



University Compliance, Ethics, and Risk Update

Board of Trustees Audit and Compliance Committee – February 26, 2025

A Best Place
to Learn and
Work

2024 *IntegrityStar* Award Winners



Melissa Dagley



Brian Boyd



Patricia Hall



Christina Alecse



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Compliance and Ethics Updates

- Faculty Staff Experience Survey
- Stop Campus Hazing Act
- Executive Orders

Emerging Issues & Crisis Response Team (EICRT)

- Cross-functional team responsible for UCF's emerging issue and crisis response
- Formation approved by BOT February 2020
- Provide leadership prior to and during an emerging issue, crisis, or incident
- Provide recommendations to the president for university action as appropriate
- Communicate to the president and Board, as needed, regarding emerging issues or crisis management
- Meet quarterly and as needed to address emerging issues and crisis

EICRT Member Composition

Member	Title
Rhonda Bishop	Vice President, Compliance, Ethics, & Risk, EICRT Chair
Youndy Cook	Vice President & General Counsel
Courtney Gilmartin	Assistant Vice President, Strategic Initiatives and Communication
Mike Kilbride	Executive Chief of Staff
Michael Johnson	Provost and Vice President for Academic Affairs
Gerald Hector	Senior Vice President, Finance and Administration
Janet Owen	Vice President, Government Relations
Jon Varnell	Vice President, Administrative Operations
Bill Self	Professor of Medicine / Associate Director of Undergraduate Affairs
Adrienne Frame	Vice President, Student Success and Well-Being
Sheila Amin Gutierrez de Pineres	Interim Vice President, Information Technology and Chief Information Officer

Key Definitions

- **Issue** – an incident that:
 - an organization would have time to address,
 - has not stopped normal activities,
 - does not represent the potential for long-term repercussions

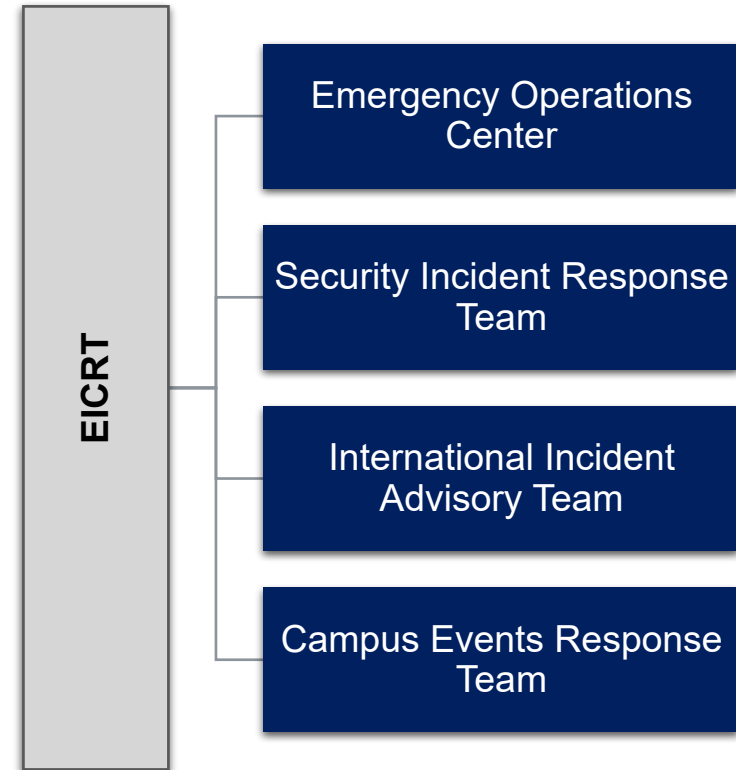
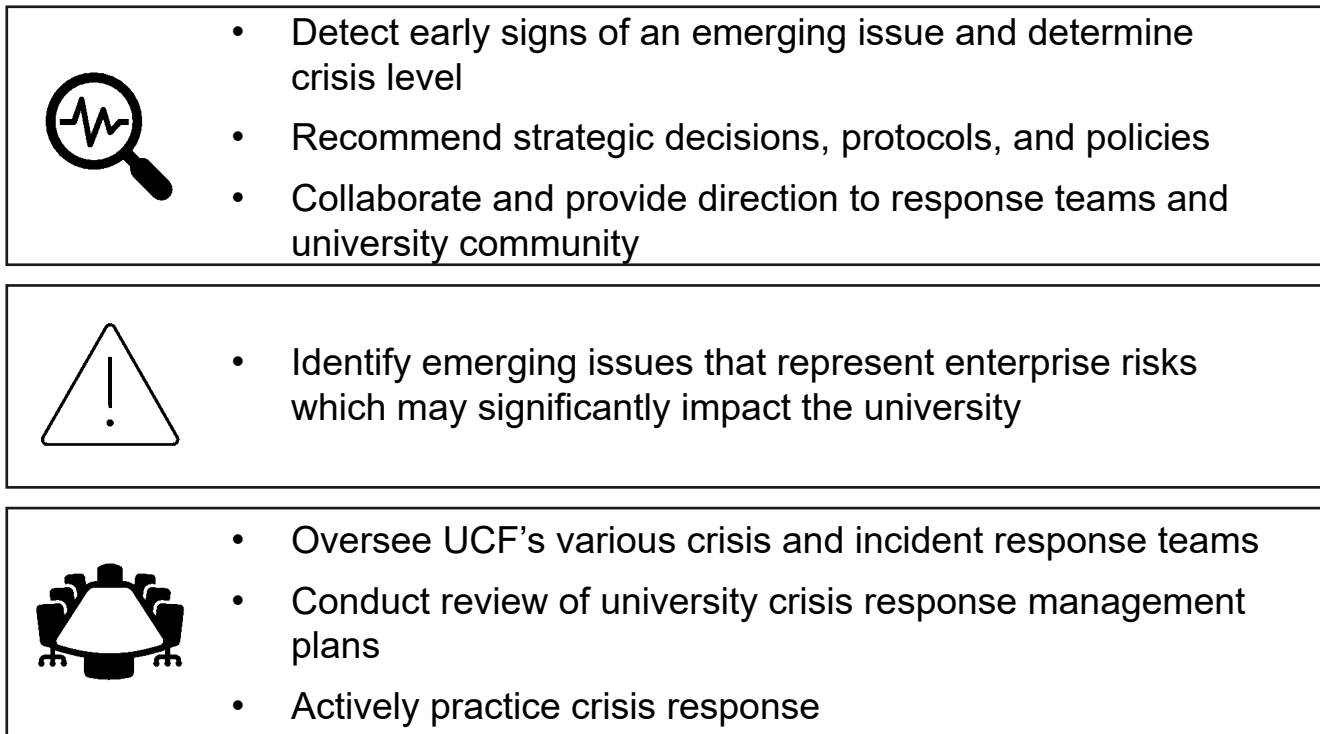
- **Crisis** – an event, which is often sudden or unexpected, that disrupts the normal operations of the institution or its educational mission and threatens the well-being of personnel, property, financial resources, and /or reputation of the institution (Zdziarski, 2006)

- An issue may become a crisis when not appropriately addressed or other instigating factors are present

Crisis Examples

	Natural	Physical	Informational	Organizational / Personnel
Gradual emergence, external origin	Sinkhole	Pandemic	UCF partner mismanages / abuses UCF data or brand	Board member accused of scandal at another organization
Gradual emergence, internal origin	Flooding as a result of severe weather	Chemical poisoning	Student led protest on social media with negative reputational impact	Mishandling of key partnerships leading to negative reputational impact
Abrupt emergence, external origin	Hurricane	Contaminated food served at an on campus restaurant	Ransomware attack	University donor charged with heinous crime
Abrupt emergence, internal origin	Fire as a result of lightning	Fire	Employee sabotage of UCF payroll system	Resignation of senior administrator due to misconduct

EICRT Responsibilities and Duties



A Year in Review

- Team activated for Hurricane Helene and Hurricane Milton
- Discussion concerning student resiliency
- Roundtable conversation on potential emerging issues impacting higher education
- Presentation and review of emergency protocols and response plans
- Tabletop regarding a potential crisis regarding artificial intelligence (AI)



Questions?
