when [the man] allegedly came out of some bushes and told her he was going to follow her and sexually assault her. The victim verbally responded and continued to ride past the suspect. [The man] then allegedly grabbed her from behind, pulled her off her bike, and began to take her toward the bushes. The female used pepper spray on the suspect and escaped before reaching the bushes.

[\(link\)](#)

## Feb 01: Campus Climate

The University condemned the insertion of "political views within the lab notes for a class session," according to a statement from Columbia released on Tuesday. The statement attributed the insertions to "a graduate student serving as a teaching assistant." An Astronomy Lab I class' lab notes obtained by Spectator included a unit titled "Astronomy in Palestine." The lab notes read that students should "understand the privileges" of being able to study astronomy without "worrying about being caught in an airstrike." The University declined to comment beyond the Columbia Office of Public Affairs statement on Tuesday. The University found the lab notes to be in violation of "policy and specific Department guidance." [\(link\)](#)





## 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 [complianceandethics@famuedu](mailto:complianceandethics@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](mailto:complianceandethics@famuedu)

[WWW.FAMU.EDU/OCE](http://WWW.FAMU.EDU/OCE)

# Meet the University Compliance (OCE) Team



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