Risk Recap

Prevailing Categorical Risks
• COVID-19 Pandemic
• Enrollment Management
• Human Capital Related Items (Attract & Retain)
• Revenue/Funding Sufficiency

Top Active Risk Categories
• Employee Engagement
• Research
• Students
• Technology Challenges
• Free Speech and Expression
## Prevailing Categorical Risks

<table>
<thead>
<tr>
<th>Category</th>
<th>Internal Management/Monitoring Architecture</th>
<th>External Monitoring / Reporting</th>
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</thead>
</table>
| **COVID-19 Pandemic**             | • Pandemic Response Steering Committee  
• Health & Safety Committee  
• Student Health Center  
• EH&S                                                                 | • System Office  
• Local Health Department                                                   |
| **Enrollment Management**         | • Enrollment Management Team  
• Monthly Meeting and Tracking Report  
• Investment Fund Agreements                                                   | • System Office Reporting  
• Moody’s  
• Collegiate Housing Foundation (CHF)                                           |
| **Human Capital Related Items**   | • Human Resources  
• Academic Affairs Resource Man.  
• New Hires Monthly Meeting & Report  
• Renewal and Change Accountability Committee  | • System Office Retention Report (November)                              |
| (Attract & Retain)                |                                                                                                             |                                                                     |
| **Revenue / Funding Sufficiency** | • Budget Office  
• Business Officers  
• Annual Debt Study  
• Summer Analysis & Fall Budget Memo  
• Special Funds Budgets                                                        | • System Office  
• OSBM  
• Moody’s Credit Rating Review  
• CHF Annual Bud. Review                                                           |
Risk Category: Employee Engagement

Risk Description

- Impact of dependent care on employee productivity
- Remote working
- Workforce exhaustion

Potential Emerging Risk Factor

- Niche roles being poached for teleworking positions

Mitigation efforts

- D2LA Gone Virtual
- Flexible scheduling, remote, and hybrid work options for non-faculty
- Proposed legislative salary increases
Risk Category: Research

Risk Description
• Lab Safety
• Training and Oversight
• Continuity of Operations

Mitigation efforts
• Annual lab inspections by Environmental Health & Safety with documented findings
• Online training requirements for faculty and students working in labs
• Review of laboratory related safety committees
• Increased focus on laser safety
• Development of research continuity of operations tool
Risk Category: Students

Risk Description
• ADA Compliance
• Special needs accommodations

Mitigation efforts
• Continued ADA Compliance
• Education and awareness
• Enhanced processes within Disability Resource Center
• Ally Pilot
• Increased funding
Risk Category: Technology Challenges

Risk Description
• Compromised/Shared Credentials
• Internal Threats
• Online learning/Virtual classes

Mitigation efforts
• Reduction of compromised accounts
• Multi-factor authentication
• Training and awareness
• Continuing to adapt to a remote teaching/learning environment
Risk Category: Free Speech and Expression

Risk Description
• Ensuring a safe environment which encourages the free exchange of thoughts and opinions

Mitigation efforts
• Seahawk Respect Compact
  In the pursuit of excellence, UNC Wilmington actively fosters, encourages, and promotes inclusiveness, mutual respect, acceptance, and open-mindedness among students, faculty, staff and the broader community.
• Learning and development workshops and programs
• Updated policy
Thank you!