



DIVISION OF AUDIT ANNUAL REPORT

FY 2024 – 2025



FLORIDA A&M UNIVERSITY
DIVISION OF AUDIT

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DIVISION OF AUDIT

INTRODUCTION

The Division of Audit (DoA) is an independent and objective assurance and consulting activity that is guided by a philosophy of adding value to improve the operations of the University. DoA enhances and protects organizational value by providing risk-based and objective assurance and advice as follows:

- **AUDIT:** Provides independent, objective assurance and advisory activity designed to add value and improve university operations. Audit helps the university accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes .
- **INVESTIGATIONS:** Provides independent oversight that investigates allegations of fraud, waste, and abuse. These investigations help ensure accountability and integrity by identifying problems and recommending corrective actions.



MISSION

DOA's mission is to enhance and protect the value of FAMU and its stakeholders by providing excellence in risk-based and objective assurance, advice, and insight through the promotion of accountability, integrity, and efficiency.

VISION

We will be championed by our customers, benchmarked by our peers (counterparts), and dedicated to excellence in our products and services.



A WORD FROM DOA LEADERSHIP

Greetings Rattler Nation,

We are pleased to present the FAMU Division of Audit Annual Report for the fiscal year ending June 30, 2025. This past year, our Division has remained steadfast in its mission to serve the University by fostering accountability, integrity, and efficiency through high-quality audit, advisory, investigative services.

The recommendations provided by the Division of Audit's recent audits, advisories, and investigations provided valuable insights to strengthen compliance, financial management, and overall operations across the University. Beyond our direct contributions to FAMU, our staff also advanced the internal audit profession through service, outreach, and by achieving notable professional certifications and milestones.

In FY 24–25, our team:

- **Completed seven audits and advisories** that addressed critical areas such as Performance-Based Funding data integrity, Financial Aid processes, Athletics operations, and Academic Affairs. These projects provided actionable recommendations to improve compliance, strengthen internal controls, and support student success.
- **Issued 37 investigative recommendations**, addressing matters of fraud, waste, and abuse, and worked with campus partners to implement corrective actions that safeguard University resources.
- **Delivered enterprise risk management support**, helping leadership identify and prioritize institutional risks and align resources with FAMU's strategic goals.
- **Expanded awareness and outreach**, including Internal Controls Week, Fraud Awareness Week, and presentations at state and national conferences, reinforcing FAMU's reputation as a thought leader in the profession.
- **Celebrated professional achievements** across our staff, including certifications, continuing education, and service to professional organizations, ensuring our team remains aligned with best practices and evolving standards.

These accomplishments are a direct reflection of the Division's dedicated professionals, whose expertise and commitment continue to add measurable value to the University. Beyond identifying risks, our work has created opportunities for improvement, enhanced compliance, and supported strategic decision-making.

ACCOMPLISHMENTS AND HIGHLIGHTS



STUDENT SUCCESS

Four student interns were hired to support audit functions, including a graphic design intern to enhance the Audit Report Magazine to align with university strategic goals. The completion of the Performance-Based Funding Audit ensured accurate student success metrics. SBI and CSSAH Advisories addressed multiple areas to elevate both student and faculty experiences.



LEVERAGING THE BRAND

Staff actively presented at national conferences, notably on ethics and AI applications, gaining recognition from prestigious institutions. We collaborated with other departments on investigations and training to reinforce the university's reputation.



ORGANIZATIONAL EFFECTIVENESS & TRANSFORMATION

We maintained rigorous investigations and closed multiple cases related to compensation, health and safety, and financial aid. We facilitated corrective action plans for foreign influence, IT, and Academic Affairs and updated audit plans to improve more operations.



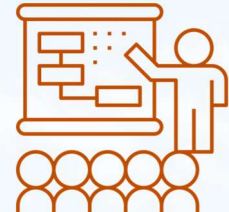
INFORMATION TECHNOLOGY COMPLIANCE INITIATIVES

We partnered with ITS on compliance with GLBA and CMMC standards to strengthen internal controls and risk management. We also hired a Senior IT auditor to help ensure IT systems and data are secure, compliant, and efficient.



WORKFORCE DEVELOPMENT

Staff participated in professional development and training, including AI workshops and audit conferences to support continuous improvement. Participated in management seminars and audit training to further enhance team capabilities.



TRAINING & AWARENESS

Awareness efforts included promoting Cybersecurity Awareness Month, Fraud Awareness Week, and Internal Audit Awareness Month. Initiatives integrated Daily Venom flyers, trivia games, Lunch and Learns, and roundtable discussions on audit preparation and best practices for internal controls.



AUDIT PLANNING & REPORTING

Recent audits and advisories strengthened compliance, financial stewardship, and academic support across the University. Key improvements include enhanced controls over foreign influence and sensitive data, stronger oversight of athletics and financial aid, and initiatives to improve student and faculty experiences.



COLLABORATION & OPERATIONAL SUCCESS

We collaborated with ITS on cybersecurity surveys and with University Advancement for an advisory engagement. We coordinated with other departments on space planning and operational logistics to support ongoing construction and administrative needs.



INNOVATION

Leadership engaged in conferences and workshops to integrate AI and innovative technologies into audit processes, enhancing effectiveness and positioning the university as a thought leader in audit innovation. The Audit Report magazine was transformed into a video magazine format to enhance transparency and engagement.

DIVISION OF AUDIT SERVICES

AUDITS



- Compliance
- Operational
- Information Technology (IT)
- Financial-related (excluding Financial Statement Audits)

MANAGEMENT REVIEWS



- Evaluation of management processes & systems for:
- Performance
 - Continuous improvement
 - Effectiveness
 - Economy and Efficiency
 - Suitability of policies and objectives

ADVISORY & CONSULTING



- Encompasses a wide range of activities, including:
- Assessing proposed and existing processes
 - Improving strategic & business objectives
 - Analyzing internal controls, emerging risks, etc.

TECHNICAL ASSISTANCE



- Training (internal controls, fraud, risk)
- Policy and process revision and development
- External audit liaison
- Business impact analysis
- Risk identification

INVESTIGATIONS



- Fraud
- Waste
- Abuse
- Florida Whistleblower Act

GOVERNING STANDARDS

The Division's activities for audit, advisory, and investigative services are governed by the following professional standards:

Governing Bodies	Standards	Division Services
	(IIA) GLOBAL INTERNAL AUDIT STANDARDS	AUDIT ✓
		ADVISORY ✓
		INVESTIGATION
	INFORMATION TECHNOLOGY AUDIT FRAMEWORK	AUDIT ✓
		ADVISORY ✓
		INVESTIGATION
 ASSOCIATION OF INSPECTORS GENERAL <i>Advancing Professionalism, Accountability & Integrity</i>	(AIG) PRINCIPLES AND STANDARDS FOR OFFICES OF INSPECTOR GENERAL	AUDIT ✓
		ADVISORY ✓
		INVESTIGATION ✓
 STATE UNIVERSITY SYSTEM of FLORIDA Board of Governors	STANDARDS FOR COMPLAINT HANDLING FOR THE STATE UNIVERSITY SYSTEM OF FLORIDA	AUDIT
		ADVISORY
		INVESTIGATION ✓
	COMMISSION FOR FLORIDA LAW ENFORCEMENT ACCREDITATION	AUDIT
		ADVISORY
		INVESTIGATION ✓

WHAT OUR CUSTOMERS ARE SAYING



"Thank you for your assistance and collaborative approach to auditing, for being a trusted source of insight, and for the strong partnership that enhances our shared mission to protect the organization. Your expertise and dedication strengthen our ability to identify risks, improve processes, and drive accountability across the organization."

-Arthur Bialowas, Chief Information Security Officer (CISO)



"As Provost, I have had the distinct pleasure of working closely with the Division of Audit. The Division's thorough and insightful audits have not only ensured compliance but have also provided valuable recommendations that have helped us enhance our processes and achieve our strategic objectives. I am continually impressed by their professionalism and dedication to our university's mission."

-Dr. Allyson Watson, Provost

RESULTS: 24-25 AUDITS AND ADVISORIES

The completion of our 24-25 Audit Work Plan demonstrates our commitment to accountability, integrity, and efficiency by validating controls, assessing compliance, and fostering continuous improvement. The following summary tables highlight some of the key value areas addressed across our published reports and their impact on the University's operations, funding eligibility, stakeholder confidence, and student experience, once fully implemented. Click the image to access the full report.

Office of Financial Aid (OFA) Advisory



Areas of Improvement	Value Added
Improved Accuracy & Efficiency	Faster, error-reduced processing; streamlined workflows and better coordination between OFA, Student Financial Services (SFS), and other business units
Enhanced Documentation & Accountability	Transparent and well-documented decisions; routine updates to the OFA Policies and Procedures Manual
Better Student Service and Experience	Faster, more accurate processing; quicker financial aid and scholarship disbursements to students; improved communication to support retention and academic success

Foreign Influence Audit



Areas of Improvement	Value Added
Stronger Compliance with State and Federal Laws	Compliance with all statutory and regulatory requirements regarding screening foreign researchers, monitoring foreign travel, and reporting foreign gifts
Centralized and Consistent Processes	Established standardized, efficient, and reliable processes to ensure that all required background checks are performed, all required approvals are obtained, and no eligible candidate is missed
Enhanced Data Integrity and Reporting	More accurate, complete, and accessible data for monitoring, reporting, and responding to international incidents; improved ability to track, screen, and report all relevant foreign contracts and gifts

Athletics Financial Review Audit

Areas of Improvement	Value Added
Improved Financial Accuracy and Transparency	Improved accuracy of budgetary reporting and better financial planning and decision-making; Clear procedures



Stronger Internal Controls and Compliance

for vendor onboarding to ensure all vendors are properly vetted before transactions

Reduced financial risk, and deterred improper spending by establishing a “zero tolerance” policy for unauthorized purchases (with penalties for violations); Controls over inventory and payment processes will be strengthened, therefore reducing opportunities for fraud and error by requiring signed and dated documentation (e.g., packing slips) for all received goods and refusing payment until proper documentation is provided

Faster and More Reliable Payments

Adjustments to staffing, training, and process will support prompt payment of invoices and improve vendor relationships, avoid late fees, and ensure compliance

Clearer Roles, Responsibilities, and Accountability

Defined roles and responsibilities, and established monitoring processes for unauthorized purchases and repayments to foster accountability and consistency

Student and Faculty Experience Advisories (CSSAH & SBI)



Areas of Improvement

Value Added

Academic Advisement Experience

Collaboration with the Center for Academic Advising will improve customer service and student interactions; Establishing clear communication procedures and timely feedback guidelines for advisor-student relationships will support student success

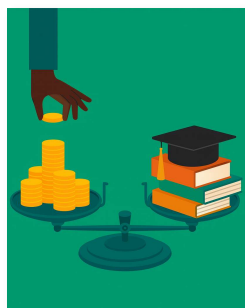
Accessible and Innovative Learning Experience

Expansion of online courses and programs will enhance student success and retention; Ongoing evaluation of course schedules and curriculum will optimize course offerings and availabilities

Faculty Development

Collaboration with Organizational Development and Training (ODT) to improve initiatives and effectiveness

Performance-Based Funding Data Integrity Audit



Areas Reviewed

Value Added

Compliance with State Requirements

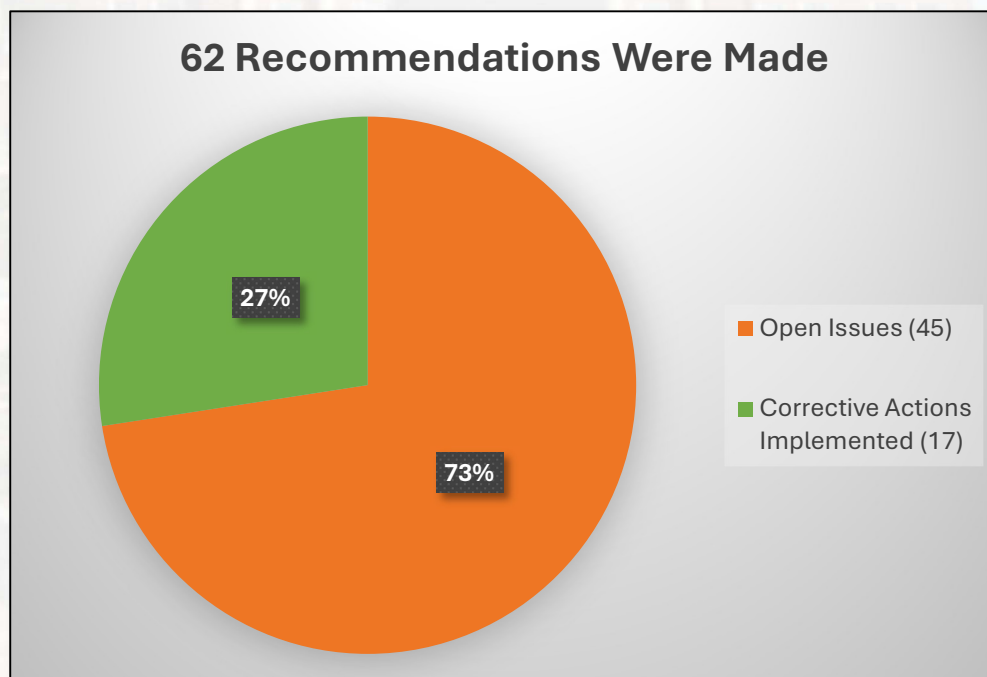
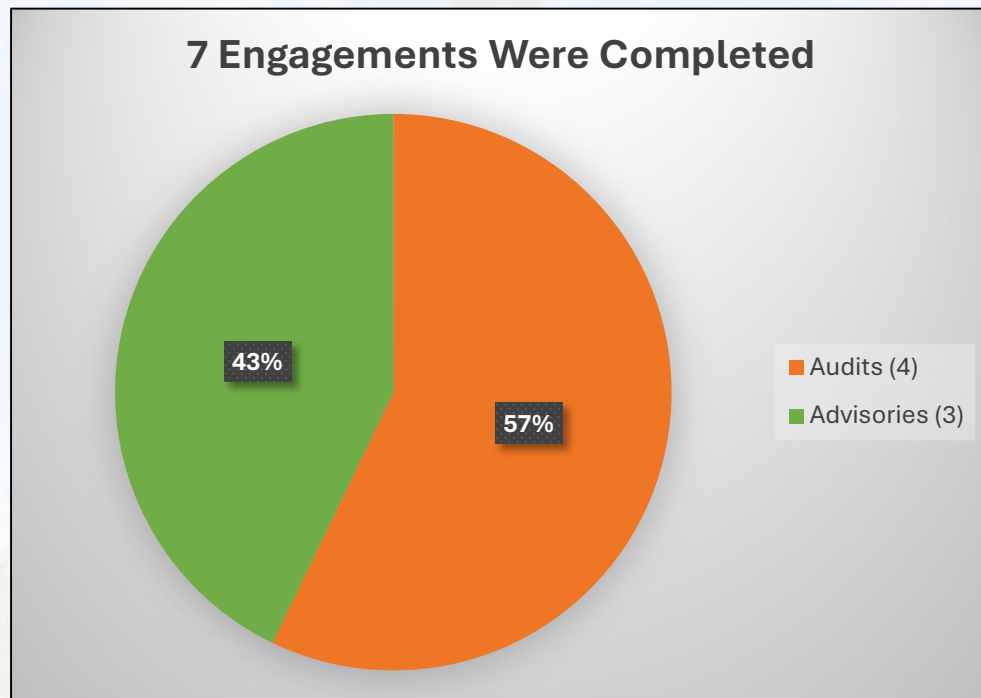
The completion of this engagement protects the University from potential penalties or funding risks due to non-compliance

Assurance of Data Integrity

Verified that controls and processes are adequate to ensure the completeness, accuracy, and timeliness of data submitted to the FLBOG; This assurance supports the University’s eligibility and competitiveness for state funding

AUDIT AND ADVISORY FOLLOW-UP

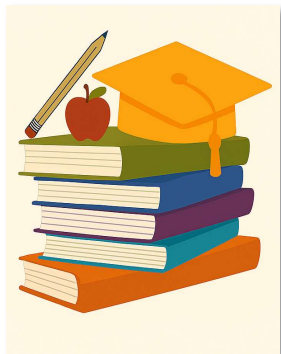
During FY 24-25, the Division of Audit completed seven (7) engagements and issued 62 recommendations. Follow-up activities are conducted for all outstanding audit and advisory findings (observations) identified through our services. Status reports on the implementation of agreed upon corrective actions are regularly provided to the Audit and Compliance Committee of the Board of Trustees, the President, and the Senior Leadership Team. The following charts highlight the distribution of completed work and the status of corrective actions:



RESULTS: 24-25 INVESTIGATIONS

The Division of Audit performs thorough investigations into allegations of fraud, waste, abuse, and whistleblower disclosures in alignment with the Standards for Complaint Handling for the State University System of Florida published by the Florida Board of Governors. This Investigations section summarizes the status and anticipated impact of open and completed management actions in response to recent investigative recommendations. Once our recommended actions are fully implemented, the University will strengthen its internal controls, compliance, and operational effectiveness across key departments and functions.

Academic Affairs and the Office of the Provost



Areas of Improvement

Value Added

Employment Procedures

Reduced risk of policy violations and errors due to clear protocols and documentation requirements; Mandatory background checks and approval processes for volunteers; Decreased errors and policy violations as a result of accurate payroll reporting and monitoring

Enhanced Student Experience

Enhanced safety protocols at Band Camp through regular first aid and CPR training, updated emergency protocols, and improved facilities; Access to qualified medical staff during camps will lead to better health outcomes

Oversight for Contracts and Contractors

Direct oversight of service agreement administration will strengthen fiscal responsibility and accountability; Including Right-to-audit language in agreements will enhance transparency and compliance

Better Student Service and Experience

Faster, more accurate processing; quicker financial aid and scholarship disbursements to students; Improved communication to support retention and academic success

Department of Athletics



Areas of Improvement

Value Added

Inventory Management

Improved tracking and reporting of apparel as income to ensure IRS compliance; Reduced financial risk

Office of Human Resources



Areas of Improvement

Value Added

Supervisor Training

Regular training for supervisors will improve onboarding, evaluation, and offboarding processes

Probationary Tracking

Better tracking of probationary periods will support performance management and compliance

Office of University Advancement



Areas of Improvement

Value Added

Donor & Gift Policy Updates

More thorough due diligence and stronger guidelines for acceptance and reporting for gifts will protect University brand and interests

Leadership Reporting Chains

Clearer reporting structures and accountability will lead to improved strategic oversight

Advancement Training

Comprehensive staff training to help ensure compliance and effective donor stewardship

Information Technology Services



Areas of Improvement

Value Added

IT Reporting and Role Clarity

Centralized IT reporting and accurate job titles will improve service delivery and organizational clarity

Division of Student Affairs



Areas of Improvement

Value Added

SGA Compensation Review

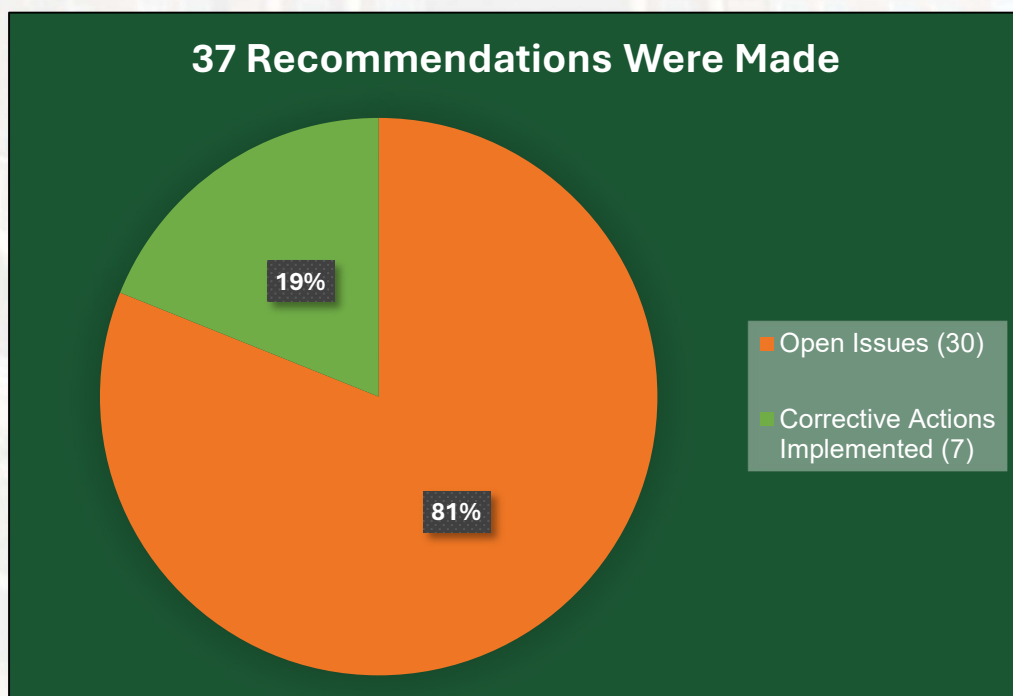
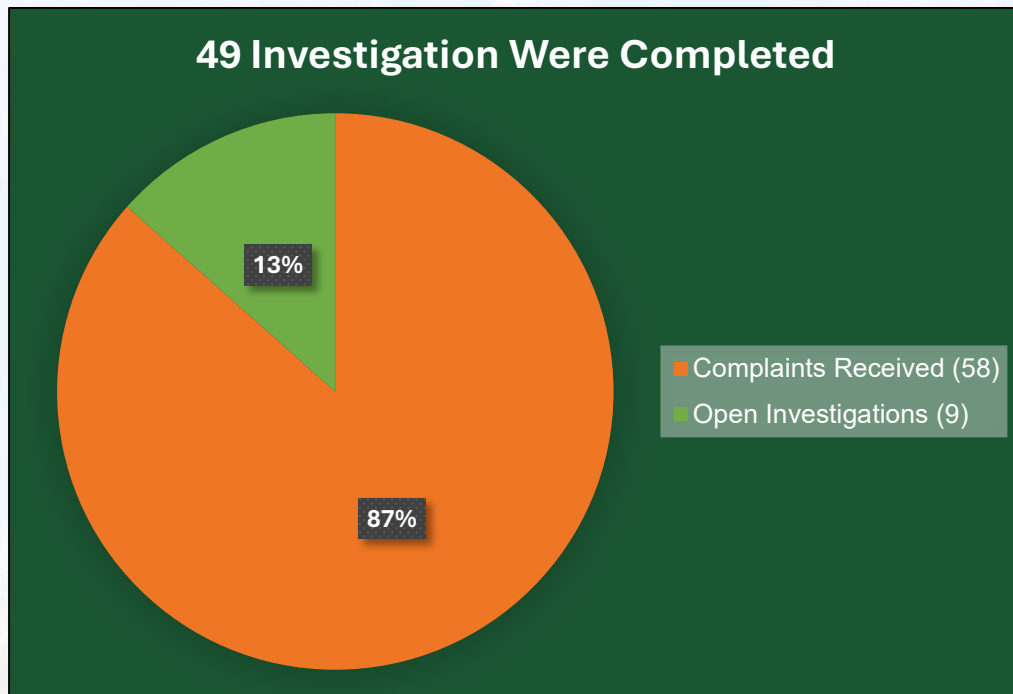
Ensure alignment with Florida statutes and best practices with transparent and compliant student leader compensation

Financial Aid Data Integrity

Implemented controls that prevent overpayments and financial burdens for students through accurate awarding and monitoring

INVESTIGATIVE FOLLOW-UP

During FY 24-25, the Division of Audit completed 49 investigations and issued 37 recommendations. The following charts highlight the distribution of completed work and the status of corrective actions.

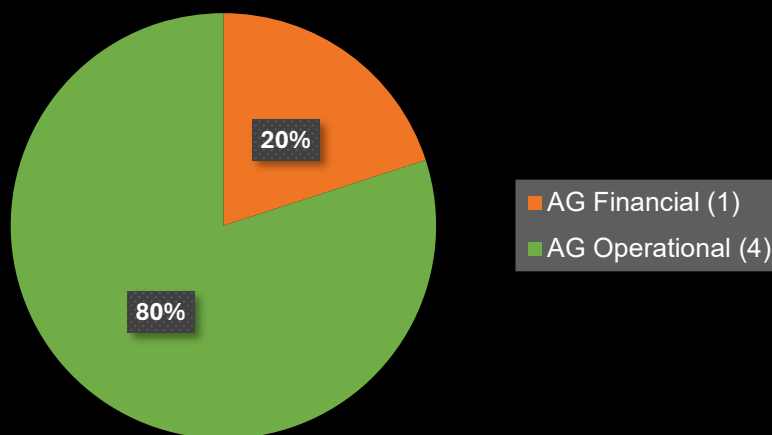


EXTERNAL AUDIT ACTIVITIES

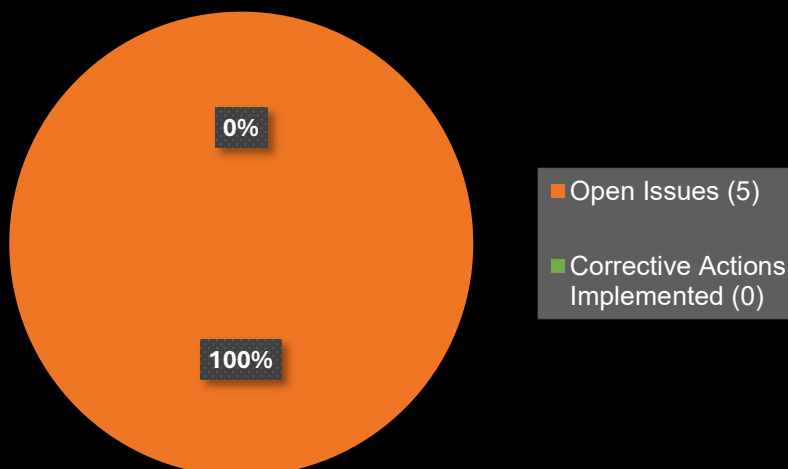
The external audit process plays a critical role in strengthening accountability by providing independent insights into the University's policies, processes, and internal controls. These audits not only reinforce the credibility of FAMU's financial statements and overall financial health but also highlight opportunities to enhance operational effectiveness.

During FY 2024–25, two external audits were conducted: Auditor General Financial Statement Audit and Auditor General Operational Audit, which resulted in five recommendations for improvement. While none have yet been implemented, these recommendations provide a roadmap for strengthening compliance and refining business practices in the coming year.

2 External Audits Were Completed; 5 Issues Were Noted

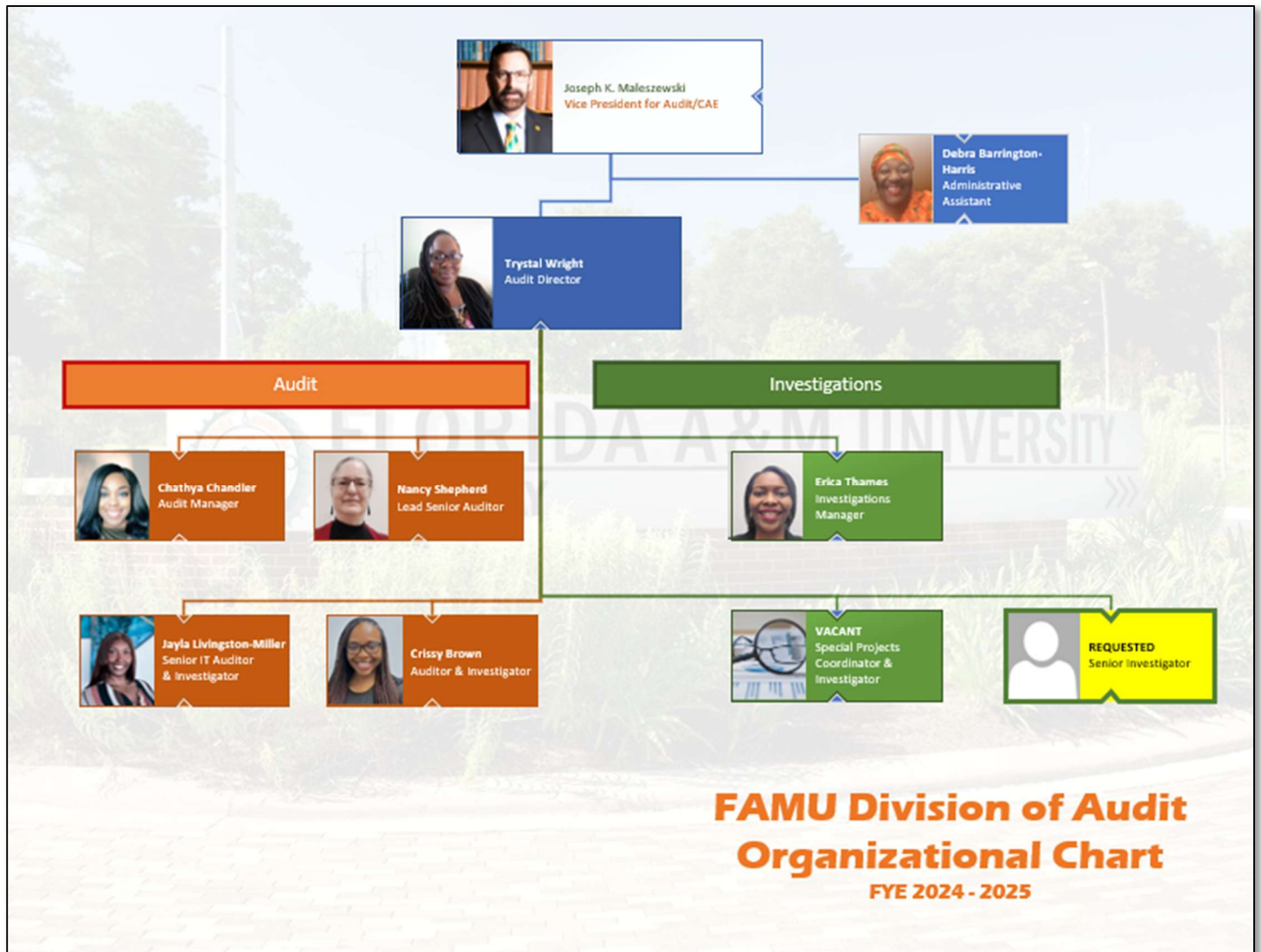


5 Recommendations Were Made



DIVISION OF AUDIT ORGANIZATIONAL CHART

The Division of Audit is structured to deliver independent assurance, advisory, and investigative services that strengthen governance, accountability, and operational effectiveness across the University. The organizational chart below reflects the current team, as well as a proposed Investigator position included in the Division's budget request. This much-needed role would expand the Division's investigative capacity, enabling more timely responses to allegations and strengthening the University's overall culture of integrity.



MEET THE TEAM

Joseph Maleszewski

VP for Audit/ CAE



VP Joseph Maleszewski serves as Florida A&M University's Vice President for Audit and Chief Audit Executive (CAE), where he leads a dynamic team dedicated to delivering independent evaluations and consultative insights that strengthen university operations, financial stewardship, and governance. His work provides critical support to the Board of Trustees and the University President in advancing effective risk management and robust internal control systems.

With more than 31 years of service in Florida state governance, VP Maleszewski brings a wealth of experience and an unwavering commitment to accountability and public service. His prior roles include serving as City Auditor for Tallahassee and as Inspector General and Director of Compliance for the State University System Board of Governors.

An engaged leader in the profession, VP Maleszewski is an active member of the IIA, ISACA, AGA, ACFE, ACUA and AIG. He has held multiple leadership positions within these organizations, including Board President, Treasurer, Instructor, and has most recently Course Director for the AIG's Training Institute.

Through his leadership at FAMU, VP Maleszewski continues to promote a culture of excellence, integrity, and continuous improvement, reinforcing the University's commitment to strong governance and accountability.

Trystal Wright

Audit Director



Trystal Wright is an accomplished Audit Director with an impressive professional background spanning over nine years in auditing and over 11 years in analytical and consulting roles, Trystal brings a wealth of experience the table.

She exemplifies strong leadership and exceptional communication skills, earning national recognition as a thought leader on innovative applications of artificial intelligence within the audit cycle. Trystal has presented to audiences of thousands of diverse professionals on emerging trends and innovative practices helping to shape the future of internal audit.

Trystal's tenacity has ensured the dissemination of valuable insights throughout the university community by leading critical assurance engagements, for PBF Data Integrity and Post-Tenure Review, demonstrating her commitment to ensuring compliance with state requirements and reinforcing institutional accountability.

In addition to her Director responsibilities, she has also served as a Certification Officer and continues to contribute as a Board member for the Tallahassee Chapter of the Institute for Internal Auditors (TCIIA), exemplifying her commitment to professional development and industry advancement.

MEET THE TEAM

Erica Thames Investigations Manager



Erica Thames serves as our dedicated Investigations Manager, where she leads the University's efforts to promote accountability, integrity, and transparency through the effective management of investigations. She oversees the intake, assessment, and resolution of allegations related to fraud, waste, abuse, and the Whistleblower's Act, ensuring each case is handled with objectivity, timeliness, and fairness. Erica also manages the University's EthicsPoint reporting system, maintaining accurate case tracking and providing leadership with actionable insights through regular reporting and analysis.

Under her leadership, the investigations function has become more efficient and data-driven, with enhanced case documentation, stronger coordination with campus partners, and improved follow-up processes to ensure corrective actions are fully implemented. She has also strengthened training and awareness efforts, equipping staff and leadership with tools to identify and address risks of fraud and misconduct before they escalate.

Erica's commitment to excellence and her collaborative approach have made her an invaluable resource to the University community. Through her work, she continues to reinforce FAMU's culture of accountability and ethical responsibility.

Chathya Chandler Audit Manager



Chathya Chandler serves as our Audit Manager, where she oversees audit planning, engagement execution, and the delivery of high-quality reports that strengthen accountability and governance across the University. She provides assurance that projects are completed with precision, timeliness, and adherence to professional standards, while also fostering staff development through mentoring and guidance.

In her role, Chathya leads risk assessments, evaluates internal control systems, and coordinates the Division's annual audit plan to align with institutional priorities. She also partners with University leadership to identify opportunities for operational improvement, enhance compliance, and mitigate risks. Her expertise in governmental auditing and process improvement has already contributed to more robust audit methodologies and streamlined engagement management within the Division.

Through her leadership, analytical skills, and commitment to excellence, Chathya is helping to advance the Division's mission of providing independent assurance and consultative services that strengthen FAMU's operations, financial stewardship, and overall governance.

MEET THE TEAM

Nancy Shepherd
Lead Senior Auditor



Nancy Shepherd serves as our Lead Senior Auditor, bringing deep expertise in financial and operational auditing to the Division of Audit. She leads complex audit engagements, with a primary focus on financial audits, ensuring accuracy, accountability, and compliance across the University's operations. Nancy's CPA skills were requested by the University Controller's Office for FY 25-26, as part of a broader initiative to strengthen financial oversight, internal controls, and audit readiness.

Nancy has played a pivotal role in implementing the new Global Internal Audit Standards, designing training programs for the new standards, and creating practical templates to support their integration. Her leadership has strengthened the Division's audit methodology and equipped staff with the tools needed to maintain consistency and quality across engagements.

Through her work, Nancy continues to reinforce a culture of accountability and excellence, providing the Board of Trustees, University leadership, and the campus community with confidence in the strength of FAMU's internal control and governance systems.

Jayla Livingston-Miller
Senior IT Auditor & Investigator



Jayla Livingston-Miller serves as our IT Auditor & Investigator, where she strengthens the University's cybersecurity posture and digital resilience through comprehensive IT audits, risk assessments, and investigative support. She applies her expertise in frameworks such as NIST 800-53, NIST Cybersecurity Framework 2.0, and CIS Controls to evaluate IT systems, identify vulnerabilities, and recommend solutions that enhance compliance and safeguard institutional data.

In her role, Jayla conducts IT audit engagements, performs system and network vulnerability testing, and develops actionable recommendations that reduce risk and improve operational effectiveness. She also contributes to other audits, advisories, and investigations by leveraging her technical training in digital forensics, data analysis, and incident response to uncover potential risks and ensure integrity in the University's digital environment.

Jayla's strong technical foundation, paired with her analytical approach, has already made her an invaluable contributor to the Division. Her work continues to advance FAMU's mission of protecting institutional assets, reinforcing accountability, and promoting a secure and trustworthy campus environment.

MEET THE TEAM

Crisencia Brown Auditor & Investigator



Crisencia “Crissy” Brown serves primarily as our Staff Auditor, contributing to both audit and advisory engagements that strengthen accountability and compliance at the University. She supports the Division’s initiatives, applying her expertise in financial aid and higher education to ensure accuracy and transparency in critical areas.

Crissy plays an active role in audit testing, evidence gathering, and documentation, helping to deliver clear, reliable results to University leadership and stakeholders. Her contributions also extend to investigations, where she sometimes lends a helping hand to support the review of allegations and ensure cases are handled with fairness and professionalism.

As a rising professional in the field of internal auditing, Crissy brings energy, attention to detail, and a commitment to learning that enhance the Division’s effectiveness. Her work continues to support FAMU’s culture of integrity, compliance, and continuous improvement.

Rasheedat McKay Special Projects Coordinator & Investigator



As Special Projects Coordinator for the Division of Audit, Rasheedat McKay played a key role in driving initiatives that strengthen awareness, engagement, and operational effectiveness across the University. She led the planning and execution of training programs, awareness campaigns, and special initiatives that promote accountability, transparency, and collaboration within the FAMU community.

In addition to coordinating cross-functional projects, Rasheedat supported the Division’s reporting and communications efforts, ensuring leadership and stakeholders receive clear and timely information. She also provided valuable support to the University’s investigative function by assisting with case tracking, data analysis, and follow-up activities that ensure corrective actions are implemented. Her collaboration with the Investigations Manager enhanced the Division’s ability to respond effectively to allegations and maintain trust across campus.

Rasheedat also worked closely with interns and staff, providing guidance on training and awareness initiatives that enhanced both professional development and project outcomes.

AWARENESS INITIATIVES

The Division of Audit led a dynamic portfolio of awareness initiatives, educational presentations, and training engagements throughout fiscal year 2024–2025. These efforts were designed to elevate institutional understanding of audit processes, internal controls, and compliance expectations while promoting proactive risk management across the University.

From interactive campaigns to targeted training sessions the Division employed a variety of formats, including Lunch and Learns, trivia games, roundtable discussions, comical skits, and video presentations, to reach diverse audiences and reinforce key audit principles. These methods of sharing expertise and fostering dialogue help to create a culture of transparency, ethical responsibility, and operational excellence at FAMU.



CYBERSECURITY AWARENESS MONTH

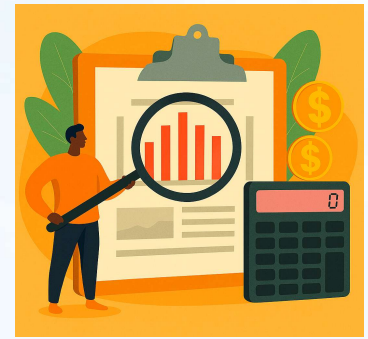
In addition to creating [Halloween-themed Cybersecurity video skits](#) and posting them to our YouTube channel and the Daily Venom, on October 18, 2024, we hosted a virtual panel collaboration with FAMU and FSU Cybersecurity leaders titled “Cyber Resilience in Higher Education: Securing Our Future.” Panelists included IT experts such as: Clifford Stokes, Director of Information Security at FSU; Robert Seniors, VP for Information Technology Services/Chief Information Officer at FAMU; Arthur Bialowas, CISO at FAMU; and Bill Hunkapiller CISO at FSU.

The panel focused on sharing insights, strategies, and institutional experiences around building cyber resilience in higher education.



INTERNATIONAL FRAUD AWARENESS WEEK

During November 17–23, 2024, we shared educational resources such as: *Being a Fraud Fighter* article, *Fraud Week Checklist for Ethical Workplaces*, A short video titled *Generative AI and its Role in Fraud Examination*. We also posted announcements and infographics in the Daily Venom to raise awareness and engage both internal staff and the broader campus community in recognizing and preventing fraud.



INTERNAL AUDIT AWARENESS MONTH

The centerpiece of Internal Audit Awareness Month 2025 was the Audit Bee, a gamified trivia event designed to educate and engage the campus community.

Participants competed for prizes and recognition, with the goal of making internal audit concepts more accessible and fun.

Infographics and videos were shared via the Daily Venom, our FAMU website, and [our YouTube channel](#). For the Audit Bee event, we created and distributed digital and printed flyers across campus and handed out bags of candy and nicknacks to encourage participation.

AWARENESS INITIATIVES



LUNCH N' LEARN

During Internal Audit Awareness Month 2025, we hosted and recorded a Lunch n' Learn session focused on demystifying the audit process. The [presentation](#) walked participants through key steps in preparing for audits common audit findings and how to avoid them, and strategies for turning audit feedback into actionable improvements. This session was designed to be both informative and approachable, reinforcing our goal of building trust and transparency across the university.



EXTERNAL PRESENTATIONS (ACUA, AIG, APPFA)

During FY 2024–25, our staff distinguished themselves as leaders in auditing and investigations in higher education by showcasing their expertise and professionalism at multiple external events. During ACUA AuditCon in September 2024, Nancy Shepherd presented a comprehensive analysis of the “2024 Uniform Guidance Updates.” At the same conference, Erica Thames presented “Navigating an Ethical Maze”, a thought-provoking session that examined real-world ethical dilemmas faced by auditors and offered practical strategies for maintaining integrity in complex environments. Director Trystal Wright represented at multiple national conferences, including ACUA, APPFA, and AIG, with a signature presentation titled “Harnessing the Power of AI”. Her sessions explored how internal audit functions can responsibly integrate AI to improve audit efficiency through practical use cases, ethical considerations, and governance strategies for deployment.



FAMU FUNDAMENTALS

FAMU Fundamentals is a university-wide mandatory compliance training initiative led by the Office of Compliance and Ethics (OCE) in collaboration with several departments, including our Division of Audit. For FY 24-25, we developed an informative but engaging scripted video series titled “[Audit Offenses: Live from Campus Stadium.](#)” The series was designed to educate University staff on common policy violations and fraud scenarios through humor and role-play.

FY 24-25 AUDIT WORK PLAN

The FY 24-25 Audit Work Plan reflects a balanced approach of fulfilling mandatory requirements from the Board of Trustees and the Florida Board of Governors, while also advancing FAMU's strategic priorities through targeted audits, advisories, and risk-based projects.

The FY 24-25 plan emphasizes three overarching themes:

- **Strategic Alignment:** Every engagement is mapped to one or more of the University's strategic priorities, ensuring our work directly contributes to FAMU's mission and vision of achieving Top 100 status.
- **Risk Awareness & Mitigation:** Projects in IT/cybersecurity, campus safety, financial integrity, and academic operations address emerging risks while safeguarding the University's resources and reputation.
- **Collaboration & Engagement:** Our team will continue to provide advisory services, participate in key external and University committees, and expand training and awareness initiatives in efforts to build a culture of integrity and continuous improvement across campus.



Board of Trustees (Mandatory)

- Athletics Financial Review - Spring 2024
- Athletics Financial Review - Fall 2024 (Removal)



Florida Board of Governors (Mandatory)

- Performance-based Funding Data Integrity Audit (Strategic Priority 4)
- Foreign Influence Audit (Strategic Priority 2)



Operational

- Campus Safety & Security (Strategic Priority 5)
- Controller's Office Advisory (Strategic Priority 5) (Removal)



Academic Affairs Advisory Services

- Colleges & Schools: Operations (Strategic Priority 5)



IT/Cybersecurity

- Cybersecurity Maturity Model Certification Level 1 Self- Assessment (Strategic Priority 2) (Removal)
- IT Governance (Strategic Priority 5)



FAMU Committees

- Athletic Action Plan Implementation Team and Workgroup (Strategic Priority 5)
- Policy Advisory Committee (Strategic Priorities 1 - 5)
- Civil Discourse Committee (Strategic Priority 1 - 2)



Training and Awareness

- Fraud Awareness Week (Strategic Priority 5)
- Internal Audit Awareness Month (Strategic Priority 5)
- FAMU Fundamentals (Strategic Priority 5)
- FAMU Management Seminar (Strategic Priority 5)



DoA Services

- External Audit Coordination
- Investigative Services
- Management Requests
- Audit, Advisory, & Investigative Follow-up

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