



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

# THE COMPLIANCE CHRONICLES

FAMU's Compliance & Ethics  
Quarterly Newsletter

**DECEMBER 2024**

**VOLUME TWO | ISSUE THREE**

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## COMPLIANCE & ETHICS

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

Greetings Rattlers,

As we conclude a successful Compliance and Ethics Week, themed “Compliance and Ethics at the Core,” I want to extend my heartfelt thanks to each of you for your active participation and enthusiasm. This year’s events, from the 'Venom Vision' workshop partnership with the Office of the Chief Operating Officer to our innovative “Compliance Art Walk,” showcased our commitment to fostering a culture of integrity and collaboration at FAMU.

Your engagement in sessions on topics like risk mitigation, audit preparedness, and the essential role of investigations underscores our shared dedication to upholding our values in everything we do.

As we look ahead to the holiday season, let’s carry forward this spirit of integrity and excellence. The holiday period is a perfect time to reflect on the value of ethical practices in our work and within our communities. Let’s stay mindful of FAMU’s core values and mission, supporting one another as we build a safe and respectful campus environment.

Looking to the new year, I am excited about FAMU's ongoing efforts to move forward in growth and innovation. Together, we continue driving a culture that places compliance, ethics, and accountability at the heart of our actions and decisions.

Thank you for your dedication and commitment. May your holiday season be joyful, restful, and filled with inspiration for the work we will continue in the months to come.

Best,  
Rica Calhoun



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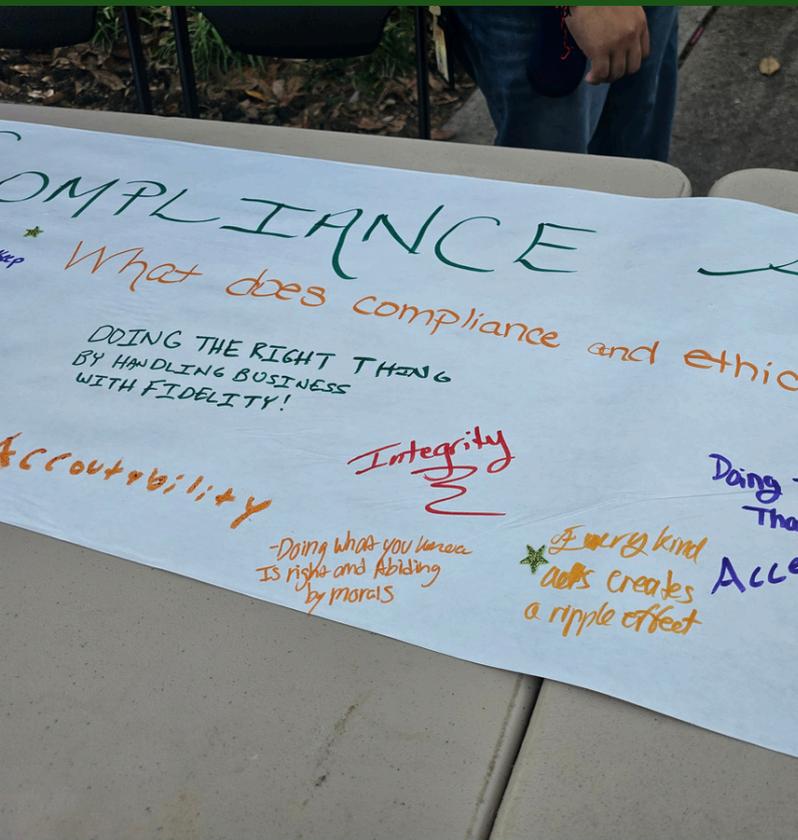


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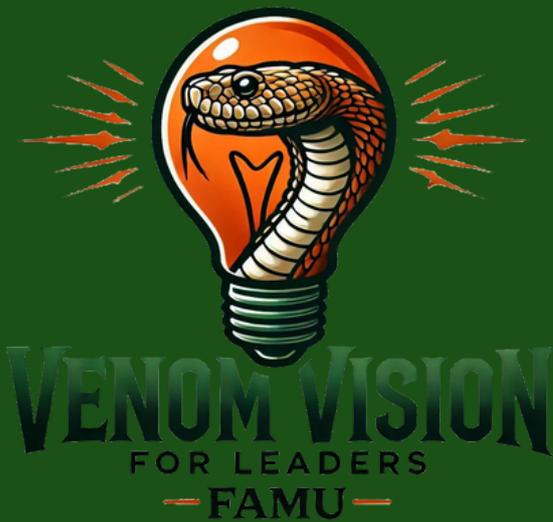
## Office of Compliance and Ethics *highlights*

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.

OCE had another successful Compliance and Ethics Week, including workshops, compliance events, and outreach.



An amazing highlight of the week was the partnership between OCE and the Deputy Chief Operating Officer to host two workshops, one for employees and one for managers. These workshops were very well attended, with more than 800 participants and 189 participants, respectively.



Rica Calhoun took the Main Stage to close the Ignite Emerging Leaders Conference in a presentation on ethics for auditors in October 2024.



Tatiana Everett was the OCE intern for this semester. She provided great insight into Compliance and Ethics Week and was a big help. Thanks Tatiana!

# Office of Equal Opportunity Programs

*highlights*

## Partnerships

The Office of Equal Opportunity Programs has completed another successful academic semester while partnering with the Office of Freshmen Studies Strike Forward Career Exploration Experience!

We are so proud of our EOP interns: Nina Malcolm, a second year criminal justice scholar hailing from Jacksonville, Florida, and, Dylan Harry, a second year graphic design major from Tallahassee, Florida. They are doing amazing work!



## Honors

Montell Holmes received the CeDAR Honors 2024 Bolster Award. This award recognizes a FAMU staff member whose actions and deeds promote the mission, vision, and core values of the Center for Disability Access and Resources.



## Certifications

Dicye Baker

- New Investigator Certification- (Equal Employment Opportunity Commission)



## NCAA Probation Ends

We are proud to announce the official conclusion of Florida A&M University's probationary period related to two prior NCAA infractions cases. This marks a significant milestone in our journey toward excellence, integrity, and accountability in collegiate athletics.

The end of this probationary period is a testament to the hard work and dedication of our athletics compliance team, University partners, leadership, student-athletes, and coaches who worked tirelessly to implement and uphold a culture of compliance. It reflects our commitment to fostering an environment where academic and athletic success align with the highest standards of ethics and fairness.

Throughout this journey, we have embraced the opportunity to learn and grow, strengthening our policies, procedures, and practices. This experience has not only reinforced our dedication to compliance but also positioned Florida A&M as a leader in promoting the core values of collegiate athletics.

We extend our gratitude to everyone who contributed to this achievement, from university staff and students to alumni and supporters. This moment is a reminder of what we can accomplish together as a Rattler community.

As we celebrate this achievement, we look forward to continuing our legacy of excellence with renewed focus and determination. Together, we remain committed to setting an example of integrity that will inspire future generations of Rattlers.

Strike with pride, Rattlers!



# 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

### Oct 30: Data Breach

Saint Xavier University (SXU) is notifying certain individuals of a data security event that may impact the privacy of a limited amount of personal information. SXU is unaware of any misuse of individual information and is providing notice to potentially affected individuals out of an abundance of caution. In July 2023, SXU became aware of potential suspicious activity within our computer systems. Accordingly, SXU quickly took steps to contain the activity, confirm the security of our systems, and begin a comprehensive investigation to determine the full nature, scope, and impact of the activity. The investigation determined that an unauthorized actor downloaded certain files stored on limited SXU systems between June 29 and July 18, 2023. ([link](#))

### Oct 11: AI

In 2024, Duke University announced that it would no longer assign a numerical value to undergraduate college admissions essays when scoring an applicant. While the university would still ask students to submit essays, they couldn't be seen as an accurate reflection of writing ability. "They are not given a numerical rating, but considered as we think holistically about a candidate as a potential member of the Duke community," Dean of undergraduate admissions Christoph Guttentag told the Duke Chronicle. Over the last year, an increasing number of students have begun using platforms like ChatGPT and [Caktus.ai](#) to help complete their classwork. A recent survey found that ChatGPT was landing more and more high school kids in the principal's office for plagiarism and academic dishonesty. But the same pattern has emerged in college admissions--allowing applicants to subcontract the writing process. ([link](#))

## Fraud & Ethics Related Events

### Oct 24: Research Integrity

Penn State has taken the unusual step of revealing it has "indefinitely" prohibited a biomedical engineer from conducting research, after a review of her scientific papers found several contained "unreliable data." The investigation into the work of [the researcher] was sparked by allegations that the data in some of the dozens of scientific papers she has co-authored appeared problematic. Penn State asked external experts to review her work, and they "confirmed the presence of unreliable data in several papers," according to a university statement. The university has alerted the scientific journals that published the affected papers, as well as the federal agency that monitors research integrity. ([link](#))



COMPLIANCE  
STARTS WITH  
YOU.



# COMPLIANCE IN FOCUS

continued



## Oct 01: Academic Fraud

When Darren Hick, a philosophy professor, first came across an AI-generated essay in late 2022, he knew it was just the start of something bigger. Almost two years later, Hick says the use of AI among students has become a "virus." "All plagiarism has become AI plagiarism at this point," Hick, who teaches philosophy at Furman University, told Business Insider. "I look back at the sort of assignments that I give in my classes and realize just how ripe they are for AI plagiarism." Students were some of the earliest adopters of AI-text generators when they realized their potential to produce essays from scratch and help with assignments. This quickly resulted in a rise in plagiarism, false accusations of cheating from educators, and a new atmosphere of distrust between students and professors.

[\(link\)](#)

## Oct 01: Student Aid Fraud

Reports indicate a surge in suspicious college applications, perpetrated by humans and bots using stolen or fabricated identities to secure federal student aid. This scheme not only defrauds institutions but also taxpayers, with incidents escalating due to the widespread availability of stolen personal data.

Bad actors exploit this data to forge fake identities or manipulate existing applications, undermining the integrity of admissions processes. Billions of people's data were published on the dark web around April 8, 2024, from a single breach of National Public Data. According to Cybersecurity Ventures, global cybercrime costs are projected to skyrocket to \$9.5 trillion USD in 2024 and \$10.5 trillion by 2025. [\(link\)](#)

## Compliance/Regulatory & Legal Events

### Oct 28: Employee Conduct

A candidate running against a Central Texas district judge is accusing her opponent of using his adjunct teaching position at Texas State University to encourage students to campaign and vote for him, violating state law.

According to a letter sent to Texas State President Kelly Damphousse by a lawyer representing Alicia Key, [the instructor] emailed his students on Oct. 21 asking them to vote for him and to encourage their friends to do so as well. Any student who helped campaign for him at the on-campus polling location would receive a free campaign t-shirt and pizza, according to a screenshot of the email provided to The Texas Tribune by Key's attorney, Chevo Pastrano.

[\(link\)](#)



### Oct 09: Employee Conduct

Employee Conduct: A University of Kansas (KU) professor was placed on administrative leave after a viral video posted to X Wednesday morning showed him making unnerving remarks regarding men who won't vote for women based on their intelligence. The post, which has already garnered over 2 million views in less than seven hours, shows the professor speaking in a university lecture hall. In the video, you can hear him say, "What frustrates me, there are going to be some males in our society that will refuse to vote for a potential female president because they don't think females are smart enough to be president." He continued, "We could line all those guys up and shoot them. They clearly don't understand the way the world works." [\(link\)](#)

# COMPLIANCE IN FOCUS

continued



## Oct 01: Title VI

Muhlenberg College, which recently fired a professor for social media activity expressing her views on the Israel-Hamas conflict, has entered into an agreement with the U.S. Department of Education's Office for Civil Rights to settle concerns over how the college investigated complaints against her. While Maura Finkelstein was not directly named in Monday's announcement, a letter from the OCR in Philadelphia to Muhlenberg College President Kathleen Harring links to a [change.org](#) petition that called for Finkelstein's firing.

Finkelstein, who is Jewish and worked for the college as a tenured professor of nine years, was fired in May for sharing on her personal Instagram account a post written by a Palestinian poet Remi Kanazi, as originally reported by [The Intercept](#). ([link](#))

## Campus Life & Safety Events

### Oct 17: Hazing

Syracuse University has suspended a fraternity after videos of a "repugnant" hazing incident went viral on social media. The incident is alleged to have occurred at the Phi Kappa Psi fraternity house on Syracuse's campus in New York, according to a statement from Chancellor Kent Syverud. "The university was recently made aware of videos showing repugnant conduct that put the well-being of some of our students in jeopardy. The videos in question show acts alleged to have occurred at the Phi Kappa Psi fraternity house," Syverud said in a statement. Syverud added that Syracuse immediately suspended the fraternity, pausing all of its activities while the university investigates the alleged hazing. ([link](#))

### Oct 01: Hazing

The former president and vice president of a Penn State fraternity where pledge Timothy Piazza fell and later died after consuming a large amount of alcohol received jail sentences Tuesday. The former president of the now-defunct chapter of Beta Theta Pi in 2017, the former vice president and pledge master were sentenced in Centre County Court to two to four months behind bars, followed by three years of probation and community service. Each will be eligible for work release. They both pleaded guilty in July to 14 counts of hazing and a single count of reckless endangerment, all misdemeanors. They were the last two criminal defendants to be sentenced in a case that prompted Pennsylvania lawmakers to crack down on hazing. ([link](#))



### Oct 15: Campus Security

Officials on Tuesday said GW Police Department Chief James Tate has resigned from his role effective immediately, following [The Hatchet's](#) reporting late last month on former officers' allegations of departmental gun safety violations and inadequate training. Tate's resignation follows a [Hatchet](#) investigation last month that detailed previously undisclosed departmental safety violations and internal disarray, including two firearms unregistered in D.C. carried by the force's top two officers during the first month of GW's arming rollout, insufficient firearms training and high staff turnover due to a poor workplace culture in the past year. ([link](#))

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# Compliance and the Road Ahead

Recent headlines, as well as several pieces of regulatory and legal guidance, have occurred in the last month that may impact the University's compliance risk. Focus areas for this compliance notice are listed to the right.

The Office of Compliance and Ethics, which includes the Offices of Equal Opportunity Programs and Athletics Compliance, will continue to monitor these areas and support compliance partners in mitigating risk.

**Guidance regarding Artificial Intelligence**

**Phishing and other Cybersecurity threats**

**Research Misconduct**

**Foreign Influence**

**Risk Assessment**

**Investigations**



## Mandatory Training Calendar

[FIND OUT MORE](#)

## 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!



## Resources and Reports

[ACCESS NOW](#)

# Meet the University Compliance (OCE) Team



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