

FY24 Risk Rank	Risk Name	Risk Definition	Likelihood Rating	Consequence Rating						Urgency Rating
				Service Disruption, Process Impact on Operations	Financial Impact	Legal/ Compliance	Workforce	Reputation	Life Safety	
1	Enrollment*	Inability to sustain, increase and/or retain enrollment of in-state, out-of-state, international, residential, commuter, transfer, undergraduate and/or graduate students.	Certain or Almost Certain	High	High	Negligible	Medium	High	Negligible	High
2	Information Security	Inability to safeguard data and/or information systems to prevent unauthorized access - whether intentional or unintentional - by foreign or domestic actors or vendors with whom the University conducts business.	Certain or Almost Certain	Medium	Low	High	Medium	Medium	Negligible	High
3	Facilities and Deferred Maintenance	Inability to maintain facilities, including the prioritization of ongoing and deferred maintenance, and/or develop facilities and infrastructure to attract and retain students, staff and faculty, and to support critical research.	Certain or Almost Certain	Medium	High	Medium	Low	Low	Low	High
4	Financial Sustainability	Inability to adapt the University's business model to ensure financial sustainability, mitigate risk, and adjust to changing circumstances that influence funding or revenue.	Likely	Medium	High	Low	Medium	High	Negligible	High
5	Student Health and Mental Health Support	Inability to maintain capabilities and resources to support the physical and mental health, development and well-being of students.	Likely	Low	Negligible	Medium	Negligible	Medium	High	High
6	Artificial Intelligence	Inability to set effective protocols regarding acceptable use and optimization of artificial intelligence in academics, research and the workplace.	Likely	Low	Negligible	Medium	Medium	Medium	Negligible	High
7	International Activities*	Inability to effectively implement a consistent approach across to the University's international activities across the system, including travel, devices and data, students, employment, trade and sanctions, and business engagements.	Certain or Almost Certain	Low	Low	Medium	Low	Medium	Negligible	Moderate
8	Research	Inability to develop and/or maintain transparent and consistent research protocols across University System to ensure safety, accountability and compliance with applicable rules and regulations.	Likely	Low	Medium	High	Low	Medium	Low	Moderate
9	Diversity, Equity, Inclusion and Accessibility*	Inability to sustain and/or enhance diversity, equity, inclusion and accessibility across the University, including employment, students, and campus and workplace culture.	Likely	Medium	Low	High	Medium	Medium	Negligible	Moderate
10	Attract, Recruit, Retain Faculty and Staff	Inability to attract, recruit, retain and appropriately vet qualified, skilled and reputable faculty and staff.	Likely	Medium	Low	Low	High	Medium	Negligible	Moderate
11	Information Privacy	Inability to maintain compliance with state and federal information privacy standards, regulations and laws, including Health Insurance Portability and Accountability Act (HIPAA), Payment Card Industry (PCI) standards, Personally Identifiable Information (PII) requirements, Family Educational Rights and Privacy Act (FERPA) and General Data Protection Regulations (GDPR).	Likely	Medium	Low	Medium	Low	Medium	Negligible	Moderate
12	All Hazards Planning and Response Capabilities	Inability to maintain all-hazards preparedness, response and mitigation plans and capabilities as part of an integrated emergency management program both at the system level, as well as on each campus. Hazards include but are not limited to: hazardous weather, chemical/biological/radiological/ nuclear/explosives (CBRNE) incidents, active shooter threats and incidents, infectious disease outbreaks, acts of civil disobedience, acts of bias and hate, and any additional threats that could impact the health and safety of the campus community or require the evacuation of a facility, a portion of a campus, or an entire campus.	Possible	High	Medium	Medium	Low	Medium	High	Moderate
13	Labor Relations	Inability to maintain productive labor and employee relations.	Likely	Low	Low	Low	Medium	Low	Negligible	Moderate
14	Data Management	Inability to provide consistency in data across the system to support critical information sharing and strategic analytical analysis.	Likely	Medium	Low	Negligible	Low	Low	Negligible	Moderate
15	Vendor Risk Management*	Inability to screen vendors, ensure vendors meet contractual requirements, and vendor deliver acceptable services or deliverables.	Certain or Almost Certain	Medium	Low	Medium	Low	Medium	Negligible	Low
16	Sexual Assault Policies and Response Procedures	Inability to implement consistent protocols across the University to prevent, detect, prepare for, and respond to sexual assault, harassment and other interpersonal violent acts (stalking, domestic violence, etc.) and maintain compliance with state and federal regulations.	Possible	Negligible	Low	Medium	Low	Medium	Medium	Moderate
17	NCAA Regulations	Inability to comply with NCAA regulations, including recruiting guidelines.	Possible	Medium	Negligible	Medium	Low	High	Negligible	Moderate
18	IT Disaster Recovery	Inability to ensure access to systems and/or data in the event of a disruption in technology services.	Possible	High	Low	Low	Negligible	Medium	Negligible	Moderate
19	Continuity Planning	Inability to develop, maintain and/or implement capabilities to maintain continued operations during incidents causing sustained disruption to key services or functions; capabilities include developing, maintaining, exercising and implementing continuity plans as part of an integrated emergency management program.	Possible	Medium	Medium	Low	Low	Low	Negligible	Moderate
20	Environmental and Public Health and Safety Regulations	Inability to comply with local, state and federal environmental, health, public health, and safety regulations and requirements.	Possible	Low	Negligible	Medium	Low	Low	Medium	Moderate
21	Alcohol and Substance Abuse	Inability to maintain capabilities and resources to prevent, detect and respond to, and support students impacted by alcohol and substance abuse on campuses, and maintain compliance with local, state and federal regulations.	Possible	Negligible	Negligible	Medium	Negligible	Medium	High	Moderate
22	Fraud, Waste, Abuse	Inability to maintain capabilities to prevent, detect and respond to fraud, waste, and abuse.	Likely	Low	Medium	Medium	Low	Medium	Negligible	Low
23	Crisis Communications Coordination	Inability to develop, maintain and/or implement systemwide protocols to ensure awareness and coordination of timely communication's when an urgent matter or incident impacts the University.	Likely	Low	Negligible	Low	Medium	Medium	Low	Low
24	Uninsured Loss	Inability to obtain legislative authority to obtain property insurance on state-owned facilities.	Certain or Almost Certain	Medium	Low	Negligible	Negligible	Negligible	Negligible	Low
25	Multi-state Payroll Taxation	Inability to appropriately comply with other states' payroll tax withholding requirements.	Likely	Negligible	Negligible	Medium	Low	Low	Negligible	Low
26	Multi-state Business Taxation	Inability to comply with other states' sales, excise and franchise tax requirements as the University expands its business model.	Likely	Negligible	Negligible	Medium	Low	Low	Negligible	Low
27	Employment Laws and Regulations	Inability to comply with local, state and federal employment laws and regulations.	Possible	Negligible	Low	High	Medium	Medium	Negligible	Low
28	Policies/Procedures Regarding Minors on Campus	Inability to develop, maintain, and implement procedures to safeguard minors on campus.	Possible	Negligible	Negligible	Medium	Negligible	Medium	Low	Low
29	Academic Quality and Standards	Inability to maintain academic quality and standards, including those required for accreditation.	Unlikely	Low	High	High	High	High	Negligible	Low
30	Oversight of Student Organizations	Inability to maintain oversight of registered student organizations. (finances, insurance, etc.)	Possible	Negligible	Negligible	Low	Negligible	Low	Negligible	Low