



FLORIDA A&M UNIVERSITY

OFFICE OF COMPLIANCE
AND ETHICS

THE COMPLIANCE CHRONICLES

FAMU's Compliance & Ethics
Quarterly Newsletter

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COMPLIANCE & ETHICS

MESSAGE FROM THE CHIEF COMPLIANCE & ETHICS OFFICER, RICA CALHOUN

Greetings Rattlers,

As we release this edition of Compliance Chronicles, our University is undergoing a period of significant transition. Change, while challenging, also presents an opportunity for reflection and growth. During this time, one thing remains constant: our unwavering commitment to upholding the highest standards of compliance and ethics.

In this issue, we reaffirm our dedication to maintaining a culture of integrity that transcends organizational shifts. Compliance and ethics is not just a set of rules we follow; it is the foundation of trust that our University community is built upon. Compliance and ethics is not just important when it is convenient. It is important all of the time. Our mission to ensure that every member of our community adheres to these principles is as strong as ever.

This edition delves into key compliance areas that are critical during times of change, including privacy and data protection, which remain at the forefront of our efforts. As we steward sensitive information, our responsibility to safeguard the privacy of our students, faculty, and staff is paramount. We provide practical steps to reinforce your department's data privacy protocols in this issue.

Additionally, we continue to prioritize training and professional development, ensuring that all team members are equipped to navigate the evolving regulatory landscape. The resources and opportunities highlighted in this edition are designed to empower you to uphold our shared values, no matter what changes may come.

Finally, I am pleased to update you on our ongoing compliance risk assessment initiative. As we assess potential risks, your input is crucial in shaping a robust compliance framework that will guide us through this transitional period and beyond.

Thank you for your steadfast dedication to our university's values. Your commitment to ethical conduct and compliance remains the cornerstone of our community's strength. As we move forward together, let us continue to build a culture of compliance that not only meets regulatory requirements but also exemplifies our enduring commitment to excellence.

Warm regards,

Best,
Rica Calhoun



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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.

All offices attended the Office of Compliance and Ethics Retreat in July 2024 to “Build Bridges and Break Barriers.” The retreat was an opportunity to innovate and enhance our programs for 2024-2025!



La'Tonya Baker and Edna Gasque traveled to the SCCE Higher Education and Healthcare Research Compliance Conference to network and learn the best practices and compliance and research to bring back to FAMU.

Rica Calhoun is scheduled to take the Main Stage at the Ignite Emerging Leaders Conference to present on ethics for auditors in October 2024.



OCE's Summer 2024 Intern!
This summer we had the pleasure of working with Ms. Kenedy Williams, an intern from the Strike Forward CEE internship program. Kenedy continues Striking from the Top!

Office of Equal Opportunity Programs

highlights

EOP Interns

Aurea and Jeremiah were amazing editions to the EOP office as interns, Striking from the Top, per usual! They performed tasks such as research, data analysis, administrative duties, and assisted with special projects.



Montell Holmes, Dicye Baker, and Kimberly easier traveled to the Excel Conference to network and bring back best practices in investigations, monitoring, and accommodations.

Title IX Ambassador Program

The Ambassador Program has applied to become a University student organization, which will greatly expand the group's advocacy and outreach related to Title IX, prevention, and reporting.



ATHLETICS COMPLIANCE

highlights



Senior Associate Athletics Director for Compliance and Senior Woman Administrator, Brittney Johnson, spearheaded the NCAA AASP (Accelerating Academic Success Program) Grant and FAMU was awarded \$87k for the grant to assist with increasing our overall APR scores and other APR initiatives!

Tia Huie, one of our Athletics Compliance Coordinators, Tia was accepted to the Black Sports Business Academy which is a 14-week immersive learning experience for HBCU's. The participants will receive exposure in Liberated Development, Sports Industry Exposure and Community Building.



Congratulations to our newest full time Athletics Compliance Office team member, Alexis Davenport! She provides critical guidance and support to our prospective and incoming student athletes!

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

Jul 19: Outage

A global technology outage caused by a faulty software update grounded flights, knocked media outlets offline, and disrupted hospitals, small businesses and government offices on Friday, highlighting the fragility of a digitized world dependent on just a handful of providers. The trouble with the update issued by cybersecurity firm CrowdStrike affected customers running Microsoft Windows. It was not the result of hacking or a cyberattack, according to CrowdStrike, which apologized and said a fix was on the way. Businesses and governments experienced hours-long disruptions and scrambled to deal with the fallout. ([link](#))

Jul 01: Cybersecurity

A vulnerability in the MOVEit file transfer tool is again raising alarms, with Progress Software urging customers to patch the "critical" issue" as hackers reportedly increase attempts to exploit the bug. Progress Software released an initial advisory on Tuesday about CVE-2024-5806 -- a new vulnerability that has alarmed experts because of its resemblance to another issue last year which was exploited to carry out one of the largest data theft campaigns on record. The company released a patch on June 11 and has been working with customers to resolve the issue since then. ([link](#))

Fraud & Ethics Related Events

Jul 01: Scholarship Fraud

A Reddit post unraveled a web of lies by a student at Lehigh University in Bethlehem, Pennsylvania. As it turns out, his entire application was made up. [The student], 19, pleaded guilty earlier this month in Northampton County. Lehigh had given [the student] a full scholarship to attend the school from his native India. [He] had been enrolled, but a Reddit moderator flagged one of his posts. It was blatantly titled: "I have built my life and career on lies." The post went on to describe how [he] falsified transcripts, financial statements and even provided a fraudulent death certificate for his father, who is actually alive. In a statement, Lehigh University said it "Appreciates the report to its ethics hotline and the diligent investigation by the Lehigh University Police Department that led to [the student]'s arrest." ([link](#))

COMPLIANCE
STARTS WITH
YOU.



COMPLIANCE IN FOCUS

continued



Jul 01: Research Fraud

A neuroscientist whose work helped pave the way for an Alzheimer's drug candidate was indicted by a federal grand jury on Thursday on charges of fraud. The indictment, announced Friday by the Justice Department, brings additional scrutiny to the work of [the scientist], who has had multiple studies retracted and faced an investigation by the City University of New York, his employer, that was later halted. The indictment charges him with one count of fraud against the United States, two counts of wire fraud and one count of false statements. It accuses [the scientist] of manipulating or adding to images of Western blots, a laboratory method that researchers use to identify proteins, in order to bolster evidence and help secure grants. ([link](#))

Jul 10: Occupational Fraud

Authorities allege that a doctor who lives on Staten Island illegally used a business credit card from SUNY Downstate Medical Center in Brooklyn to pay for over \$1 million in travel, pet care, fitness and other personal expenses. Brooklyn District Attorney Eric Gonzalez and New York State Inspector General Lucy Lang announced the indictment of [a doctor], the 66-year-old former chairman of emergency medicine at SUNY Downstate, who faces charges that include grand larceny. During an audit, SUNY discovered the alleged thefts by [the doctor], who previously served as chief medical officer and acting head of Downstate Hospital and the medical school. ([link](#))

Compliance/Regulatory & Legal Events

Jul 15: State Law

The California State University system will be required to establish clear policies and guidelines for how sexual harassment cases are investigated and tracked under a bill Gov. Gavin Newsom signed Monday. The new law obligates the 23-campus network to implement recommendations from a 2023 state audit that examined how officials investigated and tracked complaints at the nation's largest public four-year university system following outcry over the failure to properly handle sexual misconduct cases across multiple campuses. ([link](#))



Jul 26: Lawsuit Settlement

Western Iowa Tech Community College has agreed to settle the second of two federal lawsuits alleging the school conspired with others to engage in human trafficking. As reported by Iowa Public Radio earlier this week, WITCC of Sioux City has agreed to pay \$2.3 million to settle a lawsuit initiated by 10 students from Brazil. In April, the school agreed to pay \$3 million to settle similar claims brought by 13 students from Chile. Court documents confirm that while the lawsuits have yet to be dismissed, settlements between the school and the students have been finalized. The Sioux City college was accused of procuring visas for the students to enroll in the school's international education program, and then steering them to work in area meat processing plants. The college then diverted money from the students' paychecks to reimburse the school for the cost of the program, the lawsuits claimed. ([link](#))

COMPLIANCE IN FOCUS

continued



Jul 02: Discrimination Lawsuit

A conservative group filed a lawsuit against Northwestern University's law school on Tuesday, claiming that its attempts to hire more women and people of color as faculty members violate federal law prohibiting discrimination against race and sex. The complaint, coming just over a year after the Supreme Court struck down the use of affirmative action in college admissions, is expected to be among the first in a wave of new legal challenges attacking the way that American universities hire and promote professors. The lawsuit, which was filed in Federal District Court in Chicago, calls that process "a cesspool of corruption and lawlessness." It says Northwestern has deliberately sidelined white male candidates for faculty positions at the law school, giving preference to candidates of other races and gender identities. ([link](#))

Campus Life & Safety Events

Jul 10: Student Death

Police are looking into whether hazing played a role in the death of a Dartmouth College student whose body was found in a river over the weekend. Won Jang was last seen around 9:30 p.m. Saturday by docks on the Connecticut River, and he was reported missing Sunday afternoon, police in Hanover, New Hampshire, said. His body was found at about 7:30 p.m. Sunday in the water about 65 feet offshore, police said. Two of Jang's friends wrote in an email to The Dartmouth, the college's student newspaper, that he had attended a joint event Saturday night of his fraternity, Beta Alpha Omega, and Alpha Phi, a sorority. The event had involved alcohol, the two friends said. Police Chief Charles Dennis told WMUR-TV of Manchester that they would be looking into whether hazing was involved. ([link](#))

Jul 09: Vandalism

Officials at the University of Houston said on Tuesday that a vandal attacked Shahzia Sikander's sculpture "Witness," beheading the work, which is a monument to women and justice installed on campus. Footage of the destruction, which occurred early Monday morning amid the harsh weather of Hurricane Beryl and power outages, was obtained by campus police, officials told the artist. Sikander, a Pakistani American artist, often creates works that examine questions of politics, language and empire. The damaged statue was one of the artist's first major public sculptures in a nearly 30-year career. ([link](#))



Jul 08: Campus Climate

Three Columbia University administrators have been removed from their posts after sending text messages that "disturbingly touched on ancient antisemitic tropes" during a forum about Jewish issues in May, according to a letter sent by Columbia officials to the university community on Monday. The administrators are still employed by the university but have been placed on indefinite leave and will not return to their previous jobs. The announcement came about a month after a website published photos that showed some of the text messages sent by the administrators. ([link](#))

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.

Regulation of Artificial Intelligence

Phishing and other Cybersecurity threats

Research Misconduct

Foreign Influence

Freedom of Expression (University Regulation 5.005)

FOR DATA PHISHING AWARENESS

VERIFY SENDER INFORMATION

- Check the sender's email address for legitimacy.
- Hover over email addresses to make sure it is from famu.edu.
- Be cautious of emails from unknown or suspicious addresses and domains.

DUO: FAMU'S MULTI-FACTOR AUTHENTICATION

- Hackers generally cannot access your account unless you approve the MFA challenge.
- **NEVER** approve a multifactor authentication push or challenge that you have not initiated.

LOOK FOR RED FLAGS

- Emails that claim to be from one domain (ie @Famu.edu) but come from an email address with a different domain (ie @gmail.com).
- Offers that are too good to be true.
- Emails that ask you to provide information that the sender should already have.
- Poor grammar or spelling



DON'T CLICK UNKNOWN LINKS

- Avoid clicking links, providing personal information, or downloading attachments from unfamiliar sources.
- FAMU business must be conducted with FAMU email accounts. You will never receive an email from someone at FAMU using a @gmail.com, @yahoo.com, @icloud.com, etc.

BEWARE OF URGENT REQUESTS

Be wary of emails or messages that create a sense of urgency or pressure you to act quickly.

REPORT SUSPICIOUS ACTIVITY

If you suspect phishing or account activity that you did not initiate, immediately report it to phishbowl@famu.edu.





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 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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