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<tr>
<th>Risk Areas</th>
<th>Mitigation Strategies</th>
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| Human Capital and Ability to Attract/Retain | • HR Structure and process optimization  
                                           • Targeted salary adjustments |
| Enrollment                            | • Monthly meetings to examine targeted student segments  
                                           • Merit based scholarships  
                                           • Continue to focus on high-demand programs |
| IT Security                           | • Additional staff (with applicable expertise)  
                                           • Shifting systems to the cloud |
| Revenue/Funding Sufficiency           | • Growth in programs that receive enhanced state support  
                                           • Differential tuition  
                                           • Special appropriation development |
| Compliance                            | • Enhanced training opportunities  
                                           • Recruitment of specialized staff |
| Critical Incidents – Safety and Security | • Implementation of AAR Improvement Plan  
                                           • Active Attacker Training  
                                           • Targeted retention efforts for UPD |
| Deferred Maintenance and Swing Space for Specialized Facilities | • Roof replacements and improvements  
                                           • Dobo Hall envelope will be completely refurbished to include new doors, windows, roof, flashings, etc.  
                                           • Dobo Hall rebuild will include redundancies far beyond original design |

*As presented at January 2020 ARC Committee*
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| Human Capital and Ability to Attract/Retain | • AARM responsible for Faculty, Post-Doc, Graduate Student HR processes beginning August 1, 2020  
  • Additional positions in AARM and HR  
  • Salary market analysis |
| Enrollment                        | • Enrollment meetings continue  
  • Growth in targeted programs to offset attrition or stagnant growth in traditional programs |
| IT Security                       | • New hire in Information Security  
  • Critical systems have been moved to the Cloud  
  • Movement of non-critical systems will be on-going  
  • IT Security training  
  • Multi-factor authentication |
| Revenue/Funding Sufficiency       | • $12.8M in enrollment change funding anticipated in FY21  
  • UNC System Office to establish enrollment growth reserve |
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| Compliance | • Online Title IX training for students – third semester of implementation, completion rate of high nineties  
• Increased awareness of Title IX Office  
• In-person training for Faculty/Staff postponed  
• Protection of Minors on Campus position filled |
| Critical Incidents – Safety and Security | • AAR Improvement Plan in progress; some recommendations will be ongoing  
• Online Active Attacker training |
| Deferred Maintenance and Swing Space for Specialized Facilities | • Hurricane repairs  
• Veterans Hall will assist in diversifying lab space  
• Lack of R&R funding |
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<th>COVID-19 Risk Area Impacts</th>
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| **Human Capital and Ability to Attract/Retain** | • Hiring  
• Maintaining feeling of community while teleworking  
• Crisis fatigue |
| **Enrollment** | • Potential reduction in student enrollment  
• Processes moved online, could be difficult to manage for some students |
| **IT Security** | • Teleworking  
• Computer equipment removed from campus |
| **Revenue/Funding Sufficiency** | • Spring 2020 refunds  
• Housing/Dining Impacts  
• Community engagement/Athletics events |
| **Compliance** | • Teleworking challenges with time sensitive, collaborative projects  
• Potential for reduced attention to day-to-day functions |
| **Critical Incidents – Safety and Security** | • Unoccupied campus introduces vulnerabilities  
• Campus readiness |
| **Deferred Maintenance and Swing Space for Specialized Facilities** | • Backlog of maintenance  
• Classroom modifications  
• Social distancing guidelines |
Thank you!