2022-23 UNC System HMSIs Risk Register Overview

Cyber Security
- Protection of data and personal identifiable information
- Confidentiality, integrity, and availability of data and information systems
- Hacking/ransomware/phishing
- Inability to maintain and enhance IT security and IT infrastructure resources (people, processes, technology)
- Competition to retain qualified IT professionals
- Constantly evolving threat landscape

Talent Management
- Pressure to attract and retain a diverse pool of highly qualified employees quickly and competitively
- Key personnel turnover
- Inability to provide competitive salaries to recruit and retain high-performing employees
- Capacity limits among existing staff to take on additional duties
- Succession planning, especially in key leadership roles

Student Recruitment, Enrollment, & Retention
- Demographic shifts shrinking traditional student pool
- Low enrollment adversely impacting financial stability and reputation
- Competition among UNC System institutions and lack of resources (ex. scholarships)
- Updating curricula and diversifying degree programs quickly to keep pace with workforce needs and student interests

Funding & Infrastructure
- Declining enrollment reducing state funding
- Lack of diversity in funding sources
- Lack of resources for fundraising and business development
- Maximizing efficiencies through better institutional coordination for key services
- Backlog of deferred maintenance
- Historical underfunding of capital needs
- Facilities needs to support academic and research growth
- Aging residence halls / lack of on-campus residence capacity
- Retrofitting / upgrading aging buildings

Safety & Wellness
- Preparedness and response to threats and hazards such as bomb threats, violent crimes, and theft
- Injuries and recovery from severe weather events, hazardous materials incidents, fire safety, and pedestrian safety
- Increase in student mental health concerns
- Faculty and staff wellbeing

Regulatory Compliance
- Policies, procedures, and protocols development and updates
- Cost of compliance / noncompliance in a more complex regulatory environment (HIPAA/Claery/Title IX/Export Controls, Financial Aid, Federal Grant compliance, etc.)
- Lack of compliance poses threats to public health and safety, funding stipulations, and grants management
- Faculty/student knowledge of current and anticipated new regulatory mandates (ex. Title IX)

Brand Management & Marketing
- Need to maintain and/or improve the institution’s brand to remain competitive and maintain trust with stakeholders
- Effectively communicating the institution’s uniqueness and value to key stakeholders (alumni, key business partners, political leaders, and legislators)

UNC System Historically Minority-Serving Institutions:
- Elizabeth City State University
- Fayetteville State University
- North Carolina Agricultural and Technical State University
- North Carolina Central University
- University of North Carolina at Pembroke
- Winston-Salem State University

Talent Management
- Goal 11, Employee Experiences
- Goal 12, Faculty and Staff Retention

Student Recruitment, Enrollment, & Retention
- Goal 7, University Productivity
- Goal 11, Student Recruitment, Enrollment, & Retention

Funding & Infrastructure
- Financial & Operational Risk

Safety & Wellness
- Strategic & Operational Risk

Regulatory Compliance
- Legal, Regulatory, & Compliance Risk

Brand Management & Marketing
- Reputational Risk