

# 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

- Pressures in attracting and retaining 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
- Impacts 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/Clery/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



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NORTH CAROLINA SYSTEM**