

New ERM Ranking

January 2025

Key: **New Ranking Number**. Risk Name (2024 Ranking 2023 Ranking -2022 Ranking Number)

1. Enrollment Trends (1) (1) (1)
2. Financial Sustainability (2) (7) (6)
3. Cyber Security (9) (4) (10)
4. Athletics and Pac 12 Transition (3) (6) (17)
5. Faculty and Staff Morale (6) (Added) (n/a)
6. Sufficient University Physical Infrastructure (4) (8) (7)
7. Employee Recruitment and Retention (5) (3) (12)
8. Graduation Rates (16) (Less than 20) (Less than 20)
9. *IT Governance & Institutional Oversight* (less than 20)
10. Effective Financial Management (15) (17) (5)
11. Labor Relations (13) (n/a) (n/a)
12. *Strategic Communications* (less than 20)
13. Data Governance & Institutional Oversight (14) (13) (8)
14. Student Behavior, Wellbeing and Access to Health Care (17) (19) (15)
15. Political Climate & Attendant Social Change (7) (12) (3)
16. Artificial Intelligence (AI) (18) (Added) (n/a)
17. *Campus and Workplace Safety* (less than 20)
18. System Transition (11) (5) (2)
19. Diversity, Equity, Inclusion (19) (11) (13)
20. Robust and Timely Financial Reporting (12) (n/a) (n/a)
21. Civil Rights Compliance (10) (10) (9)

*Note:

The impact of the state budget deficit is woven through the risk enterprise exercise, but due to its size it is called out here; the state is projecting a 12-15B deficit in the operating budget for the next biennium, which could have substantial impact on most of the risks identified.

Drop- Previous Top 20

- 8. Employee Compensation (now combined w/ Employee Recruitment and Retention)
- 20. Data Privacy (now combined with Cyber)

New to Top 20

- 9. IT Governance & Institutional Oversight – Previous rank 22.
- 12. Strategic Communications - Previous rank 21.
- 17. Campus and Workplace Safety – Previous Rank 28.

United Educators 2024

Top 10 Risks

1. Enrollment
2. Data Security
3. Operational Pressures
4. Recruitment and Hiring
5. Regulatory and Legal Compliance (Non-VAWA/Title IX)
6. Facilities and Deferred Maintenance
7. Student Mental Health
8. Funding
9. Public Safety
- 10.* General Premises Safety
- 10.* Title IX
- 10.* Political and Societal Pressures

** Three risks tied for 10th*