



Compliance, Audit, Risk Management and Legal Affairs (CARL) Committee
November 11, 2025
10:15 a.m.

DRAFT MINUTES

CARL COMMITTEE MEMBERS PRESENT: Anita Bachmann (Chair), Margaret Benjamin, George Hoyle, Matthew Rankin

CARL COMMITTEE MEMBERS ABSENT: Dale Phipps

OTHERS PRESENT: Chancellor Franklin Gilliam; Alan Boyette, Provost and Executive Vice Chancellor; Jerry Blakemore, Vice Chancellor for Institutional Integrity and General Counsel; Casey Forrest, Associate Vice Chancellor for Enterprise Infrastructure and Chief Technology Officer; Damal Raval, Chief Information Security Officer; Bob Shea, Vice Chancellor for Finance and Administration; Cathy Akens, Vice Chancellor for Student Affairs; Patricia Lynch, Associate Vice Chancellor and Chief Human Resources Officer; Wade Maki, UNC System Faculty Assembly Chair and Chancellor’s Fellow for Strategic Planning; Enyonam Williams, Associate General Counsel; Katherine Skinner, Director of Internal Audit; Christopher Jasso, Chief of Police; Waiyi Tse, Chief of Staff; Kelly Harris, Associate Chief of Staff and Assistant Secretary to the Board of Trustees; and other members of the administration and staff.

PROCEEDINGS

Chair Bachmann called the meeting to order at 10:15 a.m. She reminded the Committee members of their duty under the State Government Ethics Act to avoid conflicts of interest and advised that any conflict of interest or appearance thereof with respect to any matter before the Board of Trustees or the Committee needed to be raised at that time. None were identified.

Quorum was confirmed through roll call.

Approval of the Minutes of the August 20, 2025 Meeting

Chair Bachmann called for a motion to approve the minutes of the August 20, 2025, special called meeting of the CARL Committee and the Equality Policy Certification Subcommittee as presented. Trustee Rankin made the motion, which was seconded by Trustee Benjamin. The motion carried unanimously.

Discussion Items

CARL-1 Internal Audit Report

Director of Internal Audit Katherine Skinner presented summaries of two recently completed audits: the Youth Programs Background Checks Audit and the Weatherspoon Art Museum Fiscal Year 2025 Inventory Audit. Both reviews focused on compliance, internal controls, and overall program effectiveness.

The Youth Programs Background Checks Audit confirmed that UNC Greensboro policies align with UNC System requirements for youth program staff background checks. The audit found that 97% of staff had current background checks (within one year) and 91% had checks completed before beginning work. These results reflect UNC Greensboro's strong commitment to youth safety across the 22 programs held on campus last summer. Skinner noted that follow-up actions are underway to address the small percentage of cases that did not meet full compliance, including improved communication and additional training.

The Weatherspoon Art Museum Fiscal Year 2025 Inventory Audit verified the accuracy of the Weatherspoon's art collection and assessed related internal controls. Audit procedures included document reviews and physical verification of high-value, new, and randomly selected items, all of which were found in their recorded locations. The audit reported no findings or recommendations, confirming that records were accurate and controls effective. The Weatherspoon staff further strengthened security this year through the addition of keycard access and restricted after-hours entry.

Overall, both audits demonstrated strong compliance and effective internal controls. Only minor improvements were identified in the youth programs area, while the Weatherspoon audit reflected exemplary stewardship and continued operational excellence.

CARL-2 Policy and Compliance Update

Vice Chancellor and General Counsel Jerry Blakemore and Associate General Counsel Enyonam Williams, who also serves as UNC Greensboro's Compliance Director and Policy Administrator, provided an update on UNC Greensboro's policy and compliance functions.

Williams reviewed her responsibilities as Policy Administrator, which include collaborating with policy liaisons across campus to monitor changes in regulations, managing UNC Greensboro's Policy Manual, and assisting with the creation of new policies and updates to existing policies.

Williams then discussed UNC Greensboro's compliance program, which is designed to ensure adherence to federal, state, UNC System, and institutional regulations. UNC Greensboro has a University Compliance Committee comprised of representatives from across campus who support implementation of policies, training and communication efforts, monitoring of risks, enforcement of standards, and corrective actions. The compliance program has addressed challenges and achieved successes in the areas of associated entity oversight, the protection of minors on campus, and training and communication.

In addition, the confidential reporting system launched in 2024 has proven to be an effective tool for capturing anonymous reports of compliance concerns, which are then submitted directly to the compliance division for review.

CARL-3 Information Technology Services Update

Associate Vice Chancellor Casey Forrest and Chief Information Security Officer Damal Raval updated the Committee on Information Technology Services (ITS) projects.

They reviewed network intrusion attempts for the month of October and discussed a solution ITS is in the process of implementing to increase the security team's blocking capabilities and reduce false positives. They also reported that:

- UNC Greensboro conducted a simulated phishing campaign for faculty and staff in September. Approximately 5% of participants “took the bait” and are receiving remedial training.
- ITS worked with the North Carolina National Guard Cyber Security Response Force to conduct a network security and vulnerability assessment in October. ITS has received preliminary information regarding the assessment findings and will soon receive a detailed report that will be discussed with senior leadership. A penetration test, which is a simulated cyber-attack, is planned for March 2026.
- October was Cyber Security Awareness Month. In addition to conducting the annual cyber security awareness training and the simulated phishing campaign, ITS conducted weekly webinars for faculty and staff on various cyber security topics, including AI, phishing attacks, and keeping data safe.

CARL-4 Hot Topics: Free Expression

The final item on the Committee's agenda was a discussion of freedom of expression. General Counsel Jerry Blakemore provided a brief overview of applicable federal and state laws, including the United States and North Carolina Constitutions, and UNC System guidance. The Committee engaged in a comprehensive discussion of the rights and responsibilities of board members, faculty, and staff. The Chancellor provided an important perspective of the unique role of higher education in this area and the need for a civil and productive discussion of the issues facing universities and the broader community. Blakemore and UNC System Faculty Assembly Chair Wade Maki provided a summary of UNC Greensboro's faculty and staff engagement efforts, which have included:

- Memoranda to all faculty regarding their rights and responsibilities, including academic freedom rights.
- In collaboration with the Provost and Faculty Senate Leadership, a free expression presentation to Faculty Senate, with three follow-up faculty forums.
- Memorandum to all staff regarding their free expression rights and responsibilities with two follow-up staff forums.

In addition, UNC Greensboro's Human Resources Department is in the final stages of developing virtual training for faculty and staff.

The meeting concluded with a brief discussion of UNC Greensboro's plans to provide an educational forum for the discussion of both student and UNCG Police Department rights and responsibilities related to police and civilian interactions.

With no further business before the Committee, the meeting was adjourned at 11:39 a.m.

Respectfully submitted,

Kelly Harris
Assistant Secretary to the Board of Trustees